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Office Employees International Union



Southwestern Conference in Ft. Worth Meet



The delegates to the Southwestern Organizational Conference elected Florence Carlson of Local 320, Kansas City, Mo., as Secretary-Treasurer of the Conference to fill the unexpired term of Edsel Gunn.

During the meeting, the three discussion sessions, directed by International Representative Arthur Lewandowski, included "A Clinic on How to Run a Group Participation Meeting," moderated by Conference President Doris Cates of Local 277, Fort Worth; a panel on "Union Meetings and What We Can Do to Improve Them," moderated by J. O. Walker of Port Arthur, Texas Local 66, and J. B.

Moss of Local 277 moderated the panel on arbitrations. During each of the sessions, all of the delegates present participated.

The Conference also heard an organizational report on OEIU activity throughout the United States and Canada by OEIU Director of Organization H. B. Douglas. OEIU Vice President Frank Morton also gave a report to the delegates on the activities in Region 4.

The delegates decided to hold the next Conference meeting in Albuquerque, N. Mex.

Resounding Win In Chattanooga

Renew With Toledo Edison

A settlement has been reached with the Toledo Edison Company by OEIU Local 19 in Ohio.

The two-year agreement covering 325 OEIU members raises salaries an average of 8.87 per cent. The first installment of this increase is retroactive to June 5, with the balance to be paid in three steps.

The employees of the utility company will continue to receive eight (8) paid holidays. However, the holiday provision was modified to substitute Washington's Birthday for a floating holiday.

Carry-Over Provision

The vacation schedule called for two weeks' vacation after one year; three weeks' after 10 years; and, four weeks' after 25 years. Employees are now entitled to carry one week of vacation over to the following year if they are so qualified for the third or fourth week of vacation.

The company retirement plan was modified to give employees with at least 10 years of service, vesting rights after reaching 40 years of age.

The employees share of the cost of group life insurance was reduced and major medical coverage was added to the existing Blue Cross-Blue Shield coverage. Employees and the company will share equally the added cost of the major medical coverage.

In an election conducted by the National Labor Relations Board on Thursday, July 20, OEIU Local 179 in Chattanooga, Tenn., was overwhelmingly chosen by the office and clerical employees of the Mueller Company as their collective bargaining agent.

Of the approximate 25 workers in this plant clerical unit, only one vote was cast against the Union. The Steelworkers, who had intervened after the Office Employees International Union had petitioned the NLRB for an election, did not receive any votes.

Kenneth Ballard, Vice President of OEIU Local 179 led the organizational campaign at Mueller. Brother Ballard was assisted by Local 179 President Mattie Henry Hale and an Organizing Committee of Local 179. OEIU Vice President J. O. Bloodworth and Reeder Carson, Business Agent of the TVA Council, also assisted in the campaign.

A Committee of Mueller Company employees working with Brother Ballard and Vice President Bloodworth are in the process of drawing up contract proposals.

In the meantime, Brother Ballard is initiating a campaign to organize 70 office clericals of the same company in Chattanooga.

Arbitrator Rules For Local 180

In a recent case involving Office Employees International Union, Local 180, and the Aluminum Corporation of America at Massena, N. Y. Arbitrator Joseph Shister ruled (1) that the matter of reclassification was arbitrable and (2) that unilateral changes made in classifications by the company violated the agreement.

In the instant case the arbitrator held that certain changes in the job duties of Shipping Clerks did not automatically change the classification to that of Advanced Typist. The Union contended successfully that the factors of complexity and experience were still those of a Shipping Clerk.

The Union's case was prepared and presented by International Representative Leo J. Wallace and Office Employees International Union, Local 180, President Joseph Elliott, Fred Dona, Robert Stark and Mr. DuBray.

Panel Hears Dispute at Sandia

The Atomic Energy Labor Management Relations Panel assumed jurisdiction over a dispute between the Sandia Corporation, the Atomic Projects and Production Workers Metal Trades Council and Office Employees International Union, Local 251.

The panel assumed jurisdiction after negotiations between the parties failed to result in a collective bargaining agreement. Cyrus S. Ching, Chairman of the Atomic Energy Labor Management Relations Panel requested all parties to continue operations without interruption. During the time the cases are pending before the panel all Unions involved agreed to desist from strike action until the panel has made its findings and recommendations.

Major issues in the dispute between OEIU Local 251 and the Sandia Corporation are as follows: the company has offered a six and one-fourth cents hourly increase in a three-year contract. The OEIU

has asked for 14 cents per hour over the next two years.

The company has rejected the Union's demand for a new job evaluation system. The company has proposed to increase its present medical insurance payment from a \$2.80 monthly payment to \$3.50. The Union is asking that the company pay the \$9 monthly which represents 75 per cent of the total premium.

The company has also rejected the Union's demand for a Union Shop.

After the Atomic Energy Labor Management Relations Panel announced that they had assumed jurisdiction over this dispute, the Sandia Corporation proceeded to file a representation petition before the National Labor Relations Board.

General Counsel Joseph Finley and International Vice President Frank Morton will represent the OEIU at this proceeding.

Sign With Hellenic Lines After Strike

OEIU Local 153 consummated its first agreement with the Hellenic Lines in New York City after a four-day strike.

Despite the fact that Local 153 was certified as the collective bargaining agent for 72 office and clerical employees of the Hellenic Lines on May 5, 1961, it was unable to secure an agreement with the company consistent with those signed with many other companies in the Port of New York.

Numerous meetings were held at

the offices of the Federal Conciliation Service before a strike was called. When it became apparent that a mutually acceptable contract was not in the offing, a strike was called on July 13th.

Thereafter, as a result of a series of negotiating sessions led by Business Representative Warren Mulligan and International Representative Joseph Powell, a contract was tentatively agreed to, providing:

A \$5.50 weekly increase per person;

A 35-hour week, instead of the previously existing 37½-hour work week;

An agreement to pay a yearly bonus of one month's pay and a vacation bonus of \$120 for each individual with earned vacation;

The Local 153 Welfare Plan, or the company's guarantee to provide the same or similar benefits for the employees;

The Union Shop provision;

A \$65 weekly minimum wage;

Retroactivity to May 15, 1961.

Coughlin Appears on "Beck and Call"

President Howard Coughlin was a recent guest of Betty Furness on her television program "At Your Beck and Call." In this impromptu telecast, President Coughlin answered questions submitted via the telephone from the listening audience.

Most of the questions dealt with the subject of automation in the office and its future effects on office personnel.

Other guests on the same program were Gore Vidal, author of the play, "The Best Man;" Dr. Luther Terry, Surgeon-General of the United States; and author Robert S. Kane.

At West Berlin Meeting



Pictured above are OEIU Secretary-Treasurer J. Howard Hicks and Vice President Max Krug in attendance, as representatives of the United States, at the recent Convention in West Berlin of the International Federation of Commercial, Clerical and Technical Employees.

WHITE COLLAR

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OFFICE EMPLOYES INTERNATIONAL UNION
affiliated with the AFL-CIO

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R-T-W Still Operating

The National Right To Work Committee, despite recent setbacks in Ohio, California and Washington state, are still endeavoring to destroy organized labor through their anti-union activities.

In a recent newsletter, Reed Larson, Executive Vice President of the National Right To Work Committee, took Vice President Lyndon Johnson to task because the Vice President stated that men and women are sometimes denied jobs because they belong to Unions.

In the same newsletter, attention is called to the program of the Right To Work Committee in Oklahoma and Maine. In addition, the Committee makes it clear that its Speakers Bureau is available for any number of assignments.

Organized labor must continue to fight these retrogressive anti-union forces throughout the 50 states and in Congress.

The repeal of Section 14 (b) of the Taft-Hartley Act which allows certain states to enact anti-labor legislation is a must.

Social Security Changes

In a bill recently signed by the President, minimum monthly benefits have been increased from \$33.00 to \$40.00. Aged widowers' and parents' benefits are raised from 75 per cent to 82½ per cent of the worker's benefit.

In addition to other changes, men for the first time will be allowed to retire at the age of 62 with correspondingly reduced benefits.

These changes in the Social Security law have been sorely needed and the administration is to be commended for the speed with which the amendments were passed.

Workers Entitled To Jobs When Company Moves

United States District Court Judge Fred W. Kaess, in a decision of major significance to workers and employers, stated that Union-won seniority rights become vested in the job, survive a contract expiration date, and apply regardless of where a plant moves.

Judge Kaess ruled that the Gemmer Manufacturing Company, a division of Ross Gear & Toll Co. has an obligation and a duty to rehire on the basis of seniority those employees who were severed in Detroit when the plant's operations were moved to Lebanon, Tennessee.

No Choice But to Move

A representative of the UAW who represented the Gemmer employees stated that a majority intended to exercise their rights to jobs at the new location in Lebanon. The average age of the employees is 48 and it is felt that most would not be able to find new jobs and have no choice but to move.

This company had been located in Detroit since 1907 and despite the fact that their employees averaged 20 years in seniority, the company refused to offer transfer to its employees. In this instance, the company had made commitments to hire only from the new location at Lebanon, Tennessee.

It is hoped that this humane ruling by a Federal District Judge will serve to deter firms from moving to the South at the behest of local Southern communities for purposes of gaining the benefits of cheap labor.

Local 2 Renews Gas Company Agreement



The above photo shows President Cahill, of Local 2, and President Bittering of the Washington Gas Light Company, as they execute the new Agreement covering 570 employees of the Gas Company, on Friday, June 9, 1961. Looking on as the contract is signed, from left to right: Tom Rogers and Ray Murphy, members of the Negotiating Committee; Carroll Pike, Company Comptroller; Roy Ellis and D. Francis Clarke, Chief Stewards; Otis Ritenour, Senior Vice President of the Company; Herman L. Hazel, First Vice President of the Union; Oscar C. Berry, Company Vice President and General Counsel; Fred W. Amadon, Company Director of Personnel; and Richard Bussard, Company Vice President. Seated at the far right at the table is Company Secretary Stafford.

This is a two-year agreement, extending from June 1, 1961 to June 1, 1963. It provided a 5 per cent wage increase this year and a 3½ per cent increase on June 1 of 1962. This brings the new rates to \$365.40 in the lowest labor grade and \$599.55 in the

highest this year; they will be increased to \$378 and \$621 next year.

In addition, those employees who use their automobile for Company business will receive 12 cents per mile for the first 300 miles and 6 cents per mile thereafter. The old rate was 10 cents for the first 200 and 6 cents thereafter.

Hospitalization daily room and board was increased from \$15 per day to \$19; the company paying the cost for the increase. Shift bonuses were increased from 10 cents and 15 cents per hour to 12 cents and 18 cents per hour. A meal allowance of \$1.50 was provided for all employees who are required to work 11 hours in any one day—this is in addition to the normal time and one-half after eight hours.

The company also agreed to modify the hospitalization policy to the extent that employees on maternity leave would continue their personal coverage, with the employer paying the same ratio as when the employee was working.

The average straight-time weekly wage prior to the increase was \$108.14.

Long Strike at A.O. Smith Ends

An agreement was reached with the A. O. Smith Company at Kankakee, Ill., after a lengthy strike of ten (10) weeks.

A two-year agreement, providing wage increases equal to 3 per cent of all labor grade maxima in the first year and 2 per cent in the second year was ratified by 110 members of OEIU Local 311. These wage increases were retroactive to January 1, 1961.

In addition to wages, the following gains were incorporated in the collective bargaining agreement:

Three (3) weeks' vacation after 10 years of service.

Improved layoff and recall clauses; additional notice of lay-off.

Maternity leave.

Automation protection and provision for training and retraining in the event of the introduction of automative equipment.

Change in promotional clause to provide that an employee can move laterally in labor grades where job vacancies exist.

Elimination of certain inequities.

A pension plan.

Increased shift premium for employees working the second and third shifts.

International Representative Art Lewandowski was assigned by the International Union to assist in negotiations after the strike had been in progress for a number of weeks. Brother Lewandowski and Local Union President Bill Adams, Secretary-Treasurer Robert Fisher,

Vice President William Cox, Stan Wright, Ed Gregoire, Bob Bott and Gene Thompson sat through numerous negotiating sessions with representatives of the A. O. Smith Company before an agreement was finally consummated.

The membership of the International Association of Machinists refused to work during the 10-week strike which was jointly conducted by the American Federation of Technical Engineers and OEIU Local 311. The International Association of Machinists displayed a spirit of true trade unionism.

The membership of Local 311 is to be congratulated for their determination to stick together through this long and sometimes discouraging strike period.

Many Get Wage Increases in Oakland

Wage increases go to 335 office employees of the Kaiser Medical Entities, 200 office employees of the Alameda County Milk Dealers, 70 members at Simon Hardware, and 20 at Dr. R. M. Layne, as a result of contracts negotiated by Local 29 in Oakland, Calif.

The Kaiser Medical Entities contract includes average wage increases of 8 cents per hour on July 1, 1961, 7½ cents per hour on July 1, 1962, and 6½ cents per hour on July 1, 1963. The contract is subject to reopening on July 1, 1963 for further negotiation of three fringe benefits.

Milk Dealers

The new \$17.33 monthly wage increase, effective June 1, brings the minimum wage up to \$393 and the average wage to about \$420 at the milk companies. In addition, the companies agreed to contribute \$17.33 per month per employee to a pension plan beginning December 1, 1961.

Two improvements in the health and welfare plan are also part of the package: the life insurance was increased from \$1,000 to \$2,500, and the employers agreed to pay any increased cost of dependent coverage, which they now already

pay in part, with the effect of freezing the employee contribution to \$3 per month. Pay for jury duty was also granted.

Also part of the agreement, negotiated for the first time by Local 29, was a no sub-contracting clause, which prohibits the employers from sending out any office work to outside firms or shops. The two-year contract is open in 1962 for further wage negotiating.

Simon Hardware

A \$3 week increase on July 1 this year and another \$3 next year are featured in the Simon Hardware agreement, which also includes improvements in health and welfare coverage and sick leave.

Added to health and welfare plan this year is \$2,500 life insurance, and next year \$1.50 per month per employee toward dependent coverage.

Dr. R. M. Layne

The Dr. R. M. Layne contract has been negotiated for \$3.00 per week effective May 15, 1961 and another \$3.00 per week on the same date next year. The employer has agreed to pay approximately one-half of the premium for covering dependents under the health and welfare plan.

National Debt Per Capita Decreases

Chairman Wright Patman of the Joint Congressional Economic Committee recently pointed out that each American's share of the national debt has dropped from \$1,911 in 1946 to \$1,592 at the end of 1960.

Senator Wayne Morse of Oregon, in stating that "we ought to tell the American people the facts about the national debt and the facts about their national wealth," pointed out that the Federal debt last year was 57 per cent of the gross national product as contrasted to 65 per cent in 1956, 79 per cent in 1951 and 123 per cent in 1946.

U. S. Incomes

More than 45 per cent of American families or unattached persons had incomes last year of approximately \$6,900, the Commerce Dept. reports. Thirteen out of every 100 U.S. families had incomes of less than \$2,000, and one fifth of the nation's families received between \$2,000 and \$4,000.

The 13 per cent in the lowest income bracket shared only about \$8 billion of family income, while the 6 per cent who received more than \$15,000 shared more than 10 times as much or \$86.1 billion.



CANADIAN FILE

Borden Signs With OEIU

Office employees of the Ottawa Dairy Division of the Borden Company Limited have gained wage increases ranging from \$12.50 to \$22.50 monthly, in a one-year renewal of the contract between the company and Office Employees' International Union, Local 225. Monthly salaries now range from \$212.50 for a junior clerk to \$312.50 for a cashier.

Other gains include three days' bereavement leave and a reduction in the length of service required to qualify for three weeks' vacation, from 15 years to 11 years.

Premiums for Blue Cross, Physicians' Services Incorporated and the Ontario Hospital Plan will be paid 75 per cent by the employer and 25 per cent by the employee. Previously these premiums were shared equally by company and employees.

The unions negotiating committee was composed of Reginald Boyles, vice president of the local, Gail Therrien and Gilbert Levine.

Local 267 Signs with St. Lawrence Corp.

D. S. Climie, President of OEIU Local 267, Red Rock, Ontario, reported on the recent successful negotiations with the St. Lawrence Corporation Ltd., Red Rock Division.

A general wage increase of \$5.00 a month plus three-quarters of 1% of all present salaries was granted. The minimum of all rate ranges are to be increased by the same amount. Average increases vary from \$7.00 to \$11.00 monthly.

The Company has also agreed to increase its contribution to welfare benefits by an additional \$3.40 monthly. Several changes have been made in the schedule of coverage.

The St. Lawrence Corporation has recently been purchased by the Dominion Tar & Chemical Company.

Kenneth Clark Is Chosen to UCS Post

A former president of Office Employees Local, Milwaukee, and an employee of the International Harvester Co., Kenneth D. Clark, has been chosen as assistant director of Milwaukee's United Community Services labor participation department.

Selection of Clark was revealed by Raymond S. McClelland, UCS executive director, following approval by the Milwaukee County Labor Council.

Clark was selected from 20 applicants. Each candidate was screened by a Council committee with the recommendation being approved by Jack Pierce, New York, field activities coordinator of the national AFL-CIO community services committee.

Responsibilities of the UCS labor participation department include conducting union counsellor training programs, developing labor participation in the annual United Fund campaign, informing labor groups about agency services.

Clark is president of the West Milwaukee Committee on Political Education unit and a member of the board of directors of the International Harvester Employees Credit Union. He has served for 15 years on Local 9's bargaining and grievance committee.

LABOUR DAY MESSAGE

By Claude Jodoin

President, Canadian Labour Congress

Labour Day is traditionally a time of stocktaking for the labour movement. While it is natural that we should look back on the months since we last observed this holiday, it is even more important that we look to the future.

Organized Labour has, through the years, established itself in our society; today the role we have to play is more important than ever. We are, indeed, living in challenging times.

The waste and suffering that has resulted from unemployment in the past year has been stark evidence of our failure to meet the economic needs of our people. This imposed idleness of workers who would, and who could contribute so much to our national production has resulted from several causes. Some of these are conditions which we have experienced in the past; others come from great changes which are taking place in our economy. Regardless of the cause the price is the same.

We are now nearing the time of year when jobs become increasingly scarce. There should be no hesitation in applying courage and imagination to this, the most important of the problems we face in our domestic economy. We have attained knowledge and ability which can provide a better and a fuller life for all. We must not allow abundance to become a social hazard.

The Canadian Labour Congress has advanced programs and suggestions and has repeatedly called on governments at all levels, and most particularly on the federal government, to provide new leadership in combatting unemployment.

While we have directed our comments to the governments, we clearly recognize that in this, as in so many other matters, there is great need for better understanding and co-operation between the various sections of our society. Those who work in factories, those who labour on farms, those who hold management responsibilities, those who follow the professions, and all Canadians share a citizenship in which we can take pride. We can only fulfill our responsibilities as Canadian citizens if we work together toward common aims.

The challenges we face are not to be found only within our own borders. We become increasingly and inescapably involved in world affairs; and, indeed, it would be an evasion of our national responsibilities if we were to try to avoid such involvement.

There is need now, as never before, for understanding of the critical international situation we face. The stakes are high—the future of mankind itself is involved. The Canadian Labour Congress has taken a very firm position opposing the continuation of nuclear tests and advocating universal disarmament. We are opposed to Canada extending the membership of the nuclear club by accepting nuclear weapons. We look to the day, and we hope it may be soon, when those nations which now have nuclear arms will agree to disarm.

At the same time we are realistic enough to realize that one nation alone, or one group of nations alone, cannot be expected to abandon these devastating weapons unless other nations take the same action simultaneously.

We think we are also being realistic when we say that this is no time for Canada to abandon her friends. Neutralism is an illusion. We must work together with those who by tradition and association have been our friends; so that, through the United Nations, we can contribute to a world in which peace and understanding can prevail.

Both as a nation, and as a member of a group of nations, we must make real contributions toward such a world. It is not enough for us to be against slavery; we must be for freedom. It is not enough to decry poverty and starvation; we must contribute to a better life for those less fortunate.

These, in the broadest terms, are some of the great challenges we now face, and they must be met without delay. We will only succeed if we work together in these common causes which so far outweigh the particular interests of one group or another. Organized Labour in Canada, on this our national holiday, must dedicate itself to this purpose.

Locals 300 and 378 Considering Merge

Merger negotiations are in progress between OEIU Locals 300 and 378. Local 300 is located in Victoria and Local 378 in Vancouver. Both of these Local Unions represent membership employed at the B. C. Electric Company.

The general membership of Local 300 recently passed a motion which recommended the dissolution of Local 300; called for the present membership of Local 300 to transfer into Local 378; a transfer of Local 300's bargaining certificate to Local 378; and, a transfer of Local 300's assets to Local 378.

Local 378 had previously acted on a proposal to bring about this merger.

It is anticipated that the merger will be finalized shortly.

Canadian Drug Prices Inflated

In a recent federal government report, it was indicated that Canadian drug prices, the highest in the world, are inflated by excessive advertising, unnecessary research and lack of competition.

This report, a product of three years of study, stated that four factors are responsible for the high drug prices:

1. Monopoly control by manufacturers over many valuable drugs through exclusive patent rights. Drug manufacturers recorded a 10.5 per cent profit—one of the highest in Canada—in 1958, the report states.

2. Costly and largely unnecessary advertising, promotional and research activities. Advertising costs were 25 per cent of the sales incomes, according to a survey of drug firms.

3. No competition among retail drug stores. Usual agreed mark-up is close to 40 per cent.

4. A federal sales tax of 11 per cent.

The sales tax merely pushes

Renewal Signed At Dominion Rubber

After 20 negotiating sessions, and the assistance of a Dept. of Labour Conciliator, the members of OEIU Local 338 in St. Jerome, Quebec, accepted the terms of the renewal agreement with the Dominion Rubber Company, which is a subsidiary of U.S. Rubber. This new agreement is for a period of two years. The 75 members, considering the existing competitive conditions in the footwear industry, unanimously ratified the agreement.

The settlement provides for increases on the employee's anniversary date which will allow employees to reach the maximum au-

tomatically. During the first year of the agreement, the increases range from \$10 to \$18 per month and additional increments in the second year for those employees who have not reached the maximum.

Also included in this new collective bargaining agreement are: Dues check-off; improvement in the grievance procedure; a paid holiday for temporary employees after one month of employment; three (3) weeks' vacation after 10 years of service.

The sick leave provision was improved to provide an added period

of sick leave at half pay equal to the period of sick leave provided at full pay. For example, an employee with 12 years of service will receive 12 weeks' full pay and with the new provision, 12 weeks' half salary.

A major medical plan at a cost of \$1 per single employee and \$3 for married employees was also introduced into the agreement.

The Negotiating Committee of Local 338 was composed of Conrad Ayotte, President, Miss Denise Dorais, Gaston Valiquette, Roland Piche, and Romeo Corbeil, International Representative.

Good and Bad in Bill 78

Bill 78, which amends the Labour Relations Act in Quebec as of June 10, 1961, provides many new features, some of which are good and some of which are questionable.

The Bill provides that any purchaser of an existing establishment shall be bound by the certificate of Union recognition or the collective bargaining agreement in existence.

It also provides that 60 days negotiations notice must be given prior to the expiration date of the agreement. In addition, very simi-

larly to the Taft-Hartley Act in the United States, notice of expiration must also be sent to the Minister of Labour. A Council of Arbitration must report on disagreement or agreement within 45 days instead of the previous three months.

Before a strike or lock out is called, it will be necessary that 75 days will have elapsed since receipt of the notice requesting the intervention of a conciliator. In instances of a first agreement, the period will be 90 days. During this period, Unions will be forbidden to advise their members to strike

and will be obliged to continue work under the same conditions which prevailed prior to the negotiations.

Any strike or lock out is prohibited as long as the Union has not been recognized as representing the unit of employees concerned. In addition, Unions will be prohibited from striking for 14 days after receipt by the Minister of Labour of a report from a Council of Arbitration which establishes the fact that there is still a disagreement on a new or renewal collective bargaining agreement.

Canadian prices above already-inflated prices, the report says. This has the effect of making Canadian prices higher than U.S. prices, and gives Canada the distinction of having the highest drug prices in the world.

Pass this Along
To an Unorganized
White Collar
Worker

Wages Not Reason For Canadian High Costs

President Eric Kierans of the Montreal Stock Exchange in a recent speech to the Chamber of Commerce at Winnipeg stated, "Over-administration and over-management by industry are far more responsible for the high cost of Canadian goods than are decent wages."

President Kierans further stated, "There is a recurring tendency to blame the cost of labor for our

inability to compete successfully in world markets. In point of fact, a great deal of this criticism is unfounded and industrial leaders, who frequently reiterate this charge, would do well to check their statistics . . . Expanding management and administrative functions . . . would seem to be more responsible for higher costs than wage increases."

from the desk

of the

PRESIDENT

HOWARD COUGHLIN



Regarding H. R. 7373

It will be recalled that your President and numerous other representatives of the organized labor movement recently testified before a House Subcommittee of the Committee on Education and Labor, dealing with the subject of unemployment and the impact of automation. Representative Elmer Holland of Pennsylvania is chairman of that key committee.

While most labor representatives, including your President, gave many illustrations of the effects of automation on those we represent, certain recommendations were almost universal. It is also noteworthy that certain representatives of industry agreed with a number of these recommendations.

As a result of these extended hearings held by the Holland Committee, an important bill dealing with the subject of the effects of automation was introduced by Representative Holland and is presently being considered by the House Committee on Education and Labor. While this bill does not go as far as we would like, it does provide a step in the right direction.

The bill, known as H.R. 7373, declared "It is the continuing responsibility of the Federal Government to assist in the development of policies and programs which will result in the adequate development, preparation and productive use of the manpower resources of the nation in pursuit of our national goals. The Congress finds that the skills of many persons have been rendered obsolete by dislocations in the economy arising from automation or other technological developments and changes in the structure of the economy."

Title I of H.R. 7373 proceeds to state that the government's leadership is necessary to insure the fact that automation does not bring widespread unemployment. It is the intent of this bill that the benefits of automation accrue to the economy through planning.

The bill also provides for a study and appraisal of the nation's manpower needs.

Your President, in his testimony before the House Committee, recommended that our employment services be federalized and that a system be set up whereby it would be possible to provide manpower for vacancies wherever they exist throughout the nation. Thereafter, we also proposed the use of unemployment insurance funds to be used to transport individuals for interviews in other communities. If the individual was accepted for the vacant position, moving expenses and transportation should be provided. We recommended that this was far more preferable than unlimited unemployment insurance payments. This system has been used successfully in Sweden for a number of years.

The Committee's recommendations in Bill H.R. 7373 ask for a program to facilitate mobility for the unemployed seeking employment.

Title II of the proposed bill also requires the development of broad and diversified training programs, including on the job training, designed to qualify for employment the numerous persons who cannot hope to secure employment without such training. The bill proposes that this authority be lodged with the Secretary of Labor. The Secretary, however, will be required to give priority in placement for training to unemployed persons.

This bill also provides for the Secretary of Labor to make agreements with the individual states wherein weekly training allowances will be made to individuals selected for such training, in addition to transportation expenses when training facilities are not within commuting distance of the trainee's regular place of residence.

The bill anticipates close cooperation between the Secretary of Labor and the Secretary of Health, Education and Welfare relative to the vocational training program.

We do contend that automation generally and automation in the office requires concerted planning on the part of industry, labor and the government.

We feel that in addition to earlier retirement for women, a shorter workweek is inevitable.

We believe, however, that Congressman Holland's bill, if enacted, will provide many of the needed tools to meet tomorrow's automation problems.

Steck Named to Automation Group

Buffalo Mayor Frank A. Sedita announced the appointment of 16 persons representing educational, labor and industrial leaders to serve as a committee on automation and vocational planning.

Emil Steck, Business Representative of Office Employees International Union, Local 212, was named as a member of the committee. The committee will be charged with a task of determining the effects of elimination of jobs through automation in the Buffalo district. It will also develop policies and facilities to bring about adequate developments of manpower resources in the area.

Brother Steck's contributions will deal with problems created through the introduction of automatic devices in offices.

Navy Pay System Is Protested

The Metal Trades Department of the AFL-CIO, with which the OEIU is affiliated, has lodged a protest with the Chairman of the Senate Appropriations Committee. The protest concerns a recommendation by the House Committee on Appropriations to the Department of the Navy to institute a bi-weekly period for Navy blue collar workers.

The Metal Trades Department opposes this archaic method of payment which will adversely affect thousands of blue collar workers. The protest is grounded on the illegality of bi-weekly payments in several states, interruption of weekly bond purchase programs, and the need to resort to lending institutions in order to meet quick money obligations of the workers involved.

The Department pointed out that over 90 per cent of the employes in United States industry are paid on a weekly basis and this action by the Navy is a retreat to an old and discarded system which will not produce any financial savings for the Navy Department.

Local 337 Signs With Central States Paper Co.

Negotiations were recently completed by OEIU Local 337 and the Palatka plant of the Central States Paper & Bag Company in Florida.

In this second contract, a general wage increase of 12 cents across-the-board was negotiated retroactive to June 1, 1961. Many additional adjustments were also negotiated.

Sick leave is accruable on the basis of one day per month up to a maximum of 20 days. A severance pay plan of two (2) weeks' pay for each year of service was also negotiated in the contract. A former provision in the contract which called for paid leave for death in the immediate family has been broadened to include the demise of a brother-in-law or sister-in-law. In this "right to work" state, an agency shop was negotiated.

Contract negotiations were conducted by President Wayne Abbey and a committee composed of Johnny Baggett and Mary Barnett. Vice President J. O. Bloodworth also participated.

On Committee

John Hope II, an economist at the Fisk Race Relations Institute, Nashville, Tenn., has been named director of federal employment for the President's Committee on Equal Employment Opportunities.

Hope has been director of industrial relations at Fisk since 1945 and during World War II served on Pres. Roosevelt's Fair Employment Practices Committee.

OEU WITHDRAWS FROM I.U.D.

The Executive Board of the Office Employees International Union, at its recent meeting, directed OEIU President Howard Coughlin to withdraw our affiliation with the Industrial Union Department.

The Board arrived at this decision after reviewing the I.U.D.'s failure to invite our organization to a recent white collar work shop after we had protested a previous slight.

In addition, the Board took into consideration a statement emanating from the I.U.D. which, in effect, forecast that the unionization of office and clerical workers in future years would be accomplished by industrial unions.

In all of these instances, protests were previously lodged with the President of the Industrial Union Department without results.

The Office Employees International Union continues to remain affiliated with the Metal Trades Department, the Maritime Trades Department, the Union Label Department and the Government Employees' Council of the AFL-CIO.

Local 19 Wins Arbitration

Miss Linda J. Roughton, a member of Local 19 employed by the Toledo Edison Company, took sick and when she returned to work, the employer questioned whether or not she had been to a wedding reception the preceding Saturday night and bowling the preceding Wednesday, which she admitted. The supervisor thereupon suspended her pending a decision in her case. She was later notified that she was discharged.

Although the Union agreed that the employe was not entirely blameless, they felt that the discharge was completely inconsistent with the contract between Local 19 and the company.

The grievance was processed through the necessary machinery provided in the contract and oral argument was held on June 30th and July 10th, by W. R. Moran, representing the company and John Richards, International Representative, representing the Union, before Mr. Dworkin, the Arbitrator.

The unanimous decision of the arbitration panel was that Sister Roughton be reinstated with back pay for all the time lost with the exception of 2 weeks and 4 days, which was to be considered as suspension and which was agreed upon as punishment commensurate with the offense.

This is another example of how the Office Employees International Union assures its members of fair treatment rather than being at the mercy of an employer.

OEU Wins at Western Gillette Transport

In a second election conducted by the National Labor Relations Board, OEIU Local 45 received a substantial majority of the votes cast. In this instance, Local 45 received 29 votes as opposed to 16 for "no union." The company also challenged 11 votes of employees recently transferred from Oklahoma City, Okla.

In the first election conducted several months ago, the Office Employees' International Union and the Teamsters received exactly the same number of votes. In the second election conducted on July 12, there were no votes cast for the International Brotherhood of Teamsters.

International Representative Fred Dennington conducted this campaign with the assistance of AFL-

CIO Organizer Ira Gray and AFL-CIO Regional Director Lester Graham's office.

Employes Collect \$1,367,952 in Back Pay; 3,664 Offered Jobs Back During Fiscal 1961, NLRB General Counsel Reports

Back pay of \$1,367,952 was collected by the Regional Offices of the National Labor Relations Board during fiscal 1961 for employes discharged or laid off because of their Union activities, NLRB General Counsel Stuart Rothman reported recently.

The 1961 back pay collections were up 20 per cent from the \$1,139,810 collected in fiscal 1960, and the number of employes offered reinstatement after illegal discharge was nearly double, Mr. Rothman reported.

The 1961 collections represent an increase of 80 per cent over the \$761,933 collected in fiscal 1958 and an increase of more than 51 per cent over the \$900,110 collected in fiscal 1959.

Reinstatements Increase Over 1960

Reinstatement was offered to 3,664 employes in compliance with Board orders and agreed settlements of charges filed with NLRB, he said. This compares with 1,885 offered reinstatement in fiscal 1960.

These figures are concrete evidence that it is the intent of federal legislation to guarantee employes the right to join Unions and to be protected by contractual relations with their employer.

These payments show that employes who wish to join Unions have the right to do so and if their employer threatens reprisals for joining, or promises gains for not joining, the Federal law provides that no employe shall suffer financial loss because of participation in the organization of a Union.

All unorganized employes should recognize this intent of the Federal law and avail themselves of the opportunity to join a Union without fear of dismissal.