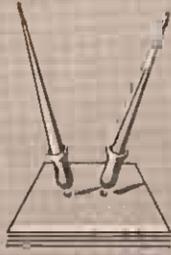




WHITE

Official Publication of the



COLLAR

Office Employees International Union



OEIU Beats Teamster Raid

\$17 a Week Gain for Home Line Members

As previously reported in the February 1963 issue of **WHITE COLLAR**, despite the tremendous odds against Local 153, the Local won an NLRB election for the clerical and office employees at the Home Lines Agency, Inc. in New York.

After Local 153 received certification from the NLRB, Nick Santoro, Theresa Massa and Hans Hermes were elected as stewards.

Coupled with their duties as stewards, they were also selected to act as the negotiating committee to be assisted by Local 153 Business Representative Warren Mulligan in effectuating the initial collective bargaining agreement.

The newest members in the shipping industry to join the ranks of OEIU Local 153 were rewarded by their collective efforts which resulted in an overwhelming ratification of the following terms in the Home Line members' first Local 153 contract:

- A 10 per cent general wage increase for a one year contract, retroactive to January 1, 1963.
- Overtime payment to be made after 7 hours of work.
- A guarantee of 1 1/2 paid holidays each year plus Good Friday as a religious holiday. Three religious holidays are also provided for members of the Jewish faith.

- Vacations were improved substantially: One week after 6 months; 2 weeks after one year; 3 weeks after five years; and 4 weeks after fifteen years of employment.
- A guarantee of a free trip for members once every three years on any of the company's vessels.
- In the event of a layoff in the company, the employees will receive two weeks' layoff

pay and one week's severance pay for each year of service.

- Company to contribute \$24 a month for each member into the Local's Welfare Plan.
- Unlimited yearly sick leave.

It is estimated the members employed by the Home Lines were recipients of a \$17 a week increase in wages, fringe benefits and welfare benefits.

OEIU Endorses Equal Pay Bill

On April 16th, OEIU Secretary-Treasurer J. Howard Hicks appeared as a witness and presented the views of the International Union concerning "equal pay" for women before a Senate Subcommittee on Labor.

The OEIU goes on record as firmly behind the Administration's bill to prohibit pay discrimination based on sex. The OEIU feels this legislation is essential if the national economy is to benefit fully from the talents of working women.

Secretary Hicks pointed out the increasing importance of women in the labor force, and the injustice on the part of companies to pay lower wage levels simply because the employee was a woman.

Statements presented by Secretary-Treasurer Hicks to sub-

stantiate the policy of the OEIU relative to equal pay were:

- OEIU feels this extensive practice of wage discrimination must be remedied, not only for purposes of correcting prevailing inequities, but also to eliminate the practice of replacing male workers with women at lower wages.

"Over the years, more and more women have entered the labor force and occupied positions of increasing responsibility . . . In order to encourage the continued service of women to the welfare of the country, it is imperative that national legislation be enacted to supplement existing laws in 22 states, making it mandatory that the payment of a wage rate be based on the job and the ability of the individual workers and not on the sex of the worker."

Another abortive attempt by the Teamsters union to raid an established OEIU office unit has ended in humiliating defeat. In an NLRB election conducted recently, the office employees of Gateway Transportation Company in Milwaukee voted 34 to 4 for continued representation by OEIU Local 9 in preference to Teamsters Local 200.

This marks the second time in two years that Local 9 has defeated the Teamsters in a representation election at the Gateway offices. In January, 1961 Local 9, as intervenor, gained representation rights over the Teamsters by a vote of 22 to 14. An excellent contract of two years' duration was then negotiated with the Gateway Company.

While contract negotiations were in progress this year, the business agent of Local 9 became ill and was unable to complete a new agreement before the expiration date. Thereupon the Teamsters took advantage of the situation and were able to secure sufficient authorization cards to warrant a representation election.

The NLRB hearing was held on March 11th and the election was held on April 5th. In the weeks prior to the election, International Representatives Art Lewandowski and Gene Dwyer personally contacted virtually all of the 44 eligible employees at Gateway and convinced them of the advantages of retaining their OEIU affiliation.

The Teamsters union also made personal contacts, office visits and held meetings. But, given an opportunity to evaluate the programs, policies and personnel of the two unions, the Gateway office employees overwhelmingly selected the OEIU.

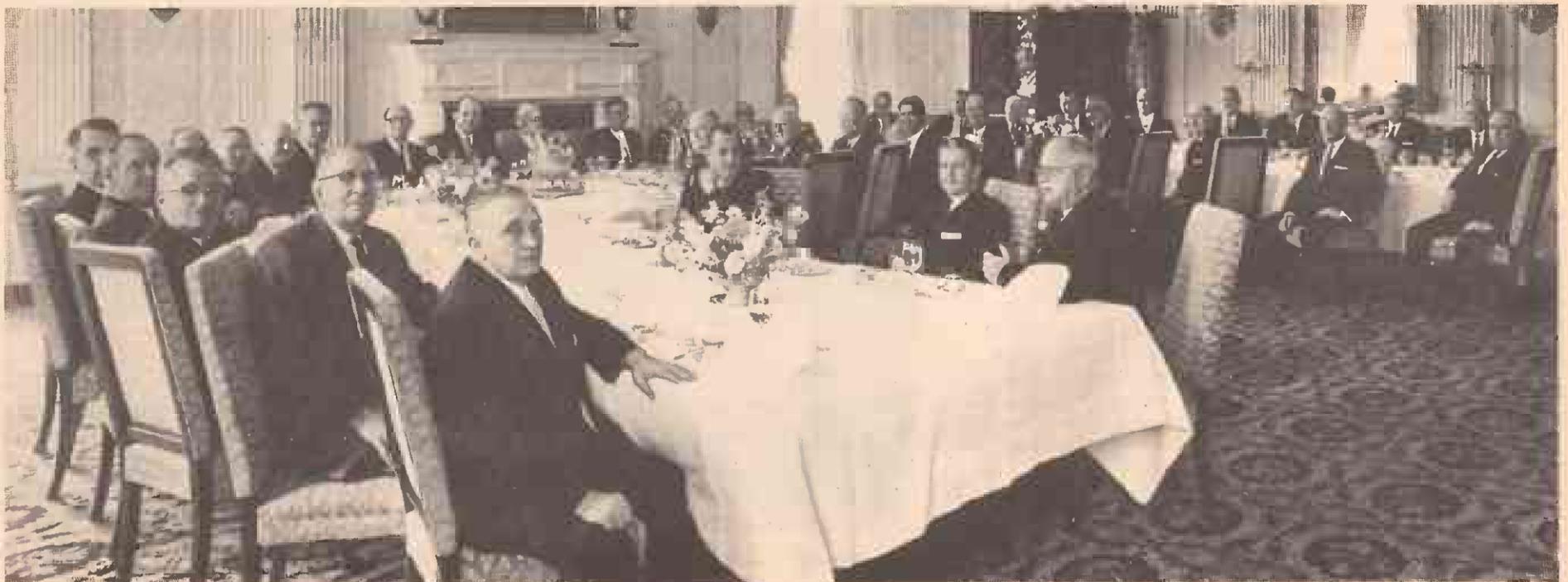
OEIU Supports Senior Citizens

The Office Employees International Union strongly supports the National Council of Senior Citizens, Inc. This organization, devoted to problems of elderly Americans and presently fighting for the medicare program now before the 88th Congress, deserves the backing of all OEIU affiliates.

Aime J. Forand, President of the National Council, originally introduced legislation calling for health care for the aged. The National Council is also concerned with nearly 40 projects which would be of benefit to older people.

President John F. Kennedy, in his message to the Congress, asked for the immediate enactment of a medicare program through Social Security,

Labor Leaders, Including Coughlin, Meet with President John F. Kennedy



WHITE COLLAR

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

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265 West 14th St.
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POSTMASTERS, ATTENTION. Change of address Form 3579 should be addressed to Office Employees International Union, 1012 14th St., Washington 5, D. C. Published monthly at 810 Rhode Island Ave., N.E., Washington 18, D. C. Second class postage paid at Washington, D. C.



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Subscription Price \$1 a Year

Managed News

We have heard quite a bit recently from critics of the Administration wherein it is indicated that the White House has been guilty of controlling news.

On the other hand, we noted that Newton N. Minow, Federal Communications Commission Chairman, told a House Committee that there are 26 cities in which the only newspaper owns the only television station and 80 cities in which the only paper owns the only radio station.

Mr. Minow said that control of the mass media by a few "can be a very dangerous thing."

If Congress really wants to do something about freedom of news media, it has ample information in Mr. Minow's report.

Tax Cut

If we had doubt about the necessity of restoring purchasing power through a tax cut, such doubts were dispelled by figures issued through the National Industrial Conference Board.

The National Industrial Conference Board reports that an American family with an annual income of about \$7,500 in 1963 has the purchasing power of a \$3,000 per year family of 1939. The reasons are inflation and increased Federal income taxes and Social Security taxes.

A married couple with two children, with a gross income of \$3,000 in 1939, had \$2,970 to spend after taxes. Today, this family needs an income of \$7,424 to net the same amount.

Other comparisons indicate that an annual income of \$26,934 today is equivalent in purchasing power to \$10,000 in 1939. The \$5,000 a year family of 1939 needs a gross income of \$12,769 to gain equivalent purchasing power. In 1939, this family paid \$59 in taxes. Today, these taxes would total \$1,948.

The case for more disposable income through a tax cut is overwhelming.

Automation and Bargaining

In an article published by the New York Times on April 15, 1963, under the byline of Stanley Levey, it is indicated that collective bargaining this year and probably for years to come will encompass the major problem of technological change and unemployment.

Workers are not willing to be cast aside because of the introduction of automative equipment without a fight. They are aware of the high unemployment rate and do not see the possibility of jobs elsewhere if they are automated to the rolls of the unemployed.

The newspaper blackout in New York and the dock strike in the East and Gulf Coast were difficult to resolve because of complications due to the automation factor. The five Operating Brotherhoods in the railroad industry, representing 200,000 workers, are facing the elimination of 65,000 jobs. Steel and auto negotiations will be affected by the automation issue.

The human problem of the future of hundreds of thousands of workers facing displacement because of automation can no longer be bypassed. The government can take a leading role in our fight to keep pace with technological change and automation by calling for a reduction in working hours.

VOTE

Voice of the Electorate is the political arm of the OEIU. Support VOTE with a dollar contribution.

Local 402 Signs First Agreement

The employees of the Presbyterian Hospital in San Juan, Puerto Rico, who recently voted in a Puerto Rican Labor Relations Board election for the Office Employees International Union, have just completed negotiations on their first agreement.

This three year agreement provides for a union shop, check-off of dues, and a reduction in hours from 44 to 40 for all employees except telephone operators. In addition to recognizing seniority in promotions and layoffs, the contract also provides for double time for work performed on holidays. With nine full-day paid holidays, the employees are guaranteed an additional nine half-day holidays.

The vacation provision allows 30 working days per year and may be accumulated for two years. Each employee is entitled to a day and a half per month sick leave with pay, accumulative for 30 days. In case of maternity, employees are granted eight weeks' leave at half pay and an additional four weeks, if necessary, without pay.

Salary increases effective April 1st, will be \$15.00 per month for the first two years and an additional \$5.00 per month the third year.

In addition to hospitalization and life insurance, the employees are protected by a layoff clause that requires the employer, when the layoff becomes necessary, to follow the seniority provision and attempt to find employment with a comparable rate of pay for those laid off. If the employer is unable to find comparable employment, the laid off employee is entitled to one month's pay as severance pay.

These Local 402 members are entitled to one year leave without pay and are protected by the language in the OEIU Model Agreement pertaining to technological changes or the introduction of automation.

President Carlos Gonzalez, Chief Shop Steward Nellie Santiago and Negotiating Committee Members Carmen M. de Burgos, Elsie Cabrera, Pura L. de Santiago, and Raul Torres who were assisted by OEIU Representative Heriberto Ortiz.

Local 402 Receives Charter

Augustin Benitez, AFL-CIO Regional Director, second from the right, and Heriberto Ortiz, OEIU Representative, on the extreme right, are shown presenting an OEIU charter to the employees of Sea-Land Services, Banco Obrero and the Presbyterian Hospital. From left to right, shown receiving the charter are Benjamin Velez, Secretary-Treasurer; Mrs. Carmen de Hostos, Recording Secretary; Carlos Gonzalez, President, and Miss Nellie Santiago, Shop Steward at the Presbyterian Hospital.

Pres. Coughlin Presents Charter

OEIU President Coughlin, on March 24th, at the Seafarers' Hall in New Orleans, presented Office Employees International Union charter Local 403 to the newly elected officers of that Local Union. Members of that union presently are comprised of office and clerical employees of the Mason-Rust Company, which is the maintenance contractor at the Michoud Air Base in New Orleans. President Coughlin is shown above presenting the charter to Herbert Hahn, Trustee; Chester Spring, Vice President, Chairman Plant Grievance Committee; Ronald Tardo, President Local 403, Chief Steward; Claude Shook, Trustee, Steward; and Gerald LeRouge, Recording Secretary.

Southeastern Conference in Session at Birmingham

International President Howard Coughlin, with officers and delegates, is seated at the end of table.



CANADIAN FILE

Canadian White Collar Faces Shrinkage

Many white collar jobs are in danger of losing their traditional reputations as symbols of status and security.

The plain facts are: (a) the effects of automation are starting to be felt among clerical, office and white collar employees (b) unemployment among white collar workers is about equal to the unemployment rate of their counterpart—the blue collar worker.

According to figures published by the Dominion Bureau of Statistics, the percentage distribution of the unemployed in white collar occupations in the third and fourth quarters of 1962 was 16½ per cent.

This percentage figure was

the highest unemployment figure among all occupational groups, excluding laborers which was 18½ per cent.

There is an increasing number of temporary employment agencies in Canada dealing chiefly in clerical help. These agencies are successfully convincing many companies to get rid of their permanent staffs, which these agencies claim are not producing year-round, and rent employees for peak business periods.

Another cause adding to the shrinkage in white collar occupations is the increase in the number of computer installations.

Use of computers in Canada

has grown from zero in 1956 to 89 by January 1, 1960; by mid-1962 there were 300 computer installations throughout Canada.

One Provincial government statistician believes electronic data processing equipment will cause heavy displacement. This result may be hidden for some time because the first people to be affected will be working married women.

Some of this displacement in white collar ranks is already taking place. A Federal labor department economist says stenographic and other clerical employees are in greater supply now than even during the 1958 recession.

Canadian Employment and Unemployment Review

There was no appreciable change in either employment or unemployment between January and February. In previous years, employment has usually tended to decline and unemployment to rise during this period.

In February, total employment was estimated to be 5,951,000 and unemployed 545,000.

Unemployment in February represented 8.4 per cent of the labour force.

Employment

In most regions, changes in employment between January and February were about in line with seasonal expectations; in Ontario, employment showed some evidence of strengthening.

February showed non-farm employment increase of 153,000 or 3 per cent over a year earlier. The number employed

on farms was estimated to be 42,000 or 7 per cent lower.

Unemployment

Unemployment remained virtually unchanged between January and February. In most previous years, it has risen during this period. The February estimate of 545,000 was 38,000 lower than a year earlier, all of the decrease being among unemployed men.

Of the total unemployed in February, 473,000 were men; 274,000 were married men. Some 371,000, or more than two-thirds of the total, had been unemployed for three months or less. An estimated 118,000 had been seeking work from four to six months, and 56,000 for seven months or more.

Unemployment rates were lower than last year in the Ontario and Atlantic regions; elsewhere, there was no significant change over the year.

Need for Unity and Cooperation

According to H. D. Woods of McGill University, there are three types of inter-related issues which confront labour, management and government today either in new or intensified problems for which settlements of the old order are inadequate. These are:

1. New or intensified forms of competition internally and abroad associated with the enormous increase of economic growth in Europe and elsewhere, which is forcing Canadian business to adopt new techniques, new approaches, and new forms of organization.

2. Labour is confronted with intensified insecurity not only for the workers, but for Labour Unions themselves—insecurity which is related to the continual rise in chronic unemployment, the increased rate of more far-reaching technological change with its concomitant distribution of value in accumulated skills, resulting in growing service specialization and subcontracting or existing work.

3. Public authorities are concerned with the social responsibilities to assist labour and industry to meet the problem which a rapidly evolving world economy is imposing.

Government has moved from a passive to an active role in economic life which means that the settlement reached in collective bargaining may have a serious impact on government public policy programs.

There is a need to recognize that the emerging problems of all three—government, labour and business—require closely related solutions. This means that management and labour need to collaborate with one another and with government to seek solutions to the perplexing problems of both labour and management.

OEIU Local 389 Presented With Charter



OEIU International Representative Romeo Corbeil (second from right) was appointed by OEIU President Coughlin to represent him at the charter installation ceremonies recently held in La Tuque, Quebec. Receiving the charter from Rep. Corbeil is Gabriel Nadon, President of Local 389. Other Local Union officers present at the charter installation ceremonies were: (L. to R.) Justin Belair, Membership Committee; Yvon Lefebvre, 2nd Vice President; Gaston Arbour, 1st Vice President; Jean-Marie Boisvert, Sec.-Treas.; and Jules Tellier, Corr. Sec. The members of Local 389 are employed by International Paper Company, Woodlands Division in La Tuque. This local is one of many OEIU Local Unions in Canada representing office and clerical employees who work for International Paper Co.

"Job Guide for Young" Available

The 1963-1964 edition of the Job Guide for Young Workers, just published, will be used by more than 10,000 high schools in helping young job seekers to find employment, the Labor Dept.'s Bureau of Employment Security has announced.

The guide provides useful information about the duties, characteristics, employment prospects, advanced opportunities and methods of entry into a wide variety of jobs frequently sought by young people graduating from high school.

The guide was prepared by the U. S. Employment Service in cooperation with state employment security agencies.

Copies of the job guide may be purchased from the Superintendent of Documents, U. S. Printing Office, Washington 25, D. C. at a cost of 45 cents a copy.

Local 29 Settles With Sea-Land

Oakland, Calif.—A collective bargaining settlement has been reached with the company, the first shipping industry contract on the West Coast negotiated by an Office Employee Union.

The highlight of the agreement was the reduction in the workweek from 37½ hours to 35 hours with no loss in wages.

Wage increases during the 31 month contract period ranged from \$13 to \$143 a month.

The initial agreement also in-

cludes 10 paid holidays a year; 12 days sick leave per year cumulative to 84 days; vacation of 2 weeks after one year; 3 weeks after four years; 4 weeks after nine years and 5 weeks of vacation after fourteen years of employment service.

Additional benefits include full coverage for health and welfare insurance, severance pay, Christmas bonus, and a retraining program for employees displaced by automation.

NLRB Rules on "Checkoff"

A checkoff provision in a union contract will be considered illegal by the NLRB if fines, permit fees, or other fees which fail to come within the definition of uniform dues are included as authorized deductions.

A checkoff which is irrevocable for a period longer than a year or the expiration of the applicable collective bargaining agreement, whichever is sooner, will also be declared illegal by the Board.

However, uniform assessments voted for by the membership are considered legal wage deductions.

See the Union-Industries Show

May 17-22, 1963

St. Louis, Mo.



from the desk
of the
PRESIDENT

The Great Debate

A recent article in the Wall Street Journal shed considerable light on the facts relating to a continuing argument between labor and industry. Our leading industrialists have, for some time, argued that higher wages negotiated by labor unions (1) accelerate the inflationary spiral, and (2) force United States concerns to increase prices thus endangering our competitive position throughout the world. Industry also argues that a reduced work week without a corresponding cut in wages would be catastrophic to the economy of the United States.

Labor, on the other hand, holds the view that if we continue to produce more with fewer workers and without a reduced work week, unemployment will feed on itself.

The Wall Street Journal reports that instead of inflation, prices on consumer durable goods are within a whisker of their lowest level in half a decade. For example, television sets cost less now than they did five years ago. Washing machines, vacuum cleaners, radios and refrigerators are also cheaper.

During this same period that prices of consumer durable goods were slipping, the wage level in United States factories climbed by a record of \$2.43 per hour—up 15 per cent since 1958. These figures affirm labor's contention that we are producing more with a lesser number of workers. During the same five year period, unemployment catapulted to a record 6.1 per cent.

It is interesting to note that these price decreases have been achieved without cutting profit margins. After tax profits per sales dollar of United States manufacturers amounted to 4.5 per cent in 1962. This compares with 4.1 per cent in 1958. In terms of absolute dollars, U. S. manufacturers earned a record \$27.6 billion before taxes last year—up 17 per cent from 1961 and 51 per cent higher than 1958.

The President of Olin Mathieson Chemical Corporation, stated: "Automation techniques have increased the yield of our Squibb Division's antibiotics production by 10 per cent and at the same time reduced the amount of raw materials required to effect this yield by 15 per cent."

Martin R. Gainsbrugh, Chief Economist of the National Industrial Conference Board, stated: "Automation not only cuts labor costs, through increasing workers' productivity, but it also, since the peak of the post War capital expansion around 1957, may well have reduced companies' capital costs per unit of output."

The evidence indicates that technological change and automation are leading to greater efficiency and greater production among factory workers with fewer workers per unit of output. In 1962, 12.4 million workers produced a 27 per cent larger quantity of manufactured goods than 11.7 million workers turned out in 1958. Put differently, 6 per cent more workers turned out 27 per cent more goods.

Some examples of increased production with fewer workers are the following. In rubber, 75,500 tire industry workers produced 118 million passenger car tires in 1962. It required 76,600 to turn out only 84 million car tires in 1958. In steel, 402,600 workers produced 98.3 million tons of steel in 1962. 411,600 workers produced 85.3 million tons five years ago.

Studies also indicate that there are fringe benefits from automation gained by industry not usually known. For example, automated equipment required 40 per cent less floor space than non-automated equipment turning out the same products in the same quantity. In addition, numerous corporations are now able to operate with much smaller inventories.

Those who argue that automation will produce more jobs without a cut in the work week should study Department of Labor reports. A plastic producer, who has been able to cut prices considerably, stated: "By installing automation equipment, we have been able to reduce employment at one of our plants from over 100 workers to only 20 without reducing output."

It is difficult to counter labor's arguments that a cut in the total number of working hours per week is absolutely essential if we are going to successfully meet the problem of rising unemployment because of automation.

Local 153 Is Recipient of "Edgar" Award

New York, N. Y.—OEIU Local 153 has been honored with a special award from the beer, wine and liquor industry for outstanding "cooperative labor-management achievement."

The award, an "Edgar," was one of the annual presentations made by the "Ed Gibbs Newsletter."

This award for outstanding achievement and cooperation holds the same prestige in the beer, wine and liquor industry as the "Kiplinger Letter" does in industry in general.

The award was presented jointly to OEIU Local 153 Secretary-Treasurer Ben J. Cohan, Secretary of the Brewery Workers Joint Board; John J. Waldron, Vice Chairman of the Board of Directors of Jacob Ruppert's Brewery, by Ed Gibbs, Publisher of the Newsletter, for the notable achievement of harmonious labor-management cooperation.

Company officials said: "This effective labor-management cooperation manifested by Local 153 and other unions discontinued the necessity of ceasing the Ruppert's Brewery operation."

After receiving the award, Local 153 Sec.-Treas. Ben Cohan said:

"This is an example of how a progressive American labor union functions. Not only is it its function to improve wages and working conditions for its members, but through mutual effective cooperation, the Union helps the company to increase



Presentation of the award to Local 153 in tribute to effective and harmonious labor-management cooperation. L. to R.: John Hoh, Secretary, Brewery Workers Joint Board; Ben J. Cohan, OEIU Local 153 Secretary-Treasurer; John J. Waldron, Vice Chairman of the Board of Directors for Jacob Ruppert's Brewery, and Ed Gibbs, Publisher of the "Ed Gibbs Newsletter" and creator of the "Edgar Award."

its sales and improve efficiency, thus placing the company in a sound competitive position."

Cohan concluded by saying: "If Local 153 and other unions had not displayed this type of cooperation, Jacob Ruppert's Brewery would have been forced by necessity to shut down their operation and hundreds of jobs would have been lost. Instead, a positive result has been achieved, the company has rallied, and our people have gained, not only in terms of continued tenure, but in their wages and other immediate benefits."

Local 212 Settles With Blue Cross-Blue Shield

Buffalo, N. Y.—Office Employees Local 212 negotiated identical three-year agreements with the Hospital Service Corporation of Western New York and the Western New York Medical Plan, Inc., administrators of Blue Cross and Blue Shield insurance plans in the area.

The agreement, effective March 24, calls for a four per cent annual wage increase for 240 clerical office employees of the two corporations.

The renewal agreement also calls for an additional day of vacation for each year of serv-

ice after ten years, a maximum four weeks to be earned at 15 years of service.

Other improvements in the agreement were the upgrading of three job classifications by one pay grade involving approximately 25 employees.

Participating in negotiations for OEIU Local 212 were: Muriel S. Davidson; Eleanor B. Kenney; Jean C. Rogers; Della Sztuk for Blue Cross; and for Blue Shield—Patricia E. Shanahan and Diane K. Bless, assisted by Emil W. Steck, Local 212 Business Representative.

Local 277 Wins Check-Off Test in U. S. Court

Dallas, Tex.—Does an irrevocable authorization for check-off of union dues violate Texas "right-to-work" laws?

Sometime ago, certain members of OEIU Local 277 sent letters to the union and the Western Gillette Motor Transport Company terminating their membership in the union. The company thereafter cancelled the check-off of union dues.

Local 277 then filed a grievance protesting the company's failure to abide by the check-off provision and took the grievance to arbitration.

The arbitrator's decision affirmed the union's position and instructed the company to honor

the irrevocable check-off and to make the dues deduction in accordance with the contract. The company subsequently complied with the arbitrator's decision and commenced deducting dues.

A law suit was then filed against the union in the 68th Federal District Court by certain employees requesting the Court to instruct the union to refund their union dues, and to award \$6,000 exemplary damages. The employees alleged that the irrevocable check-off violated Texas "right-to-work" laws.

The company thereafter stopped dues deductions.

Local 277 filed a counter-

suit in the same court requesting it to instruct the company to honor the decision of the arbitrator.

The Federal District Court decided that the irrevocable check-off did not violate Texas law and the suit against Local 277 was thereby dismissed. The same court on March 29, 1963 issued an injunction against the company instructing it to comply with the award of the arbitrator and to deduct monthly dues.

This case was the first of its

type to be tried in a Federal District Court in Texas. The decision of the Court clearly establishes:

- Irrevocable authorization for check-off of dues does not violate Texas "right-to-work" laws.

- The enforceability of the irrevocable check-off clause, and the contractual obligation of the company to comply with it.

Professional Status Through Unionism

As an actor, I understand the reluctance of teachers to associate themselves with a labor union. I wish I had the opportunity to speak to thousands of teachers so that I could tell them that actors, as professionals, had the same feeling and apprehensions at one time. These feelings are no longer present because through collective bargaining and a strong united professional union, we have been able to achieve that professional status which we could not attain as individuals or through unaffiliated groups.

RALPH BELLAMY.