



WHITE COLLAR

Office and Professional Employees International Union, AFL-CIO and CLC

Britain Acts On Automation

—page 3

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March, 1966

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Sign Up - Now!



LAST CALL FOR MEDICARE: The OPEIU urges all members, retired or still on the job, to sign up for both parts of Medicare before the end-of-the-month deadline. The \$3 monthly cost of the voluntary medical part will be a burden on those living on retirement income, but the benefits make it worthwhile. To enroll, or obtain further information, those 65 or older should go to the nearest Social Security District Office. Inquire at your local post office for the address.

Local 29 Holds Technologists In San Francisco Election

The majority of medical technologists in the East Bay area of San Francisco have been firm in their support of Local 29, enabling the union to withstand a strong challenge from the California Association of Medical Laboratory Technologists.

As Local 29 prepared to enter into negotiations with the Associated Hospitals of the East Bay on behalf of the technologists, CAMLT entered the picture and claimed a majority representation of the group. The hospitals then refused to bargain until an election could be held.

On January 31 the State Conciliation Service conducted a secret ballot election at Alameda, Alta Bates, Children's, Herrick, Merritt, Peralta and

Providence Hospitals with 142 laboratory technologists eligible.

Local 29 emerged from the hard-fought contest with a majority of 68 votes to 61 for CAMLT.

The Associated Hospitals have now agreed to negotiate. Assisting the union leadership in the bargaining will be a negotiating committee including one member from each hospital.

Reflecting the need of the employees for union representation, wages presently are far below the average in the state. A substantial increase tops the Local 29 demands.

Other issues include sick leave, vacations, holidays, hospital and dental coverage, pensions and leaves of absence.

Spring Educational Conferences Scheduled

The schedule of regional Educational Conferences to be held this spring has been completed and the agendas prepared.

The focus will be on contract drafting and enforcement and on public relations at the Local Union level.

As always, the motivation that brings office and professional employees into the union will be discussed (See President Howard Coughlin's column, page 3).

Delegates are asked to come prepared with public relations ideas and to bring copies of their own contracts.

This is the schedule:

Northeast—Philadelphia, March 26-27

Erie—Cincinnati, April 2-3

Western—Las Vegas, April 16-17

Southwest—Texarkana, April 30-May 1

North Central—Kankakee, Ill., May 14-15

Southeast—Mobile, May 21-22

Northwest—Vancouver, June 11-12

NLRB Rules

Employers Must Give Unions List of Eligible Workers

In a decision which will be of major assistance to organizing drives conducted by the OPEIU and other unions, the National Labor Relations Board has adopted a new rule requiring employers to make available to unions the names and addresses of employees eligible to vote in any representation election it schedules.

Mead Corporation Votes to Affiliate

Chillicothe, Ohio — Eighty-one (81) employees of the Mead Corporation will reap the harvest of collective bargaining as the result of a successful NLRB election.

The organizing drive originally initiated by Local 333 President Ruth Haudenschild in July 1965, attacked the company's disregard for seniority rights for promotion, weak retirement coverage and generally lower pay scales.

Continued perseverance and organizational "know how" in the form of International Representative John Richards sparked the campaign to its victorious conclusion.

Contract negotiations are expected to begin shortly with the election of a bargaining committee.

Election Wins Rose in 1965

AFL-CIO unions increased their share of election victories in 1965, the National Labor Relations Board has reported.

Affiliates won 58.6 per cent of the elections in which they participated in the first half of 1965, and 57.5 per cent in the second half. Their percentage of wins was 55.7 in 1964's latter half, 52.2 in the first half, according to NLRB records.

A report for the last half of 1965 showed that for elections participated in by AFL-CIO unions, there were 109,681 eligible members in units won by affiliates, 4,631 in units won by the independent Teamsters, 17,037 in units won by other unaffiliated unions, 103,987 where no union was chosen.

The AFL-CIO Executive Council reported at the convention last December in San Francisco that affiliated unions participated in nearly 10,500 NLRB elections in the 23-month period ending May 31, 1965, and won approximately 5,800, or 55.2 per cent.

Through such victories, the council said, AFL-CIO unions won bargaining rights for some 425,000 workers.

The unanimous decision of the five-member NLRB was reached Feb. 6 to become effective 30 days later.

The board refused, however, to set aside the results of elections lost by unions which had earlier been denied a list of names and addresses by employers.

The ruling went part way in meeting the request of the AFL-CIO and affiliated unions for improvement in NLRB election rules. The board, ruling in two related "captive audience" cases, rejected union requests for a rule requiring equal time for unions to address employees on premises used by an employer to defeat union organizing attempts.

The board said its new rule giving unions access to the roster of employees should "provide employees with increased opportunity for communication from all sides in pre-election campaigning."

It cited its mandate from Congress to see that elections are conducted fairly. Such elections, it reasoned, should give employees an opportunity to vote

"under circumstances that are free not only from interference, restraint or coercion" but also from "other elements that prevent or impede a free and reasoned choice."

The board noted the common requirement that names and addresses of voters shall be posted in political elections and in corporate management or proxy contests among stockholders, and specifically cited the Landrum-Griffin provision that any candidate for union office is entitled to have the union distribute his campaign statements to all members.

The AFL-CIO had filed a "friend of the court" brief supporting the unions claims for new elections.

It noted that union organizing committees now normally spend a third or more of their time trying to run down names and addresses, but even so often have finished campaigns lacking almost half the total number.

Below OPEIU General Counsel Joseph E. Finley explains the new "roster" ruling.

Labor and the Law

By Joseph E. Finley
OPEIU General Counsel

One of the big legal breaks in organizing the unorganized has finally come. The National Labor Relations Board has just handed down a new rule which will entitle every organizer to have a complete roster of all employees in the bargaining unit, along with their addresses. This new ruling, rendered in February, applies to all future cases starting this month.

The new decision climaxed a series of battles by unions to obtain a better break in organizational campaigns. The NLRB heard oral argument in May, 1965 on the issue involved, with several international unions and the leading employer groups participating. The cases came up on objections to elections filed by two losing unions after they had made an unsuccessful request for a mailing list.

Here is the new rule: After an NLRB election has been directed, or after parties have signed a consent agreement for an election, the employer must file with the Regional Director within 7 days a complete eligibility list, with the names and addresses of all eligible voters. That file will be maintained by the Regional Director, and you will have complete freedom to look at it and copy it, if you wish.

This presents a magnificent new advantage in organizing large units. In the period of time between the seven days after you sign a consent agreement or have a direction of election by the Regional Director, you will have a complete, accurate mailing list and an opportunity to make house calls without wasting efforts on people who may not be in the unit. You will then be able to put your campaign into high gear and seek to reach

(Continued on page 4)

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affiliated with the AFL-CIO, CLC

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Computers versus Congressmen

The recent debacle in the United States Senate wherein Northern Republicans and Southern Democrats talked endlessly about non-related subjects in order to prevent the Senate from discussing and voting on repeal of Section 14(b) of the Taft-Hartley Act makes one wonder whether computers wouldn't do a better job in Congress than humans.

Actually, computers would always vote the consensus of their constituents. They would not require sessions of a few hours a day, but could be prepared to work twenty-four hours a day.

Computers would not take extended junkets at the taxpayers' expense and would not be subject to pressure from lobbyists. There would be no necessity for continual quorum roll calls and the machines would not require time off for politicking.

Certainly, computers would not have interests in conflict with their legislative aims and could be programmed to vote the will of the people.

Better still, Congress would have a peaceful businesslike atmosphere rather than the present arrangement wherein the public must listen to and read the interminable prattlings of filibustering Congressmen.

Of course we would favor job termination benefits and retraining programs for all displaced Representatives.

Unemployment

The unemployment rate declined to 4% in January, the lowest since 1957, though the total number of unemployed rose slightly to 3.3 million workers. (Some 71.2 million workers are employed.) Secretary of Labor Willard Wirtz thinks the rate will drop to 3.5% by the end of this year.

There is now a tendency on the part of optimistic economists to discount automation and technological change as an employment factor.

We would point out as a reminder that two economic factors are having an affirmative effect on our unemployment problem. One is the fact that we are spending close to \$12 billion a year in Vietnam and the other relates to the increase in the number of young people in the Armed Forces, now in excess of three million.

If the Vietnam crisis is resolved, automation, technology and an increase in the number of unemployed will be major problems facing the people of the United States.

Wage Guide Lines

President Johnson has set a 3.2% guide post on wage increases in 1966. The wage guide posts are in terms of current dollars rather than dollars of real purchasing power.

In setting guide lines of 3.2%, the President is shortchanging American workers. American business has been achieving record profits, for which there are no guide posts. The gross national product is at record breaking levels.

Therefore in setting a guide post of 3.2%, the President hasn't given sufficient consideration to assuring the worker a fair share of the gains of increased productivity.

Prices are increasing. The gap between what the workers produce and what he can buy for the money he earns is steadily widening.

Consumer Laws Held Vital To Protect Bargaining Gains

Wage increases won at the bargaining table are being lost at the shopping center in the absence of laws to protect consumers.

An article in the February issue of the AFL-CIO American Federationist documents this warning with examples of everyday sales and lending practices which reduce the buying power of every family's earnings.

The AFL-CIO's magazine discusses the two big consumer bills on the unfinished business agenda of Congress—truth in packaging and truth in lending legislation.

It also focuses attention on lesser-known consumer legislative issues—including the need to close loopholes in the Food, Drug & Cosmetics Act, extend federal meat inspection, bring standards and safety to the sale of automobile tires, and explore the ramifications of trading stamps given away with purchases.

Most of the pending consumer bills have been urged by Pres. Johnson. But the article points out that "strong consumer and labor support will be needed if consumer legislation is to move from committee rooms into actual enactment."

Anne Draper of the AFL-CIO Dept. of Research prepared the article, which makes these main points:

1. The purpose of the truth-in-packaging bill sponsored by Sen. Philip A. Hart (D., Mich.) is to require intelligible packaging so that the consumer will be able to compare brands on the basis of price and contents—without using a slide rule or a magnifying glass.
2. It would require the net weight of the contents to be plainly printed on the front panel. It would bar such meaningless descriptions as "jumbo half-quart" as a substitute for one pint. It would prohibit manufacturers' "cents off" promotion when there is no assurance that the cents off are actually passed on to consumers.
3. It would also authorize government agencies to set standards for reasonable weights or quantities in which packaged products can be sold. Today, for example, a busy shopper may be faced with a choice between a 20-ounce package for 35 cents or a competing brand's 24.5 ounces for 40 cents.
4. In another area of consumer discontent, the Hart bill would permit establishment of meanings for such descriptive terms as "regular," "large" or "king-sized." It would authorize definitions of "serving" so that the claim "serves four" would have some relation to reality.
5. The bill would also prohibit "slack-filled" packages—where the contents do not fill the container thus presenting a deceptive impression of the amount to the buyer.



If consumers are handicapped in shopping for groceries, they make even more costly mistakes when it comes to securing a loan at the lowest cost or getting the best deal when buying goods on the installment plan.

Very often, in fact, they never know how much they are being charged for credit.

Tricky 'Discounts'

For example: discount rate of 7 per cent for one year is a true interest rate of about 13.9 per cent, while a \$7 per \$100 add-on rate is about 12.9 per cent in true interest.

The heart of the truth-in-lending bill of Sen. Paul H. Douglas (D., Ill.) is the requirement that the borrower be told both the dollars and cents cost and the true annual interest rate of a loan or credit purchase.

Prominent disclosure of interest costs in terms that can be compared with each other would do a great deal to bring down the cost of borrowing by encouraging credit-shopping, the article notes.

It cites a California study of families using installment credit to buy automobiles.

Four-fifths of them did not check any credit source other than their car dealers. They paid an average of 22.9 per cent in true interest charges. The one-fifth that did check other lenders came out with a relatively low 12 per cent rate.

If each family had used the best available credit source, the average savings on new cars would have been \$148 and on used cars \$74!

Here is an example of how the Douglas bill would help a car buyer decide between paying off \$1,500 at the rate of \$53.40 a month for 36 months or \$60 a month for 30 months.

Charges Stated

Under the Douglas bill, the first lender would have to state that the payments include a finance charge of \$422.40 at an annual interest rate of 18.3 per cent. The second lender would have to state that his plan represented a finance charge of \$300 at an annual interest rate of 15.5 per cent.

Thanks to the federal meat inspection law, about 85 per cent of all meat and 65 per cent of processed meat products are federally inspected. But inspection is not required of meat and meat products which do not cross state lines. Only six states have adequate state inspection laws, and 19 have none at all.

Rep. Neal Smith (D., Ia.) has introduced a bill to extend federal meat inspection to virtually all meat and meat products.

Cosmetics can now be put on the market before being tested for safety—making the consumer a guinea pig for new products.

Rep. Leonor K. Sullivan (D., Mo.) is sponsor of a bill which would correct this.

A bill to established federal safety standards for new tires and a grading system for tires has been introduced by Senate Commerce Committee Chairman Warren G. Magnuson (D., Wash.) after hearings sponsored by Sen. Gaylord Nelson (D., Wis.).

Several congressional committees have expressed interest in investigating the effect of trading stamps on prices—to determine if the consumer actually benefits or whether the added cost boosts prices beyond the value of any "gifts" received by stamp savers.

Which Is the Better Buy?



Even an expert like Mrs. Esther Peterson, special assistant to President Johnson for consumer affairs, is mystified by the incredible variety of weights and sizes that "things" come in.



CANADIAN NEWS

Labour Unions See Urgent Need For Economic Growth Policies

Canadian workers, like those in the United States, want a bigger share of the profits they are helping their employers pile up and class the danger of inflation as secondary to the perils of curbs on purchasing power.

The Canadian Labour Congress, at a face-to-face meeting with Prime Minister Lester Pearson and his cabinet, declared that maintenance of the economic improvement recorded last year depends on preventing demand, and especially consumer demand, from dropping too far behind productive capacity.

The government recently asked organized labour to join a drive against alleged inflation by exercising restraint in collective bargaining. The CLC leadership told Pearson it feared his administration might act in the absence of a "real inflationary threat" and thus "cut our economic advance in mid-stride and cause a reversal in the downward trend in unemployment."

"We cannot find evidence to support the view that Canada has entered, or is on the point of entering, an inflationary period requiring broad restraints in monetary, fiscal, wage and other policies," the CLC said.

The union delegation in a 15,650-word statement pointed out that the times are so good there is an obvious ability on the part of the employers to pay wages higher than has been the case in recent years.

"Inevitably, wage and salary earners will seek to share in the good times," it declared. "Where they are organized into trade unions they will just as inevitably do so through the process of collective bargaining and, if necessary, engage in the

entirely legal process of strike action after other methods have failed to achieve a satisfactory settlement."

It noted that the bargaining process, which includes the right to strike or lock out, is one of the methods used to attain a "redistribution of the wealth which is produced" in a market economy such as Canada's.

"If corporations are to have virtually unlimited freedom in the pursuit of profits," the statement added, "workers must be free in turn through their trade unions and otherwise to obtain for themselves a fair share of the product of their labour."

The CLC expressed concern at threats to national unity posed by the demands of different provinces for regional and local autonomy in areas such as offshore mineral rights, the right of opting out of federal social security programs and the right to curtail manpower services. The danger, the CLC said, lies in a weakening of the federal government to the point where it would be unable to plan for the nation as a whole.

The CLC also called for increased federal efforts to stimulate the economy so the growing number of new workers enter-

Bakery Gains Won In 11th-Hour Pact

With just an hour to go before a strike deadline, MacDonald's Consolidated Bakery Company in Vancouver came to terms with Local 15 and agreed to a new contract providing for wage increases and including a clause barring sub-contracting.

Secretary-Treasurer Opal Skilling of Local 15 reports that wage rates for general clerks were raised from \$75 weekly to \$92.50 as of February 21. A further increase of \$2.50 a week will take effect January 1, 1967.

Senior clerks were raised from \$80 weekly to \$97.20 February 21. Next January 1 their salaries will go up to \$100. The contract expires July 1, 1967.

ing the job market can find jobs.

It urged Pearson and his liberal government to introduce legislation to protect workers adversely affected by the sudden introduction of technological changes, and backed proposals making it obligatory upon employers to defer such changes until negotiations with the unions.

Britain Pioneers Automation Protection

Workers in Great Britain are benefitting from a new program of national "automation insurance." Under the plan, which began in December of last year, a wage earner will receive a lump sum payment of £1,200 if he loses his job because his employer's need for the particular kind of work he has been doing has diminished or ceased.

It will not matter whether he gets another job on the following day. He will have become redundant—the phrase Britain uses to describe the worker who has suffered this form of unemployment.

The redundant worker will still draw weekly benefits for himself and his dependents from the state insurance scheme while he remains unemployed.

The lump sum is not to help meet his week-by-week commitments. It is an acknowledgment of past service to his employer; it is compensation for loss of his job and perhaps of prospects of advancement; and it is a relief of hardship—and a recognition of the possibility that he may need to uproot himself and his family and move to another part of the country to find the sort of work he is capable of doing or accept work that does not pay him as well as his old job.

The program is financed by a national redundancy fund to which all employers contribute, so that the individual employer, like the displaced workers, will not have to bear all the costs of technological advances. The employer will be able to claim a rebate of at least two-thirds, and in some cases seven-ninths, of the severance pay from the national redundancy fund.

Two-years' service with an employer is the qualifying period for the severance pay, and workers are eligible at the age of 18. Employees between 18 and 21 will be entitled to half a week's pay for each year of service. Those aged 22 to 40 will receive a week's pay for each year of service, and one-and-a-half week's pay will go to the 41 to 64 age group. Payments taper off month by month for those who are nearing the normal retiring age—65 for men, 60 for women.

Tribunals will hear appeals by workers whose employers have asserted that the dismissal was not due to redundancy, the onus of proof being on the employer.

In addition to the redundancy pay, the Labor Government has taken other measures to increase the protection of workers. The scale of weekly payments under the established state insurance scheme for the unemployed and the sick was increased in January 1965. Allowances paid to workers who moved from one part of the country to another under a government transfer scheme were raised in February of last year. Then pensions of retired workers, widows, and the disabled were increased in March. And work is well advanced on a comprehensive review which is designed to lead to a major reconstruction of social security, with benefits to the sick and the unemployed



from the desk of the PRESIDENT

Money Talks—for Unions

As this column is prepared, the International Union is concerned with the subject matter for the Spring Educational Conferences.

There is no questioning the fact that our Educational Conference program has been one of the most successful activities of the Office and Professional Employees International Union. We have been able to interest an ever-increasing number of OPEIU members in the need for organizing, servicing of membership, collective bargaining and other related activities of Local Unions.

Naturally, organizing the unorganized is a prime subject for discussion at all Educational Conferences. Too often, we find that even experienced representatives of the OPEIU look for reasons other than the usual "bread and butter" reasons as to why office and professional employees would want collective bargaining.

While it is true that we have been contacted by unorganized office and professional employees who seek unionization because of specific grievances, it is also true that the underlying reason for organization and subsequent collective bargaining is money.

Randall McIntyre, President of O. E. McIntyre, Inc., a direct mail firm, has been quoted in a recent edition of Employees Relations Bulletin as stating: "Job satisfaction is 90% money and 10% status." In effect, therefore, status is important only when wages, hours and working conditions are commensurate with station.

While we feel that unionism and collective bargaining are ideals in themselves and present an opportunity for intellectual white collar workers of our communities to help others while helping themselves, we must, under no circumstances, underplay self-interest as an initial reason for the unionization of white collar workers.

Once unionization has been accomplished and the collective bargaining process put into effect, it is vitally important that the union do everything possible to interest the membership in the affairs of the community and the expansion of organization. Actually, a large number of intellectuals are found among office and professional employees. Many of these intellectuals look for an outlet for their energies in numerous fields, including community affairs, civil rights' programs and politics. The union can and always has presented a challenge to the intellectual capacities of white collar workers.

Through our Educational Conference program, we must continue to emphasize money and working conditions as the initial incentive for unionization and collective bargaining. It would be a mistake in instituting an organizational campaign to emphasize things other than "bread and butter" issues as reasons for organization.

Samuel Gompers, founder and first President of the American Federation of Labor, was asked his opinion of labor's goals. His answer was "more."

In presenting our program to unorganized office and professional employees, we must remember that "money is food for thought."

CLC Proposes Election Changes

The Canadian Labour Congress, in a submission to the Committee on Election Expenses, has proposed sweeping

being geared to their previous earnings instead of being paid on a flat rate basis.

All this is in the direction of insuring that nobody suffers a disastrous drop in earnings when out of work. By increasing the individual's sense of security it lessens his fear of being made to bear the brunt of change.

The redundancy fund was established by Act of Parliament last year after negotiations between government, management, and labor representatives.

changes in Canadian election practices.

The 1,200,000-member labour body offered five major proposals:

1. Public disclosure of contributions made to political parties
2. A degree of tax relief for such contributions
3. Limitation of the amount spent by a candidate or party in an election
4. Provision for free broadcast time and free postal distribution for each candidate, and
5. Official recognition of parties under the Canada Elections Act.

The CLC took the position that the practice of political contributions should be brought out into the open.

Labor and the Law

By Joseph E. Finley
OPEIU General Counsel

(Continued from page 1)

those people who have not signed cards and who have not been solicited before.

The penalty for failure to file the complete eligibility list will be automatic setting aside of the election. If the employer tries to play funny games and submits a list loaded with persons not in the unit, or ineligible for some reason, and leaves out other names, then you can file objections on that ground. In that case, however, be prepared to have your proof ready.

The Board decision involved a long discussion in which all five members unanimously said they were seeking to conduct elections in which employees could cast ballots free from any element that impeded a reasoned choice. If employees could not get information as to all sides of the campaign, they could not make a reasoned choice. The Board pointed out that in all cases the employer had the names and addresses of all employees in the unit. The union had no such method, since in large plants or stores, many employees were unknown to their fellow workers. Hence, the NLRB cited the May Co. case which involved OPEIU Local 17 a few years ago, where we put evidence in the record that the union had only 1250 names and addresses out of 3000 employees in the unit.

The Board also noted that many employees may be on layoff status, sick leave, leave of absence, and military leave, and might be eligible to vote. Without an accurate list, the union might not be able to reach them. As you may know, an employee on layoff who has "a reasonable expectancy" of re-employment is eligible to vote. A person may be on extended sick leave and may have the right to vote in an election.

The employers in the new cases had argued before the Board that they only wanted to keep the eligibility lists secret so as to protect the employees from harassment from union agents. The Board said: "We cannot assume that a union, seeking to obtain employees' votes in a secret ballot election, will engage in conduct of this nature; if it does, we shall provide an appropriate remedy." With that old chestnut set aside, the Board went on to reject all the other technical arguments made by the employers.

The Board had before it in other cases the issue of captive audiences in NLRB elections, as well, but pushed this aside for the time being. Apparently, the agency wants a time of experimentation with the new rule of furnishing names and addresses. We believe just as strongly as ever that the captive audience is inherently evil and will continue to attack it in every way possible, but for the time being, everyone is urged to take full advantage of the new rule on names and addresses.

As you know, in the past, the employer usually brought in the eligibility list for checking on the day before the election, and where it was a small group of voters, sometimes only an hour or two before the polls opened. A union representative who scanned such a list had no opportunity to do anything about it, or rush out to contact those names he learned for the first time. Now, under the new rule, the list must be in the Regional Director's office on the seventh day, and our advice is to show up bright and early on the morning of the eighth day ready to start copying. If you can have your election dates set two or three weeks after that time, you will have a full opportunity to reach all the employees in the unit.

Win Increases at Durham



The union negotiators of a new two-year contract between Local 84 and the Wright Machinery Company (Division of Sperry-Rand) in Durham, North Carolina. From left are Committeemen Lee Sparks and Ralph Wheeler; Vice-President J. O. Bloodworth; and Committeemen Ronald Adams and Margaret Carswell. The contract provides for a six per cent wage increase the first year, and a three per cent raise the second year.

14(b) Post-Mortem

Kid Glove Opposition Allowed Senate Filibuster To Prevail

A minority of the nation's Senators were determined to go to the limit of an undemocratic filibuster to prevent repeal of Section 14(b), and a half-hearted response on the part of repeal's supporters let them get away with it.

That appears to sum up labor's second defeat in a matter of months in its effort to remove from the federal statute books the Taft-Hartley Act provision which authorizes states to enact so-called "right-to-work" laws.

A coalition of Republicans and (mostly Southern) Democrats led by Republican Minority Leader Everett Dirksen of Illinois, carried out the filibuster, making a travesty of the democratic process by imposing a crude veto on the will of the majority.

But Senator Mansfield's leadership of the pro-repeal majority was questionable, to say the least.

In the end he did very little to break the filibuster. He called for business as usual, which in effect is a few hours of work daily by the Senators. He would not, under any circumstances, agree to around-the-clock sessions—the only effective means of bringing obstructionists to

N. J. Sales Unit Joins Local 153

The salesmen of the Peerless Beverage Company of Union, New Jersey, voted to join Local 153 in a recent National Labor Relations Board election.

A first contract is now being negotiated with the concern, which sells various brands of beer in three northern New Jersey counties. Business Representative William Griffin is conducting the talks.

Other recent Local 153 developments include new contracts with the Manhattan News Company and the American Bakeries Company providing for wage increases and other advances.

U. S. Strengthens Equal Pay Law of 1963

The Labor Department has informed employers that, under a new interpretation of the Equal Pay Law of 1963, they may not pay women less than men simply because they claim it costs more to employ women.

The department's Wage-Hour Administrator said it would defeat the purposes of the act to permit wage differentials based on claimed differences between the average cost of employing women as a group and the average cost of employing a male group. Such a comparison would make the sex factor the sole basis for the differential, he said.

These are the 26 Republican and 20 Democratic Senators who backed the filibuster against repeal of 14(b)—who voted against allowing the issue to be brought to a vote:

Republicans—Aiken (Vt.), Allot (Colo.), Bennett (Utah), Boggs (Del.), Carlson (Kan.), Cotton (N.H.), Curtis (Neb.), Dirksen (Ill.), Dominick (Colo.), Fannin (Ariz.), Fong (Hawaii), Hickenlooper (Iowa), Hruska (Neb.), Jordan (Idaho), Miller (Iowa), Morton (Ky.), Mundt (S.D.), Murphy (Calif.), Pearson (Kan.), Prouty (Vt.), Saltonstall (Mass.), Simpson (Kan.), Thurmond (S.C.), Tower (Tex.), Williams (Del.), and Young (N.D.)

Democrats—Bible (Nev.), Byrd (Va.), Cannon (Nev.), Eastland (Miss.), Ellender (La.), Ervin (N.C.), Fulbright (Ark.), Hayden (Ariz.), Hill (Ala.), Holland (Fla.), Jordan (N.C.), Lausche (Ohio), McClellan (Ark.), Monroney (Okla.), Robertson (Va.), Russell (S.C.), Smathers (Fla.), Sparkman (Ala.), Stennis (Miss.), and Talmadge (Ga.).

submission, it is well known.

It can only be assumed that Mansfield was lukewarm on the issue despite the fact that the platform of the Democratic Party which he led in the Senate called for repeal of 14(b).

And numerous Senators were any place but on the spot during the lackadaisical Senate sessions. Both the Republican and Democratic Senators from New York, for example, were busy campaigning for the respective candidates in the special 17th Congressional District election in New York City.

Only the AFL-CIO and its affiliates sought to acquaint the public with the real meaning of the "right-to-work" laws, which in reality betoken an anti-labor climate and social backwardness.

Of the 19 "right-to-work" states only one provides unemployment insurance benefits over \$48 a week. Not a single one has a minimum wage law which remotely provides approaches the federal standard of \$1.25 an hour. Only two have \$1 minimum rates and these apply only to women, while 11 have no minimum wage legislation at all.

A similar backwardness prevails in the areas of workmen's compensation, overtime pay, child labor, and the like.

Unsurprisingly, 10 of the 19 states do not even make a legislative pretense of requiring fair employment practices and prohibiting discrimination.

Paying the lowest wages in the nation, the "right-to-work" states threaten the higher standards prevailing elsewhere by their constant efforts, sometimes successful, to induce employers to move their plants there.

The Senate filibuster struck a cruel blow at the ill-paid workers in the "right-to-work" states.

Named to State Post



Minnesota Governor Karl Rolvaag personally presents the certificate of his appointment of Local 16 member Edna Schwartz to the State Civil Service Board. Miss Schwartz is a past-President of the OPEIU local.