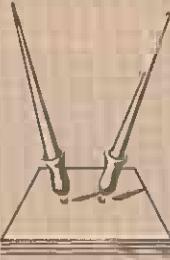


WHITE COLLAR

Official Publication of the



COLLAR

Office Employees International Union

No. 216

NOVEMBER, 1963

17 OCTOBER 17

10,000 EMPLOYEES HEAR COUGHLIN IN COLORFUL WALL STREET RALLY



The OEIU President in his address stressed the impact of automation on employment within the financial industry.

OEIU Local 277 Re-signs Two Dallas Trucking Firms

Local 277 has re-signed to contracts two Texas trucking companies. Upon termination of negotiations with the Gillette Motor Transport, Inc. and Voss Truck Lines of Dallas, Local 277 President J. B. Moss reported the renewed agreements "to be one of the best, if not the best clerical contract in the freight industry."

Among the benefits gained in the contract are (1) wage increases from a minimum of 4c per hour to a maximum of 12c per hour, (2) an irrevocable check-off provision for union members, (3) a strict hiring hall arrangement wherein the company will hire applicants referred by the union as long as the union has qualified applicants to refer, and (4) a guaranteed work week of 40 hours for employees.

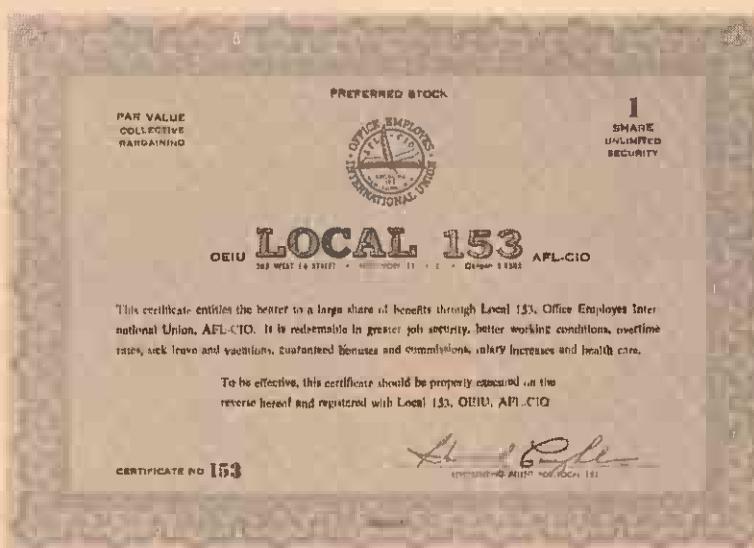
Additional benefits allow for paid time-off for voting in all elections. Six paid holidays are provided; one-half week vacation after six months; one weeks' vacation after one year; two weeks' vacation after three years; three weeks' vacation after 11 years; and four weeks' vacation after 18 years.

The contract spans three years—with a one-year reopeners for wages, vacations and holidays.

OEIU Organizes International Paper

Vice President J. O. Bloodworth announces that the Container Division of the International Paper Company, at Springhill, La., has recognized the Office Employees International Union as the collective bargaining representative for its office and clerical staff. Recognition was accomplished as a result of a card check mutually agreed upon by Vice President Bloodworth and Mr. Frank Holland, Industrial Relations Director of International Paper. A letter containing a recognition provision was received from the general manager of the Springhill plant.

The office and clerical employees of this division of International Paper are members of OEIU Local 411.



A full-size Preferred Stock Certificate was distributed at the rally.

Local 12 Wins At Reinhard

An intensive organizing campaign at Reinhard Brothers Company, a wholesale and retail distributor of automotive parts and supplies, and manufacturers distributor of Zenith and Norge appliances, has resulted in an election victory for Local 12, Minneapolis, by a vote of 53 to 18. There were 79 eligible employees in the certified unit.

The campaign was directed by Vice President Donald Hilkiker and I. R. Eugene Dwyer.

Local 29 Settles 2 New Contracts

Two new contracts were signed last month, ending negotiations with St. Regis Paper Company and the United Fund.

At St. Regis Paper Company, members ratified a two-year agreement calling for wage increases of \$10 and \$15 per month this year and an additional \$10 per month next year. Vacations were increased to four weeks after 23 years' service, and a new pension plan was instituted which is paid for completely by the employer. Mean-

In a Wall Street meeting held on the steps of the Sub-Treasury building on the corner of Wall and Broad Streets in the financial area of New York City, a crowd of 10,000 employees of banks and brokerage houses heard the music of Eli Danzig, songs by Johnny Desmond, the top recording star, and a speech by OEIU President Howard Coughlin.

During the course of the two-hour meeting, 25 OEIU hostesses, members of Local 153, distributed a Preferred Stock Certificate which also contained a space for enrollment in OEIU.

President Coughlin stressed the impact of automation on employment in the Wall Street area. He quoted U. S. Labor Department figures, statements by John Snyder, President of U. S. Industries, and President John F. Kennedy in support of the union's position that collective bargaining was the only answer to the problems of Wall Street personnel.

President Coughlin pointed to the fact that most of the Wall Street firms are unincorporated partnerships; and as such, profits are divided at the end of each fiscal year. Consequently, there cannot be a provision for retention of surplus to be used for the establishment of a pension plan. He said that the majority of firms lack pension plans. As a consequence, most brokerage house employees face retirement with only Social Security.

"There is no reason whatsoever," he said "why a Street-wide pension plan cannot be established whereby employees working for brokerage houses any place in the financial area can participate and benefit." He explained that the plan could provide full coverage even if employees change their places of employment in the industry.

More than 1,000 enrollment applications were received at the Local 153 office the next day.

while at United Fund the plan calls for a wage increase of \$16.25 per month retroactive to July, 1963; improvement in the work week; and a formula for arriving at a wage increase to be effective July 1, 1964.

WHITE COLLAR

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

HOWARD COUGHLIN
President

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

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

Automation vs. Jobs

Only a short time ago, representatives of big business assured the public that automation would create more jobs than it eliminated. These same spokesmen have been strangely quiet lately in view of authoritative statements issued by the government and other realistic sources.

Leon Greenberg of the Bureau of Labor Statistics, in figures presented to a Senate Labor Subcommittee, stated that rising productivity was eliminating a minimum of nearly 200,000 factory workers' jobs each year. These figures were taken from a new analysis of 200 industries in manufacturing.

John Snyder, Jr. of U. S. Industries, who is in the business of producing automotive equipment, estimates that automation is eliminating 40,000 jobs per week.

Mr. Snyder and Thomas Watson, President of I.B.M., both agree that automation would not be of any value to business if it did not eliminate jobs.

Mr. Snyder forecasts a necessary reduction in the work week. We agree with John Snyder.

A.M.A. Is Strongly Organized

The American Medical Association asked the United States Selective Service System to form a new committee, to be called the National Advisory Committee on the Selection of Physicians, Dentists and Allied Specialists. As a result, in the Selective Service budget requested, a \$38,000 cost item was included for the formation of such a committee.

Appearing before a House Subcommittee to justify the \$38,000 request, Selective Service Chief Lt. Gen. Lewis B. Hershey was asked, "What are you paying \$38,000 a year for?" He answered, "I think what you are paying it for is to placate them (the AMA) and keep them quiet." He added, "I do not think any group is better organized."

We agree with Gen. Hershey.

Double Time for Overtime

The AFL-CIO, at its coming convention in New York City, will initiate a demand for a shorter work week.

Despite arguments of government spokesmen to the contrary, the labor movement is convinced that automation is eliminating jobs in the United States at a rate which will increase unemployment by leaps and bounds unless there are drastic changes in historical collective bargaining patterns.

In addition to a cut in working hours, AFL-CIO President George Meany feels that all unions should seek to obtain double time for overtime instead of the usual time and one-half premium.

Overtime payment penalties were originally established to force employers to hire more workers on a straight time basis. With the advent of fringe benefits, social security, unemployment insurance payments, welfare and pension plans, it is cheaper for the employer to pay time and one-half per overtime hour worked than to hire additional employees.

An increase in premium payments to a minimum of double time per hour worked will serve to convince employers that employment of additional workers will better serve the purpose.

Pin Is Popular

The new OEIU quill and inkwell pin for women members announced several months ago has proved exceedingly popular, International Union officers report. The pin has a safety-pin type clasp and is available from local union secretaries-treasurers for \$1.75 each. The inkwell and the quill pen in matching gold are mounted on a 1 1/4 inch gold bar. This distinctive emblem is worn by many OEIU members.

Local 89 Pens Pact at Crown Zellerbach in Bogalusa

The principals in the Crown Zellerbach signing were, left to right seated, S. A. Mayor, president, O.E.I.U. Local 89; C. R. Dahl, resident manager, Crown Zellerbach Corporation, Bogalusa (Louisiana) Division; and left to right standing, William J. Sheffield, vice president Local 89; Bernice Moran, recording secretary, Local 89; Lanelle Schilling, committeewoman; Bobbye Bardette, committeewoman; Clyde Williams, trustee Local 89; and C. C. Eckert, office manager, Crown Zellerbach, Bogalusa Division.



Bernice Moran, Local 89 Recording Secretary, has reported the re-signing of a one-year agreement with the Crown Zellerbach Corporation's Mill Division, Gaylord Container Division, and the Southern Timber Division—all at Bogalusa, La.

Improvements in the newly negotiated contract are:

- A single agreement covering the two bargaining units, replacing the separate dispatch contract formerly obtained from the Corporation
- A three (3%) per cent increase in salary, with an \$11 minimum
- Time decrease on last salary increment on wage schedule from 24 months to 12 months
- Improved vacation clause.

The local negotiating committee consisted of S. A. Mayor, president OEIU Local 89; Bernice Moran, Local 89 recording secretary; William J. Sheffield, Local 89 vice president; Clyde Williams, Local 89 trustee; and Committeewomen Bobbye Bardette and Lanelle Schilling.

The committee was assisted by OEIU Vice President Frank Morton.

Fall Educational Conferences Are Held

The Northeastern Educational Conference was held in Massena, N. Y., on September 14 and 15.



The North Central Educational Conference was held in Milwaukee, Wis., on September 22 and 23.



The Erie Educational Conference was held in Cleveland, Ohio, on the 5th and 6th of last month.



CANADIAN FILE

Industrial Cellulose Research Signs New Two-Year Contract

O.E.I.U. Local 165 Hawkesbury and Industrial Cellulose Research Limited have negotiated a two-year contract. Once again insurance and pension plans were the main requests on the agenda.

Another request was adjustment for Grades 1 and 2—effective May 1, 1963—of two and three cents applied on the wage scale. Grades 1 and 2 represent the laboratory technician girls on hourly rate. Progression for clerical employees from minimum to first step below maximum will be automatic, based on the company's performance review manual.

Also agreed on were four weeks' vacation after 20 years of service starting in 1964, and increased shift differentials.

Representing the company were Mr. William C. Dodge, President; Mr. Douglas E. Read, Chairman of I.C.R.; Rolland Brunette and Bud Kane, Assistant Managers of Industrial Relations; and Mr. George Lighthall, Secretary-Treasurer.

Representing the union were Romeo Corbeil, O.E.I.U. Representative; W. J. Mullin, O.E.I.U. Canadian Vice President and Local 165 President; Louis Berthiaume, Harvey Livock, and Gerry Prud'homme from Local 165.

Queen Elected in Quebec Province



Pierrette Brunet (above), a member of Quebec Local 57, was in September elected Queen of the Natural Gas Corporation's "Gas Week." With her, from left to right, are Marcel Douville, Division Manager of the Corporation; Gerard Boisvert, President of O.E.I.U.—57, Gas Group; and Guy Morin, relation officer of the Corporation.

Local 57 represents 350 employees at the Natural Gas Corporation.

Progressive Amendments At St. Maurice Woodlands

International Paper Federal Credit Union Wins Greater Security

Three clerical workers in the International Paper Company Federal Credit Union at Panama City, Florida, petitioned for an election to determine whether their employee group should be represented by the Office Employees International Union.

The labor union and the credit union now have a contract subject to annual re-negotiation. It covers the salaries of all Credit Union employees who work under the manager's supervision. The manager's salary is reviewed separately by the board at its discretion.

"We had a very good relationship with our employees before we started the union negotiations, and we still have the same good understanding," said President Roberts. "The only difference is that the employees now have greater security because their working agreement is in black and white."

With the amicable cessation of negotiations, OEU Local 389 clerical employees of the St. Maurice Woodlands Division of the Canadian International Paper Co., LaTuque, Que., will receive benefits of the entire up-dated Social Security program granted earlier during the year to the company's mill workers. The seventy-odd office employees also are received a new statutory holiday plan.

The amendments to the contract were particularly gratifying to the majority group of camp clerks, who through various wage scale adjustments, plus a deduction in board, will now enjoy an increase averaging some \$25.00 per month. Also improved was the union security clause, which was changed from membership maintenance to a modified union shop. In addition, it was agreed that French and English versions of the contract would have parity of meaning, thus establishing a more promising air of confidence.

The local negotiating committee consisted of G. Nadon, R. Gelinos, J. M. Boisvert, and G. Arbor. The team was piloted by International Representative R. Corbeil.

OEU Local 15 has announced that certification has been obtained for the employees of the Campbell River District Credit Union.

Local 225 Wins Two Agreements With Increases

A two-year renewal of the collective agreement between Office Employes' International Union, Local 225, and the Canadian Brotherhood of Railway, Transport and General Workers was recently signed. The contract covers office employees in the head office of The Brotherhood at Ottawa and its regional offices in Montreal, Toronto, Winnipeg, Vancouver and Moncton.

A wage increase of \$20 per month was won, with \$10 being gained this year and \$10 next year.

The vacation clause was improved, with the provision of 20 working days (4 weeks) vacation after ten years' service.

Employer - paid health and welfare benefits will rise from \$4.75 to \$5.90 per month.

Existing contract provisions which were renewed include a 32½ hours work week, with time and a half for overtime (double time for Saturdays, Sundays and holidays); and eleven statutory holidays with pay.

The negotiating committee was composed of David Molstad, chairman, Ruby Petrie, June Cassey, and Gil Levine, assisted by Romeo Corbeil, OEU Representative.

The second agreement renewal was a one-year contract with the Ottawa Dairy Division of the Borden Co. Ltd. Successful gains negotiated were:

Reduction in the work week from 36½ hours to 35; wage increases averaging about \$16 per month; and an improved seniority clause which stipulates that promotions shall be made from within the staff whenever possible and that on-the-job training be made available to employees who wish to qualify for promotion.

Additional benefits include a fourth week of paid annual vacation for employees with 25 years' service or more, and full company payment of premiums on Ontario Hospital Services and Physician's Service, Incorporated (Blue Plan) for employees and their dependents.

This contract was negotiated by Jean Laramie, James Blakeney, and June Cassey.

Credit Union Is Organized

OEU Local 15 has announced that certification has been obtained for the employees of the Campbell River District Credit Union.

The negotiating committee consists of Marlyne Dyck, Ria Danis, and Inga Woolsey, assisted by OEU Vice President Bill Lowe and Local 15 Secretary-Treasurer Opal Skilling.

This brings Local 15's credit union membership to 80.

Ottawa Local 290 Re-Signs Cuna Mutual



Present at the signing of a two-year renewal contract between OEU Local 290 and the Cuna Mutual Insurance Society of Hamilton, Ontario were, from left to right, C. G. Smith, executive assistant managing director of CMIS; Grace Meiler, secretary-treasurer of Local 290; John Buddle, president of Local 290; R. R. McLaughlin, assistant comptroller, CMIS; and negotiating committee members Dora Taylor, Ted Huniak, and Ron Hoover.

"An excellent company to negotiate with," claimed President John Buddle after the signing.

Benefits gained for the 33 clerical employees include a salary increase of 6%, accumulated sick leave increased from 70 to 120 days, and a vacation clause allowing four weeks' vacation after 20 years.

Federal Employees Number Over 330,000

Employees of the Government of Canada, including its corporations and agencies, numbered 330,886 at the end of April this year—an increase of 2,246, or 0.7%, from March 1963; but a decrease of 5,885, or 1.7%, from April 1962.

These figures are advanced figures contained in the April issue of the Dominion Bureau of Statistics' report, "Federal Government Employment."

Total earnings aggregated \$129,115,000 on April, up 2.3% from March and up 2.7% from April 1962.

Staff of agency and proprietary corporation and other agencies totaled 131,137 at the end of April. Employees in departments and departmental corpo-

rations numbered 199,749.

The total earnings of employees of the Government of Canada, including its corporations and agencies, in the January-April 1963 period amounted to \$526,468,000—an increase of \$22,880,000 from the like 1962 total.

Milwaukee Local Signs Transit Pact

OEU Local 9 has reached an agreement which was subsequently ratified by secret ballot among the membership employed by the Milwaukee and Suburban Transport Corporation. The new agreement with the company expires in 1965.

Approximately 40 OEU members employed by the company received wage increases both years of the contract. Considerable improvements were also made in fringe benefits.

Labor Day in Winnipeg



Members of OEU Local 343 took an active role in the annual Winnipeg, Manitoba, Labor Day Parade in September.



*from the desk
of the
PRESIDENT*

Automation Job Loss Estimated at 40,000 per Week

John I. Snyder, Jr., Chairman and President of U.S. Industries, a manufacturer of automotive equipment, recently told Congressmen that automation was a major factor in eliminating more than 40,000 jobs a week.

Mr. Snyder stated that the contention that automation would not eliminate many jobs was "the most seductive of the myths about automation." He further stated, "Too few people accept the very few truthful facts which are being turned up by real experience and intelligent study." He directly disputed a Labor Department estimate given to the Holland Subcommittee the previous week that automation and other technological advances are eliminating 200,000 factory jobs each year.

Mr. Snyder said this is a gross underestimate of the real situation and repeated his contention that jobs are being eliminated at the rate of more than 40,000 per week. He stated that we must keep in mind that automation is not only displacing people directly, but also indirectly through what are called "silent firings" in reference to workers who would have been hired for jobs eliminated by automation.

Another myth exploded by Mr. Snyder is that automation would create jobs for workers, not only in running machines but also in maintaining and building them. "The hard truth," he said, "is that modern automation equipment requires very little maintenance. If it did not, it would not pay to operate it; and if the equivalent number of workers replaced by automation were required to build the machines and systems, there would be no point in automating."

Mr. Snyder also reported on a study made by the American Foundation on Automation and Employment which indicates that a reduction in working hours is necessary.

Congressman Elmer Holland, Chairman of the Select Subcommittee, which has held hearings prior to introducing amendments necessary for the proper operation of the Manpower Development and Training Act of 1962, recently released a copy of the Committee's recommendations. These recommendations are contained in a Bill known as H.R. 8720.

This Bill would extend the training program for two additional years, provide Relocation Allowances, set up local and state advisory committees, and allow for 20 weeks of additional training for those who need it.

In a letter to your International President, Congressman Holland states that the Holland Subcommittee recommendations use the term "Additional Training" rather than the Senate term "Functional Literacy" because the House Subcommittee does not want educational opportunities to be limited only to the illiterate, but also feels that it should be available for those who need secretarial training, nurses' training, preparation for operation of electronic data-processing machines, and other needed skills. The Holland Subcommittee also includes reimbursement for travel expenses for those who are sent to apply for jobs in other localities, cities, or states. In addition, permission will be granted for part-time work for trainees.

The Holland Subcommittee's proposals most nearly meet the objectives recommended by the Office Employes International Union. While we would like to see the passage of a bill which would deal more adequately with the problems of retraining and relocation, we feel that H.R. 8720 has the best chance of enactment in the House of Representatives and the United States Senate.

Office and clerical employees in the United States are now feeling the full effects of the introduction of electronic data processing and other office automated equipment. Office and clerical workers are either being laid off or not being replaced as they are severed or retired from their employment. The subcontracting of work to data processing centers, causing loss of employment in numerous firms throughout the country, is adding to the problem.

We urgently ask members of the Office Employes International Union to forward communications to their Congressmen and Senators asking for the passage of H.R. 8720.

Hoague-Sprague OKs 2-Yr. Pact

Leo J. Wallace, International Vice President of the Office Employes International Union has announced ratification of the first agreement between the Hoague-Sprague Corporation, Lynn, Mass., and its office employees, who recently voted to become members of Local 6. The agreement prevented a strike that had been voted for.

The contract will run for two years from October 1, 1963. It provides for a minimum increase of \$5, retroactive to July 15, 1963, and additional increases on October 1, 1963, April 1, 1964, and October 1, 1964. The minimum increase within this period is \$7, while the maximum will be set by a new job evaluation program—up to \$16 per week.

The contract further provides for check-off of union dues, maintenance of union membership, seniority provisions for promotions, lay-offs and re-calls, a complete grievance and arbitration procedure, two weeks' vacation after one year of service, three weeks' vacation after 12 years of service, four weeks' vacation after 25 years of service, eight paid holidays, 75 per cent of the cost of Blue Cross and Blue Shield to be paid for by the company, over-time pay for work performed on Saturdays and Sundays as such, a pension plan, life insurance, funeral leave, jury-duty pay, sick leave, and other benefits.

The committee was composed of Leo Wallace, International Vice President; Don Hull, Business Agent; and Arthur Labner, John Campbell, and Wanda Kasprzyk.

CPS Rating Bestowed On Local 16 President



Local 16 President Ardes Arnold was the recipient of the Certified Professional Secretary (CPS) rating conferred upon her by the Institute of Certifying Secretaries.

President Arnold's recognition is based on her successful completion of a 12-hour examination in the areas of Human Relations, Business Law, Business Administration, Secretarial Accounting, and Secretarial Skills and Procedures.

The tests are administered in leading colleges and universities in the United States and Canada.

Of the 1,443 candidates taking the examination Sister Arnold was among the 237 that were rated Certified Professional Secretaries.

In regard to her noteworthy achievement, Sister Arnold said, "Earning the rating of CPS was indeed a personal challenge. However, it is a highly regarded goal and brings a satisfying indication of professional advancement."

A Personal Challenge to All



"There is so much to do, so many engrossing challenges, so many heartbreaking and pressing needs." These are the soul-searching words spoken by Eleanor Roosevelt in her dedicated quest to aid humanity regardless of nationality, color, or religious belief.

During her life, Eleanor Roosevelt was a tireless champion of labor. Her efforts to eradicate sickness and poverty took her to slums, sweat shops, settlement houses and refugee camps. Whatever you found people in need, you would find Eleanor Roosevelt.

Today, we must not ignore the legacy she left us. Death stilled her words, but her deeds remain clearly evident of the task which lies before us.

The Eleanor Roosevelt Memorial Foundation was initiated by President Kennedy, chartered by an Act of Congress, and is supported to a considerable extent by American Labor Organizations whose leaders play active roles as chairmen, committeemen and trustees.

The program of the Eleanor Roosevelt Memorial Foundation

is devoted to:
 * human rights
 * underprivileged children
 * cancer research
 * international peace

AFL-CIO Pres. George Meany and Memorial Fund Chairman Joseph Keenan urge you to donate to this fund.

OEIU members are requested to send checks payable to the AFL-CIO Eleanor Roosevelt Memorial Fund, c/o J. Howard Hicks, O.E.I.U., 1012 14th Street, N.W., Washington.

Local 18 Officer Is State Appointee

Mary Ella Reavis, a long-time member and officer of OEIU Local 18, Birmingham, Ala., has been appointed a member of the State Board of Pensions and Securities.

Sister Reavis has long been active in the labor movement, civic affairs, and politics, and was employed previously as Secretary at Plumbers Local 91.