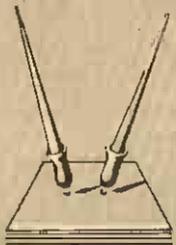




WHITE

Official Publication of the



COLLAR

Office Employees International Union



Wayne Morse Speaks on Unions' Political Activities

The following is an excerpt from an address by Senator Wayne Morse of Oregon regarding the effort of Strom Thurmond, Barry Goldwater and other anti-labor senators to pass legislation restricting the rights of labor unions in the political field:

I think we make a great mistake today, Mr. President, in attempting to incorporate in a clean elections bill a proposal which would have very widespread effects upon the activities of American unionism in the field of political education and activity.

This proposal is obviously one which seeks to further restrict and further limit the activity of American trade unionism in American politics. I hold to the view that it is in the interest of sound public policy, in the interest of our democratic system of government, to have more rather than less political activity on the part of trade unions; and I hold to the same point of view in regard to chambers of commerce, the National Association of Manufacturers, and other employer groups.

'What Are We Afraid Of?'

I am always at a loss to understand why, in a democracy, we should seek to restrict the activities of organizations of free men and women who have organized into trade unions or into business associations, and who seek to carry the



MORSE

point of view of those organizations on legislative issues to a free people. What are we afraid of? . . .

I am always a little amused at the opposition of conservative elements in our country to the activity of workers banded together in a trade union, in a political campaign. Perhaps what we need is a reinstatement of a thoroughgoing investigation of what is happening in political techniques. It would be rather interesting, in such an investigation, to discover the subterfuges which American industry uses in order to funnel into political campaigns funds to support candidates to their liking. . . .

(Continued on page 4)

U.S. Study Finds Older Office Workers Efficient as Younger

Secretary of Labor Mitchell announced the results of a new Labor Department study which indicates that "older workers are as productive as their younger counterparts."

Mr. Mitchell stated that this study is part of the Labor Department's continuing program of helping older workers retain or find jobs. It indicates, as do other studies conducted by the Department, that employers are passing up some excellent workers with valuable experience if they place an arbitrary age limit on hiring. The studies prove that older workers have lower rates of absenteeism and turnover, are more consistent in their performance, and frequently produce at a faster rate than younger workers.

The new study compares the work performance of about 6,000 workers in various age groups on comparable office jobs. It shows that workers 45 years old and over produce, on the average, about as much work as those aged 25 to 45, and slightly more than workers under 25. Accuracy of performance was almost identical in each of the six age groups studied.

Secretary Mitchell said that the study brought out three important facts: First, there is only an insignificant difference in output per man-hour between office workers of different age groups; second, there is considerable variation in

performance among workers within age groups so that large proportions of workers in the older age groups exceed the performance of the average workers in the younger groups; and third, older workers have a steadier rate of output, with considerably less variation from week to week than workers in the younger age groups.

Experience, Secretary Mitchell said, appeared to be the major factor in differences in the average performance among age groups. For example, average output per man-hour was about 7 percent less for office workers under age 25 than the next older groups, but only 2 percent less when workers that had been employed on the job

for 9 months were compared. Comparisons for workers in smaller groups—time workers and incentive workers, higher and lower paid jobs, government and private employment, and selected occupations—showed no major differences in work performance that could be attributed to age.

The study covered office workers in 21 private companies and 5 government agencies that maintained production records for selected types of work. About half of the workers were paid under an incentive wage system. The output per man-hour of each worker was compared with the average production of workers 35 to 44 doing similar work under identical pay systems.

Juliano to School Board

Vice President Nicholas Juliano recently was elected to the Belleville, New Jersey, School Board. Among the six candidates, Juliano polled the most votes in the race for one of the vacancies on the School Board.

This is further evidence that the Office Employees International Union believes that what is good for the Community is good for the Union.

\$5 Raise Won by Market Workers

New York, N. Y.—A two-year agreement at Grand Union-Sunrise Supermarkets resulted in successfully improving the conditions enjoyed by clerical office employees, members of Local 153.

The new agreement provides for a \$5.00 per week general increase retroactive to November 1, 1959 and a \$3.00 weekly wage increase effective December 19, 1960. The contract expires on October 31, 1961.

In addition the contract institutes a classification system calling for \$2.00, \$3.00, and \$4.00 weekly increments up to the maximum of the respective labor grades.

All employees with one or more years of service are to receive an additional 5 days sick leave per year.

The employer has contracted to contribute an additional \$2.00 per month per employee to the Local 153 Welfare Fund as of January 1, 1960. This will assure them of comprehensive dental insurance for treatment of pre-existing dental defects. To gain this coverage the Local 153 Welfare Fund will pay a \$50 premium for our members to Group Health Dental Insurance.

In addition to language changes which substantially better the position of our members at Grand Union-Sunrise they gain a half day off on the day before Christmas.

The contract was negotiated by Al Addeo, Business Representative; Rose Ann Petronio, and Barbara Mahoney.

Beer Distributor Organized

Thomas Flynn, Business Manager of OEIU Local 6, announced the unanimous vote on behalf of Local 6 at Hartford distributors of Budweiser beer. A collective bargaining agreement will be negotiated with the company in the very near future.

Southwestern Organizational Conference in Session



The Southwestern Organizational Conference recently held its semi-annual meeting in Painters Hall in Houston, Texas.

In addition to the regular business of the Conference, there was a five hour discussion period on the

implications of the Landrum-Griffin Bill. The delegates were very interested in this discussion and, as shown by the above picture, the delegates took many notes in order to report back to their Local Union membership the various regulations

which have become mandatory under this legislation.

Houston Clinton, the General Counsel for the Texas State Federation of Labor, conducted a discussion on the National Labor Relations Board, its functions and pro-

cedures.

President Doris Cates and Secretary-Treasurer Edsel Gunn were both re-elected to office.

The next meeting of the Southwestern Organizational Conference will be held in Port Arthur, Texas.

WHITE COLLAR

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

HOWARD COUGHLIN
President

J. HOWARD HICKS
Secretary-Treasurer

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Landrum-Griffin Helps Employers

The NLRB recently published a statistical summary covering the three-month period between October and December 1959 which is the first effective period following the enactment of the Landrum-Griffin Bill.

It is interesting to note that employers filed 331 unfair labor practice cases during that period. This represented an increase of 81% over the 183 cases filed by employers in the corresponding quarter a year ago. Unions filed 926 unfair labor practice cases. This was an increase of only 9% over 851 filed by unions in the corresponding period of 1958. Individuals filed 1015 unfair labor practice cases. This was a decrease of 44% from 2005 cases filed by individuals in the corresponding period of 1958.

It is interesting to note that not only were the rights of unions curtailed by the enactment of the Landrum-Griffin Bill but of even greater significance is the fact that the rights of individuals were severely curtailed.

We are sure the politicians favoring this legislation never mentioned this possible effect in their numerous statements.

"Right to Work" Laws Slow Growth

D. H. Pollitt, Associate Professor of Law at the University of California, after an involved study of the motivation and effect of "right to work" laws in the 19 states which have adopted them, came to the conclusion that these laws have stunted the industrial growth of such states.

A portion of Professor Pollitt's study appeared in the 36-page report published by the National Council for Industrial Peace. This report found that in the post-war years, 45% of the plants that located in the South were there because of available markets.

He noted that "Ford, General Motors, General Electric, Westinghouse, International Harvester, National Carbon and others which fall within this category report that they expect to be unionized and were in fact unionized. Many of these companies have company-wide agreement with one union whereby wage rates are standardized in all plants regardless of location." Running away from Unions, therefore, had little to do with the locations of these plants.

However, Professor Pollitt stated that 25% moved South to avoid labor unions. This latter group consisted largely of apparel, shoe and textile firms. Professor Pollitt stated: "This type of industry exploits rather than develops the economy."

Professor Pollitt came to the conclusion that the real reason for so-called "right to work" laws is to hamstring unions.

Steel Imports

During the recent steel strike, we heard many spokesmen for the steel industry state that high American wages in that industry were causing American steel companies to lose business to European steel companies. This point was emphasized again and again in United States newspaper editorials.

It was very revealing to read, therefore, that one of the reasons cited by the Chrysler Corporation for its loss of five million dollars last year was the high cost of importing steel during the recent steel strike. This contrasts sharply with the steel industry's contention that foreign steel can be imported into this country for prices far lower than those charged by American steel companies.

Support for Forand Bill

The Washington Post and Times-Herald stated that passage of the Forand Bill to provide medical and hospital care for America's senior citizens would relieve retirement of one of

The Canadian Scene**Montreal Notes**

A first two-year agreement has been accepted by the employes of Christie Brown Co., members of Local 57 in Montreal.

The following were obtained: irrevocable check off, seniority clause, grievance and arbitration clause, improvement in the overtime provisions, maintenance of all privileges, job classification with automatic progression from minimum to maximum, and an average wage increase representing ten dollars per week within the contract term.

The union committee was composed of International Representative Romeo Corbeil, Yvon Tousignant, Clement Blondeau, and Andre Pare.

International Representative Romeo Corbeil reports he has petitioned the Quebec Labor Relations Board for certification on behalf of the office and clerical employes of the Compagnie de Publication la Patrie Limitee, a group of fifty employes.

Robert Hennessey, president of the OEIU Local 265, reports his Local has petitioned for certification for the employes of Wabasso



Brother John Tunney, President of Local 57, Montreal, has been appointed business agent. Having worked as an office employe for the past 19 years, he is well informed of the problems facing the white collar workers. Under the provisions of Local 57's agreement with Canadian Car he has obtained a leave of absence of a year to perform his new duty. The members of the Local feel the appointment will be of great value to organizing white collar workers in the city of Montreal.

Cotton Co., Ltd., 70 employes. He reports also his Local was certified for the employes of Norton Co.



Local 57's newly-elected executive board: Seated left to right: Solange Lemay, recording secretary; John Tunney, president; Roger Jeannean, vice-president; Donald Benoit, secretary-treasurer; Standing left to right: Gilles Beaugard, Romeo Corbeil, Claire Gaudette, Jacque Danis, Roger O'Keefe, John Harrison, L. A. Beaudet, Roger Belanger.

Occupations in Electronic Data Processing Systems

In accordance with a study prepared by the Occupational Analysis Branch of the United States Employment Service, a functional organizational chart in an electronic data processing system would involve the following occupations which, in many respects, are new to the office field: Project Planner; Computing Analyst; Systems Analyst; Chief Programmer; Programmer; Coding Clerk; Tape Librarian; Data Processing Systems Supervisor; Console Operator; High Speed Printer Operator; Card-Tape-Converter Operator; Data Typist; and Electronic Mechanic-Computer.

The study indicates that the Proj-

ect Planner is concerned with overall planning, scheduling and coordination of activities to achieve the desired results. By analyzing the data and the problem, a determination is made of the cost, machine capability, man and machine hours required and whether processing can be performed electronically, mechanically, manually or by a combination of such methods. The preparation of work flow plans and procedures establish the processing sequence. At this point, decisions are made pertaining to enlarging or altering the computer system to adequately meet the organization's processing needs. Budget estimates are prepared to justify the cost of

the worst of its nightmares. Noting that the cost of private insurance is prohibitively high for the aged, the newspaper assailed the American Medical Association for its opposition to this proposed measure.

The newspaper urged the medical lobby to "calm its nerves" sufficiently to recognize that this bill would provide health care in exactly the same manner as any other insurance programs which would enable a patient to go to the doctor and the hospital of his choice and pay the bills resulting from the care he needs in his old age.

The Washington Post and Times-Herald stated that the Forand Bill, if enacted, would help doctors, hospitals and medicine in general and enable American men and women to retire in their old age with more security and self respect.

processing operations and equipment.

The Computing Analyst develops a mathematical or statistical analysis and statement of the problem when it is required. Mathematical procedures and developed and illustrative charts, tables, and diagrams are prepared. The design of the computer system may be altered at this point to permit a solution of the problem.

The Systems Analyst is concerned with developing an ideal processing plan. Methods are devised for efficiently carrying out such a plan through a determination of the techniques to be used and the specific computer requirements. Flow charts and block diagrams are prepared as a further refinement of the problem and to establish a sequence of computer operations.

The Programmer and Coding Clerk works on an analysis of the data developed during the systems design stage in order to indicate each detail of the mathematical computations and the operational sequence required to solve the problem. Program steps are then translated into machine instructions, using a predetermined coding system.

The Data Processing Systems Supervisor, the Console Operator, the High Speed Printer Operator, the Card-Tape-Converter Operator and the Data Typist are concerned with the actual data processing machine operations that are involved in solving a problem and in obtaining a solution.

All necessary data are transferred directly on to magnetic tapes from punched cards, and the various data tapes and program instructions are mounted in the pertinent tape units. The system is then put into operation and carefully controlled during each step of the total process. Final printed results are recorded on tape or cards depending on the needs of the organization.

The Tape Librarian maintains a collection of processed tapes from which selections are made when revising or setting up a program, or from which designated tapes are withdrawn when certain programs are put into operation.

The Electronic Mechanic-Computer is responsible for uninterrupted production. The machine system must be maintained in maximum operating condition. The primary function of maintenance is to prevent machine breakdowns and malfunctions. Preventive maintenance routines are integrated with normal operations to permit uninterrupted processing of data.

In later articles concerned with electronic data processing systems, we will outline job definitions and job requirements.

Considerable variations exist among employers as to required education, training and experience for the above mentioned jobs. Many of the firms concerned with the installation of computers select individuals for these new occupations on the basis of specific aptitude factors.

Temperament factors are being emphasized in the selection of individuals. In accordance with a study published by the United States Department of Labor, temperament factors are considered to be significant in view of the fact that each work situation demands a different type of activity that calls for a different adjustment on the part of individual workers.

See the AFL-CIO
Union Industries
Show in
Washington, D. C.
May 6-11, 1960

New Haven Local Conveys Thanks

Editor: The officers and members of Local 329 in New Haven, Conn. want to take this opportunity to extend deepest appreciation to all Brother and Sister OEIU Locals throughout the United States and Canada for their generous contributions to us during our recent 13-week work stoppage against the Knights of Columbus National Headquarters in New Haven.

We also want to gratefully acknowledge the wonderful cooperation and assistance we received from the International officers and their staff during this period of trial. It is indeed heartwarming to know that we have an organization in back of us which has such a deep personal concern for the welfare of our membership. It is undeniable that the success of our strike was achieved only through the warm bond of camaraderie which exists in our International Union.

Signed:

MARGARET EGAN, *President.*
 KATHLEEN MCGRATH,
Vice President.
 MARGARET COATES,
Secretary-Treasurer.
 MARGARET MCGOVERN,
Recording Secretary.
 HELEN TULLY, *Chief Steward.*
 EDWARD HIMES,
Committeeman.

Elmira Renews For 7c Increase

Elmira, N. Y.—Local 137 announced the signing of a renewal agreement with the American La-France Corporation in Elmira which will run until April 30, 1961.

The new agreement calls for a 7c per hour wage increase effective on May 1st of this year and a cost-of-living index increase in October of 1960 based on the B.L.S. figure at that time. As of now this guarantees at least an additional one cent per hour. Also obtained were additional increments based upon service as follows: For employees with less than one year of service—1c per hour; for employees with from one to five years of service—2c per hour; for employees with from five to ten years of service—4c per hour; for employees with over ten years of service—6c per hour. These increments are effective as of February 15th and the average increase under this plan, including the 7c base increase amounts to 11c per hour.

Also obtained was an agreement whereby the company will pay the difference between accident and sickness benefits under the New Your State Disability Law and the

North Central Organizational Conference Holds Meeting



Meeting of the North Central Organizational Conference was held in Omaha on January 23, with Local 53 playing host. International President Howard Coughlin addressed the conference on the new labor bill. Robert Burgoyne, Local 221, Galesburg, Ill., was re-elected president of the conference, and Don Mortensen, Local 95, Wisconsin Rapids, Wis., was elected secretary-treasurer, succeeding Arthur J. Fritz, Local 12, Minneapolis, who has served as secretary-treasurer since the conference's inception.

employee's full salary for a period up to 20 weeks in any calendar year. The Local 137 Negotiating Committee also was successful in achieving the same contract expiration date as that of the three production and maintenance unions in the plant, thus putting future negotiations on a coordinated basis.

The Local 137 Committee included Norman Wheeler, Harold Phillips and Dorothy Ames. They were assisted by Local 137 President Lee Cowles and International Representative Bud Manning.

\$10 Increase

Middleport, N. Y.—Helen Levanduski, Recording Secretary of OEIU Local 184 reports that in their recent negotiations with the Niagara Chemical Company, the employees received a \$10.00 per month across-the-board general increase. The company is to pay the entire premium on hospitalization and Blue Cross. The employees now have the right to choose an additional holiday and may take it at half a day at a time if they choose, such as, a half day on Christmas Eve and a half day on New Year's Eve, or any other day they agree upon.

Harold Whitehead

Resolution passed by the Office Employees International Union, Local 192, at Millinocket, Maine on the death of Brother J. Harold Whitehead:

Resolved, that in recognition of the untiring efforts of J. Harold Whitehead, Local 192 of the Office Employees International Union at its regular meeting at Millinocket, Maine on December 2, 1959, wishes to express its sense of personal loss in the death of Brother Whitehead. By his death we have lost a beloved associate.

—OEIU LOCAL 192

Settlement Gained After 4-week Strike

Art Lewandowski, OEIU International Representative, announced the settlement of a strike at the Combined Locks Paper Company involving membership of OEIU Local 385.

The contract ratified by the entire membership included a modified union shop; full office-wide seniority with bumping procedures; promotion from within and job posting; triple time for holidays worked; Saturday holidays to be celebrated on the Friday preceding or the Monday following; three weeks vacation after 10 years of service and other fringe benefits.

The union and the company also agreed to complete within sixty days a thorough study of the company's wage and salary program in order to develop job classifications with appropriate rate ranges. A system of automatic increases to two-thirds of the rate ranges and job descriptions is also included. All wage increases and adjustments will be retroactive to November 1, 1959.

During the course of the strike, the union had five unfair labor practice charges against the company. The union agreed to withdraw these charges.

This strike of some 17 office and clerical employees received a tremendous amount of publicity in the surrounding area and throughout the country. During the course of this strike, it was carried on live television, on newscasts and through radio broadcasts. A mobile radio unit came to the picket lines regularly to interview strikers.

Due primarily to the passage of the Landrum-Griffin Bill other unions involved continued to work. The final victory resulting in a good collective bargaining agreement came about because of the

fact that these 17 workers with little or no assistance on the part of other unions in that company overcame great odds which resulted in the final settlement.

It is anticipated that the completed agreement will be the forerunner of successful office workers unionization in the Fox River Valley.

Local 153 Renews with Health Insurance Plan

Extended contract negotiations at the central office of the Health Insurance Plan, New York City, were marked by a concerted drive on the part of the company to lower working conditions presently enjoyed by members of Local 153.

Only the solid support of these members behind the Local Union prevented the company from effectuating its plans and gained the following for our members:

During the first year of the contract, Labor Grades 1 through 3 are to receive a \$3.00 per week increase; Labor Grades 4 through 8 are to receive a \$4.00 per week increase; Labor Grades 9 through 15 are to receive a \$5.50 per week increase. In addition, the company is to pay one-half of the premium for the Associated Hospital Service 120 day complete coverage plan, plus the anesthesia rider.

With the second year of the agreement, all Local 153 members are to receive a \$2.00 per week increase. The company will also pay an additional 2 percent of payroll into the Pension Plan.

From the beginning of negotiations until the very end, the company hinged any wage offer on an agreement which would decrease the 18 days per year sick leave allowance for any employee with less than 3 years of service. In addition, they insisted on changing

from a weekly payroll to a bi-weekly payroll.

Local 153 members refused to agree to these modifications in their contract and management refused to budge from their position. A strike looked inevitable and a general meeting of our Local 153 members authorized the Negotiations Committee and the union to work out strategy for applying economic sanctions.

A one-day general work stoppage was planned and only the last ditch final meeting requested by management averted this action. At this meeting, the company reversed its position with reference to bi-weekly payroll and reduction of sick leave.

The new contract at HIP continues the steady record of gain our members have made. The negotiations were conducted by Secretary-Treasurer Ben J. Cohan, Business Representative Al Addeo, with the aid of a fine Negotiations Committee consisting of Dave Strong, Rosalyn Haskelson, John Erickson, Martin Bass, Sol Wieder, William O'Connell and Bert Campbell.

Pass This Copy
 To Another
 White Collar Worker

SUMMARY OF NLRB ELECTIONS IN WHITE COLLAR UNITS, 1957-58-59 *

Union	Total Elections 1957-58-59	Union Victories		Union Defeats		1959				1958				1957			
		Elections	No. in units	Elections	No. in units	Won		Lost		Won		Lost		Won		Lost	
						Elections	No. in units	Elections	No. in units	Elections	No. in units	Elections	No. in units	Elections	No. in units	Elections	No. in units
Office Employees	144	71	5035	73	5955	22	1435	29	2655	30	1400	21	1300	19	2200	23	2000
Teamsters	51	25	510	26	480	17	300	9	150	5	160	7	180	3	50	10	150
United Auto Workers	47	27	1100	20	3370	6	130	3	70	6	220	7	1300	15	750	10	2000
Brotherhood of Electrical Workers	46	27	625	19	575	12	180	14	360	11	245	3	65	4	200	2	150
United Steelworkers	32	23	695	9	550	3	155	4	305	16	390	1	45	4	150	4	200
International Union of Electrical Workers	17	8	825	9	740	2	310	4	430	3	115	3	210	3	400	2	100
Newspaper Guild	15	11	430	4	300	3	50	2	250	2	20	—	—	6	360	2	50
Broadcast Employees	14	10	160	4	55	3	40	2	35	5	65	1	5	2	55	1	15
Insurance Workers**	11	2	15	9	1355	1	10	4	720	1	5	1	35	—	—	4	600
Oil Workers	9	5	110	4	530	—	—	3	500	2	30	1	30	3	80	—	—
American Federation of Technical Engineers	9	4	145	5	65	2	110	2	25	2	35	2	10	—	—	1	30
Packinghouse Workers	8	4	105	4	215	2	25	—	—	2	80	3	155	—	—	1	60
Theatrical Employees	7	3	250	4	50	1	100	2	30	2	150	2	20	—	—	—	—
Westinghouse Federation	6	2	700	4	710	—	—	3	410	—	—	—	—	2	700	1	300
Engineers & Scientists of America	3	1	280	2	205	—	—	1	160	1	280	—	—	—	—	1	45
Other	111	49	2275	62	3005	27	815	26	760	11	705	14	945	11	755	22	1300
Total	530	272	13260	258	18160	101	3660	108	6860	99	3900	66	4300	72	5700	84	7000

* Compiled by Bureau of National Affairs from NLRB weekly summaries. Numbers in units are rounded estimates.
 ** 1957 and 1958 figures are combined totals of Insurance Agents and Insurance Workers, now merged.

from the desk
of the
PRESIDENT

HOWARD COUGHLIN



Organizational Growth in 1960

As we mentioned in the February edition of "White Collar," our International Union encountered greater opposition than ever before in our organizational efforts in the United States and Canada. We stated that much of this opposition was created by newspaper accounts of events leading up to legislation enacted in the United States and Canada. White collar workers are particularly vulnerable to anti-union editorials and propaganda.

For the first time in our organizational history, we experienced instances where we have had solid majorities signed up and participating in organizational meetings prior to NLRB elections. Thereafter, we experienced reverses in these elections. It is difficult to understand how it is possible to have had these solid majorities just prior to the election and still lose. On the other hand, our experience with unorganized white collar workers indicates that they fear employer retaliation far more than any other category of workers.

Some years ago, our organizational progress received a tremendous boost as the result of the adoption of the organizational conference program. This program, of necessity, requires the active cooperation of all OEIU Local Unions. For example, we can only use International Representatives in those places where there is substantial evidence of interest in unionization. This evidence of interest must be found by Local Unions in their respective areas.

In the beginning of our organizational conference program, many of our Local Unions took it upon themselves to do initial spade work so necessary to successful organization. In the past year, due possibly to the organizational climate created by the Senate Committee hearings and legislative reverses, we have found that our Local Unions are not as active in the organizational field.

As a result, therefore, we have not been able to assign our International Union representatives to as many live leads as we would have desired. In addition, many Local Unions in the respective conference areas are constantly calling on International Union representatives to perform service tasks which can be easily accomplished by OEIU Local Union officials.

Organizational conference meetings are held semi-annually with the exception of Canada where such meetings are held yearly. At all of these sessions, matters relating to grievance machinery, collective bargaining, automation, NLRB procedures and organizational techniques are discussed at great length. It is disappointing, thereafter, to receive requests from Local Unions which have participated in these conference meetings for the services of International Representatives regarding matters with which these Local Union officials should be completely versed.

On occasion, when we have had to deny the services of International Representatives to Local Unions for matters which we believe the Local Union officials should capably perform, we are asked the inevitable question: "Why, therefore, are we paying per capita tax?"

The Constitution of the Office Employees International Union is designed to give the greatest amount of autonomy to Local Unions. Our per capita tax schedule is among the lowest of the International Unions in the United States and Canada. It is low because our Local Unions want autonomy and the responsibility of conducting their own affairs.

Consistent with this basic philosophy of complete autonomy for Local Unions, it will be necessary for Local Union officials to carry on the usual tasks of their offices. At the same time, however, the International Union will direct International Representatives to assist where such assistance is absolutely necessary. All OEIU Local Unions along with the autonomy invested in their charters will be required to institute organizational work and do everything possible to accelerate the progress of our International Union in the field of organization.

Our International Union is only as strong as our Local Unions and its progress can only be judged by the work accomplished by our Local Unions. The International Union is not a separate entity but rather a creation of our Local Unions.

Only through the complete cooperation of our Local Unions and the International Union can we reach our goal, which is complete unionization of office and clerical employees in the United States and Canada.

Senator Morse's Speech

(Continued from page 1)

What happens under the election system we now have is that some very interesting subterfuges are adopted by people in all types of organizations in order to get around what has been, at best, a very weak Corrupt Practices Act.

Rigging Expense Accounts

It is not difficult to raise the salary of an officer of a corporation with the undisclosed understanding that he personally will contribute to certain political campaigns. It is not difficult for business expense accounts to be rigged in order to be of assistance to political campaigns, both election campaigns and legislative campaigns. It is not difficult for leaders of industry to accomplish their purposes.

Very little attention is being paid to the tactics used by industry, but a trade union is fair game. So we already have restrictions in the Taft-Hartley law on unions in politics.

What is really proposed is simply to further limit unions, but not industry, in carrying out what I consider to be a great responsibility of the labor movement, and that is to take an active interest in the legislative process of our democracy.

Form of Protection

Why should not a trade union, satisfied that a certain legislative program or proposal made in the Halls of Congress would not be in the interest of free working men and women, proceed, by a majority vote of the union, to make that issue an item of the business of the union, and try to defeat the measure? One of the purposes of a union is to seek to protect the economic interests of the members of the union.

If a piece of proposed legislation, in the opinion of a majority of the union, would be detrimental to the interest of members of the union, what is wrong, in a free society, with their proceeding, by means of the application of the majority vote principle, to make that issue a legislative issue, and carry the fight to the American public? We should have more such activity rather than less.

So I move into another phase of that point. Suppose the members of a union are satisfied that a candidate for office stands for a legislative program detrimental to the welfare of free men and women organized into trade unions. Why should not they, as a union policy, proceed to make that a political issue and carry it to the public, and let the public decide at the ballot-box?

We talk a great deal about one thing to adopt procedures that will make unions more democratic, yet we are presented with a proposal this afternoon which seeks to prevent them from following democratic procedures in connection with what I consider to be their obligations of citizenship statesmanship.

I oppose the amendments because of what I think are their clear underlying purpose, namely, further to strengthen the restrictions upon political activity on the part of unions.

New Restrictions Aimed Only at Labor

Next, I point out that under these amendments, the restrictions on corporations refer only to contributions or expenditures in connection with any election to any political office. However, the restriction upon unions refers to a contribution or expenditure for the purpose of influencing an election. There is quite a difference.

Where would this language leave the new campaign of the National Chamber of Commerce to get

young businessmen active in political affairs, its "political participation program," a campaign for which the Chamber is sending out a great deal of literature advising them how to participate in political decisions and organize political clubs and activities?

It seems to me that the amendments provide that no contributions may be made by a union to an organization "whether political or nonpolitical in nature which makes contributions or expenditures for the purpose of influencing an election," with certain exceptions for distribution of "impartial statements" of issues to its members, and presentation of "an impartial news program on radio or television."

Milwaukee Agreements

Oilgear

A new two-year agreement of Local 9 calls for a 3 per cent general salary increase effective February 1, 1960 and a wage reopener after the first year, was approved at a special meeting of the Oilgear Unit on January 26th. The contract also provides for an additional half paid holiday.

The half holiday chosen by the employes for this year will be the Friday afternoon before Memorial Day. The bargaining committee consisted of Irv Kwas, Esther Oldenburg, Al Gigl, Hans Kolpanen and Business Representative Harold E. Beck.

Baso

A new two-year agreement providing for a 4 per cent general salary increase effective February 1st was ratified at a special meeting of the Baso Unit on February 2nd.

Negotiations for a new pension plan, which will provide retirement income equal to the sum of 1/2 of 1 per cent of the first \$4800.00 of an employe's annual normal compensation plus 1 per cent of the portion in excess of \$4800, have been completed and will be submitted to our members for ratification within the next two weeks.

Although the normal retirement age of the plan is 65, it provides for disability retirement after ten years of service and age 50 as well as termination benefits after 15 years of service and age 45.

The negotiations were carried on by the committee consisting of Bob Schmidt, Bob Holtman, Larry Gendrich and Business Representative Harold E. Beck.

Miller Technical Unit

A two-year contract covering the project engineers and draftsmen was approved by the Technical Unit. The contract provides for the same benefits as the contract recently signed covering the office and clerical employes; a 3 1/2 per cent general increase on March 1, 1960, a 3 per cent general increase on March 1, 1961. Good Friday a paid holiday. 3 weeks' vacation after 5 years, 4 weeks after 9 years of service. The Bargaining Committee consisted of Glen Bindrich and Roy Otto along with Business Representative Harold E. Beck.

Minneapolis Settlement

Minneapolis, Minn. — Donald Hilliker, Business Representative of Local 12, announced the renegotiation of the contract between OEIU Local 12 and Consolidated Freightways.

The seniority provision has been rewritten in the new agreement and provides for job posting. Also, the

But, Mr. President, in the face of the realities of American politics, when a campaign is on, what is necessary on the part of a trade union, when it knows or feels that a piece of proposed legislation, supported by some activity, is going to be detrimental to its economic interest, to carry the facts to the voters, because they are going to decide the issue in the election? I am satisfied that under the amendments the union could not do it.

Yet the amendments do not seem in any way to restrict corporations or trade associations from making contributions to other nonprofit groups like the National Association of Manufacturers or a chamber of commerce or private utility associations, which in turn spend money in influence legislation and elections.

new agreement provides for four hours' guaranteed Saturday and Sunday call-in time at overtime rates. By including the sick leave practice in the contract, these benefits are guaranteed to the membership.

A 13c across-the-board increase retroactive to January 1, 1960; 10c across-the-board in 1961 and 10c in 1962 plus an additional 2c across-the-board cost-of-living increase as of February 1, 1960 are the wage increases provided.

Pegwill Packing

Pegwill Packing employes gained 38 1/2c in first contract, reports International Representative Gene Dwyer. The contract signed on January 15, 1960, calls for an immediate 30c per hour general wage increase, plus an additional 8 1/2c across-the-board six months from

the effective date of the agreement. Dwyer was assisted by John Walker, Hank Sundeen and Organizer Henry J. Henry. The Pegwill Packing employes will become members of Local 374, Springfield, Ill.

OEIU 374 and L. 51, IBEW

Also in behalf of Local 374, Dwyer reports the signing of an Agreement for 5 members of Local 374 and L. 51, IBEW, of Springfield, Ill., calling for additional increases, plus full coverage of health and welfare benefits, entirely paid for by the employer, plus 3 weeks paid vacation after 3 years of service.

A. O. Smith Corp., Chicago, Ill.

Dwyer also reports the signing of the first contract with the A. O. Smith Corporation, Products Service Division, Chicago, Ill., and Local 28, which provides for increases ranging from \$15.00 per month to a whopping \$56.00 per month, plus union shop, 3 weeks paid vacation after 11 years of service. Don Wensel, Harvey Harders and Organizer Al Bradt worked with Dwyer on the campaign and negotiations for these plant clericals.

**Attend Your
Local Meetings**