



## WHITE COLLAR

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

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## NLRB Finds Employers Still Resist Unions

Employers continue to illegally resist union organization. These are the words spoken by Frank W. McCulloch, who recently was sworn in for his second five-year term as Chairman of the National Labor Relations Board, which administers the Labor-Management Relations Act.

Mr. McCulloch told United Press International that employer resistance to unions is increasing, as is reflected by a doubling of the Agency's case load since 1957.

McCulloch asked, "Why should we, 30 years after adoption of Congressional policy to protect the right to organize, still find companies firing people for trying to form a union? Yet, this is the great bulk of work that comes to the NLRB in 1965." Chairman McCulloch further stated that unfair labor practice charges made up about a third of the Board's case load in 1948. In the year 1965, such complaints represented about half the case load.

We agree with Chairman McCulloch and think that its about time that employers recognize the right of their employees to organize and collectively bargain in good faith.

## Dirksen's Proposed Filibuster

The AFL-CIO Executive Council denounced as "a flagrant perversion of the democratic process" a proposed filibuster by Senator Everett M. Dirksen to prevent the repeal of Section 14(b) of the Taft-Hartley Act. AFL-CIO President George Meany told a press conference that it was the first time in his knowledge that a leader of a major political party had sponsored a filibuster. Dirksen is the Senate minority leader.

It is certainly not in the best interest of democracy and the country that the filibuster be used to thwart the majority of the United States Senate.

Let us all hope and pray that a majority of the Senate will not stand for such tactics and vote to carry out the will of the people. Obnoxious "right-to-work" laws should be abolished.

## The Employment Picture

We feel that there is a tendency to become optimistic regarding a slight improvement in employment in the United States.

The income tax cut which pumped 10 billion dollars into the economy last year served as a temporary stimulus. More recently, the elimination of excise taxes has also served to activate business throughout the nation.

Despite this help, our unemployment picture has improved only slightly. Four and five-tenths percent of the working population is unemployed. Of this number, 12 percent are teenagers who are unable to find beginner jobs. A large number of these starting positions have been eliminated by automation.

Automation is still taking its toll in the factories and offices throughout the nation.

We still feel that a shorter work week is inevitable.

## Local 30 Member Wins Secretary Contest

Los Angeles, Calif.: A trip to New York, a visit to the World's Fair and several gay nights seeing the great city's famous Broadway shows and night spots were all free for Local 30 member Barbara Nardella.

Sister Nardella entered the Rem-

ington Rand National Secretary "See The Fair" Contest.

Contestants were eligible by arranging with their employer a demonstration of Remington Rand electronic office equipment.

Sister Nardella was the Western Regional Winner.

## OEIU LEGAL COLUMN

# Developments in the Law

By Joseph E. Finley,  
General Counsel

How to obtain bargaining rights after losing an NLRB election was demonstrated again recently in a new Board ruling. The union signed 12 out of 20 people in the unit and then made a request upon the employer for recognition. The employer replied, "I'm not interested." The union then filed an NLRB petition and went to an election some six weeks after the original demand was made. The vote ended in a tie, which would have defeated the union.

The union then filed objections to the election and charges of unfair labor practices. The objections and unfair labor practice charges went to trial before a trial examiner and was later taken on appeal to the Board in Washington. During the campaign period before the election, the employer made promises and threats, questioned employees, and said he would "fix everything" if the union lost.

The NLRB held that the original demand for recognition, although never repeated, was a continuing demand. The Board reaffirmed its recent rulings that a union "which loses an election may nevertheless seek bargaining relief under Section 8(a) (5) of the Act or Section 8(a)(1) where it appears that the employer has engaged in conduct requiring the election to be set aside upon timely and meritorious objections filed in the representation case. Moreover, the law is well settled that where an employer does not question the union's majority support, and thereafter promptly engages in unfair labor practices, which

tend to undermine the union's majority and prevent the holding of fair election, as found herein, such conduct is violative of Section 8(a)(5)." Section 8(a)(5) is the employer refusal to bargain provision in the law, and Section 8(a)(1) is the general prohibition against interference, restraint, and coercion.

In this case, *Freeport Marble & Tile Co.*, 56 LRRM 1561, the NLRB once again pointed out the distinction between authorization cards which are applications for membership and cards which do no more than seek an NLRB election. For any refusal to bargain charge to be upheld, the cards signed by employees must authorize the union to represent them or must be applications for membership.

This doctrine reaffirmed in

### Social Security Hike Goes to 20 Million

Social Security checks totaling \$885 million in retroactive increases have been mailed to 20.5 million beneficiaries.

The money represents the 7 percent benefit increase voted by Congress as part of the medicare amendments to the Social Security Act. The benefit hike was made retroactive to Jan. 1, and the checks mailed out cover the increases for January through August.

The regular September checks, received early in October, will include the 7 percent increase, the Social Security Administration said. The monthly increase will amount to \$100 million.

the *Freeport Marble* case is important for all of you engaged in organizing new units. To take full advantage of your rights under law, you need these circumstances: (1) a majority in the unit signed to application for membership cards, (2) a demand upon the employer for recognition, (3) a refusal of recognition, (4) an NLRB election (if you win, your problems are solved), (5) immediate filing of objections to an election *within five days*, (6) filing of unfair labor practice charges (which must be filed in addition to the objections), and (7) finally, and vitally important, proof of employer violations of the law between the time you made your demand and the time of the election.

OEIU application for membership cards were also found to be of major importance in the recent arbitration victory won by Local 221 in Galesburg, Illinois, in a case with Midwest Manufacturing Corp. Local 221's first contract required a maintenance of membership as a condition of employment for all employees who had signed "applications for membership." Six employees who were signed in the OEIU campaign on regular OEIU application cards reneged, Local 221 demanded their discharge, and the Company refused, taking the position that these employees had no "intent" to become members when they signed cards. The case was taken to arbitration and Arbitrator Edwin Tepel ruled that all six had to pay their back dues and initiation

(Continued on page 4)

## Florida Local Ratifies Contract



Palatka, Florida, Local 337, recently settled a one year agreement with the Hudson Pulp and Paper Company.

The one year pact includes a general increase of 10½¢ per hour to all employees retroactive to June 6, 1965. It reflects an increase in shift differentials, improvement in the insurance plan and numerous adjustments in individual classifications.

Appearing in the picture, left to right, representing the company are Carl Hannah, Pete Brown, Manager Industrial Relations, Ward Rice, Walter Wallace, Attorney, Hudson Co. of New York, and Jack Bush. Continuing left to right and representing Local 337 are Intl. Vice Pres. J. O. Bloodworth, Paul Pope, J. H. Guthrie, President of Local 337, Ollie Touchton and Dorothy Story.



# CANADIAN NEWS



## Receive Recognition, Ink Pact At Domtar Pulp & Paper

The first collective work agreement between the newly organized Office Employees International Union Local 418 and the Cornwall Mill of the Howard Smith Division of DOMTAR Pulp & Paper Limited was signed yesterday.

The agreement, the first of its kind in Cornwall, covers clerical and office workers at the local mill and is for a period of one year from September 1, 1965 to August 31, 1966.

### Unique Agreement

The signing of the Agreement was unique in that there was no application for certification made by the employees prior to negotiations. The two parties worked out the bargaining unit definition jointly and negotiated the terms and conditions incorporated in the contract without having to call in a third party, that is the Ontario Labour Relations Board.

Approximately one hundred and twenty-five office employees are covered by the new agreement which includes: a \$20.00 a month increase across the board effective August 1, 1965,

adjustments within salary ranges to employees in certain categories on October 1, 1965, an overtime provision, a call-in clause, improved vacations for employees with over thirty years service, and security and protection for all Local 418 members.

### New Plan Drafted

A new job evaluation and job classification plan is currently being drafted and should be ready by mid-1966. This plan will be a mutually agreed upon formula. Company and union officials will meet again in January to discuss the Group Welfare Plan.

Mr. G. F. Harrison, Director of Labour Relations for DOMTAR Limited, along with J. G. Langley, D. W. Peat, E. N. Alguire and W. M. Raeside represented the Company while Mr. R. Corbeil represented the International Union and D. Casey, J. Lebrun, S. Burnie, F. Glass, A. Stephenson and P. Smith represented the newly formed Local 418 Office Employees International Union.

## 5 OEIU Locals Sign Pact With C.I.P. and New Brunswick Paper

In less than five days of intensive negotiations, five OEIU Local Unions concluded a three year renewal agreement with the Canadian and New Brunswick International Paper Companies.

Wage rates were substantially improved and increases will be effective on the following dates:

- May 1, 1965 (retroactive) \$24.39 per month.
- Nov. 1, 1965, \$8.12 per month.
- Feb. 1, 1966, Four percent with a minimum of \$16.25 per month.
- Nov. 1, 1966, \$16.25 per month.
- May 1, 1967, \$8.12 per month.
- August 1, 1967, 3½ percent.

Employees on hourly rates have been granted similar increases.

The former minimum rate in each grade was eliminated and the salaries of employees paid at that rate will be adjusted to the next highest rate which will become the new minimum. As a result, the total time required to qualify for each step in each grade will be reduced by six

months.

The vacation plan has been amended and now provides; 3 weeks' vacation after 8 years of service (effective Jan. 1, 1966 and 5 weeks' vacation after 25 years of service. In addition, effective January 1, 1968, an employee who has reached the age of sixty and has 25 years of service will receive one extra vacation week for each year of age up to a maximum of 5 weeks at age 64. Thus an employee age 64 with 25 years of service will receive 10 weeks' paid vacation per year.

Other important clauses established were the provision for severance pay and joint committees to study and report on the effects of automation and technological change.

OEIU Local Unions participating in the negotiations were Gatineau Local 110, Dalhousie Local 114, Temiscaming Local 154, Hawkesbury Local 165 and Trois Rivières Local 265. Assisting the Local committees and representing the International were, International Representative Romeo Corbeil and OEIU Vice President William Mullen.

## UI Fund Solvent

The Unemployment Insurance Fund has reversed its seven-year downhill trek. At the end of June it showed a bank balance of over \$38,000,000. At that time last year it was almost \$16,000,000 in the red.

With the UI Fund in the black, the federal government may continue to ignore the recommendations of the Gill Commission, published three years ago. The report said that workers at higher income levels should be brought into the plan, boosting its revenues, while seasonal workers like fishermen, should be excluded.

Compulsory wage-related premiums are now collected from 4,000,000 workers earning under \$5,460 a year, with government employees, teachers and farm workers excluded. Premiums of 9 cents to 94 cents a week are shared by employer and employee, with the government picking up the tab for administration.

## Local 15 "Rolls Forward"

Vancouver, B. C.—Local 15 Business Manager, Doug Gibson, ably assisted by International Vice President William Lowe, recently organized clerical employees at Sherwin-Williams of Canada Ltd. Of the 26 eligible employees, they have already signed up 18. An application for

certification has been submitted. Other companies organized by Local 15 this past month include:

1. Liquid Carbonics Canadian Corp.
2. G. H. Wood and Co., Ltd.
3. Duncan and District Credit Union.

## Sign First Pact With Millar Brown

Vancouver, B. C.: Negotiations were climaxed in a new two year contract between OEIU Local 15 and Millar Brown Freightways.

Wage rates were substantially improved with salary increases ranging from \$45.00 to \$97.00 per month. In addition, a union shop was established and statu-

tory holidays raised to nine.

Paid vacations were improved providing two weeks' after one year and three weeks' after 11 years.

Other gains included increased health and welfare coverage and the establishment of a seniority clause.

## A Day Off for the Heck of It!

Have you ever wished to have a day off just for the heck of it or your reasons were not of the nature you cared to confide to your boss?

One lucky OEIU gal will receive such a day as a result of

her OEIU contract. The contract negotiated between Toronto Local 343 and the Canadian Union of Public Employees, Local 79 provides "a day off for no reason at all." A hitch—only a minor one—the boss must agree to the date.

## "Office Utopia"—1852

Below is a code of office staff practices issued by an English firm in 1852. The "enlightened code" is indeed a far cry from your current OEIU contract.

1. *Godliness, Cleanliness and Punctuality are the necessities of a good business.*

2. *This firm has reduced the hours of work, and the Clerical Staff will now only have to be present between the hours of 7 a.m. and 6 p.m. on weekdays.*

3. *Daily prayers will be held each morning in the Main Office. The Clerical Staff will be present.*

4. *Clothing must be of a sober nature. The Clerical Staff will*

*not disport themselves in raiment of bright colours, nor will they wear hose, unless in good repair.*

5. *Overshoes and top-coats may not be worn in the office but neck scarves and headwear may be worn in inclement weather.*

6. *A stove is provided for the benefit of the Clerical Staff. Coal and Wood must be kept in the locker. It is recommended that each member of the Clerical*

*Staff bring 4 pounds of coal each day, during cold weather.*

7. *No member of the Clerical Staff may leave the room without permission from Mr. Rogers. The calls of nature are permitted, and Clerical Staff may use the garden below the second gate. This area must be kept in good order.*

8. *No talking is allowed during business hours.*

9. *The craving for tobacco, wines or spirits is a human weakness, and as such is forbidden to all members of the Clerical Staff.*

10. *Now that the hours of business have been drastically reduced, the partaking of food is allowed between 11:30 a.m. and noon, but work will not, on any account, cease.*

11. *Members of the Clerical Staff will provide their own pens. A new sharpener is available, on application to Mr. Rogers.*

12. *Mr. Rogers will nominate a Senior Clerk to be responsible for the cleanliness of the Main Office, and the Private Office, and all Boys and Juniors will report to him 40 minutes before Prayers and will remain after closing hours for similar work. Brushes, Brooms, Scrubbers and Soap are provided by the owners.*

## Canada Pension Plan

The Canada Pension Plan is a compulsory, government-operated retirement program designed to add to existing flat-rate pensions 25% of average annual lifetime earnings, originally up to \$5,000. Following, is a summary of the key provisions in the legislation, referred to a joint Parliamentary committee:

Contributions are scheduled to begin in January, 1966; the first benefits will be paid a year later, but it will take 10 years to build the program to the point where full benefits will be paid. Generally, the plan will carry every Canadian with an annual income of \$600 or more, who is between 18 and 69, unless retired at 65.

Employed persons will pay 1.8% of earnings in excess of \$600, up to an annual maximum of \$79.20. (But this maximum can and probably will rise.) Employers will match this contribution. The self-employed will pay the full 3.6% themselves.

A contributor can retire at any age between 65 and 70; the longer he works, the greater his pension. After the plan's 10-year build-up, maximum pension at 65 will be a flat-rate payment of \$51, plus an earnings-related payment of \$104.17, for a total of \$155.17 a month. Maximum total at age 70 will be \$179.17.



from the desk  
of the

PRESIDENT

## The Working Wife and Mother

In a recent column, I referred to the fact that this is fast becoming a nation of service employees. According to the Bureau of Economic Research, some 55% of the U.S. labor force—38 million strong—now works in service industries—banking, education, retailing, recreation, government, health, etc. Because so many occupations in the service sector do not demand as much physical strength, women can compete on more equal terms with men. Already, women hold nearly half of all service jobs compared with only one-fifth of those in the goods-producing sector.

The concept that "a woman's place is in the home" was beginning to fade in Coolidge's time and became completely obliterated during World War II. Now women are a vital and integral part of the nation's work force. Of the 71½ million people at work, almost a third are women. Some 16 million of them, further, are wives and mothers.

From 9 to 5, the typical working mother performs the duties of secretary, waitress, lawyer, schoolteacher, saleswoman. In early morning and at night she is cook, bottlewasher, seamstress, chauffeur, nurse, arbiter, teacher, friend. Lunch hours are often spent making trips to cleaners, drugstores, shoe repair shops.

### Why Does She Work?

According to the Kiplinger magazine, "Changing Times", which participated in a survey among hundreds of randomly chosen working wives in 35 states, the overwhelming reason women gave for working was—financial. The wives in the survey were given a list of nine reasons for working and asked to number them in order of importance. A solid 88% listed a financial consideration first. The three most frequent were:

1. To provide better living for the family.
2. To provide for the children's education.
3. To get out of debt.

A non-financial reason, getting away from the boredom of house-keeping, was ranked first by only 8% of the wives.

Predictably, according to "Changing Times", the reasons for going to work varied by age, income group and family situation. Of the wives between 18 and 24, for example, 16% were working primarily to help their husbands finish their education. Working wives, with no children, or with preschool children, are more likely to be saving for a home. As children get older, the emphasis shifts to education funds.

The Office Employees International Union has been aware of the gradual change in the make-up of the work force and the increasing number of women who must work in order to support themselves or their families.

At the recent Convention of the OEIU in San Francisco, delegates recorded themselves as opposed to the existent \$600 maximum exemption for child care for income tax purposes. As a result, Congressman Hugh Carey (D-N.Y.) has introduced a measure calling for the abolishment of this arbitrary limitation. In this way, we hope to provide a more realistic exemption for women who must work to support children.

It is most important that all Local Unions of the Office Employees International Union, gear their organizational efforts towards women in the work force. Unless we do this, women who must work in order to support families may turn out to be the most exploited group in the work force in the United States.

It should be easy to point out that our negotiated contracts for office, clerical and professional workers are the finest in the United States and Canada. A collective bargaining contract is their best guarantee of the highest wages and best working conditions attainable. An OEIU contract wouldn't eliminate the necessity for women's toil, but it will bring about a wage level through which the family can attain a decent standard of living and a bright, healthy tone in the family's bank account.

### O'Dell Appointed

Thelma O'Dell, President of OEIU Local 10, was selected by the Prosecutor of Wayne County to serve on a Citizens' Com-

mittee on Juvenile Delinquency. The Committee will study the problem and make recommendations for long range solutions.

## Standing on His Own Feet

A young man lived with his parents in a low-cost public housing development in Hamilton County. He attended public school, rode the free school bus, enjoyed the free lunch program. Following graduation from high school, he entered the Army and upon discharge kept his National Service Life Insurance. He then enrolled in an Ohio university, receiving regularly his GI check.

Upon graduation, he married a Public Health nurse, bought a farm in southern Ohio with a FHA loan. Later going into the feed and hardware business in addition to farming, he secured help from the Small Business Administration when his business faltered. His first baby was born in the county hospital. This was built in part with Hill-Burton funds.

Then he bought considerable additional acreage adjoining his farm, and obtained emergency feed from the government. He then put a part of his land under the Eisenhower Soil Bank program and used the payments for not growing crops to help pay his debts. His parents, elderly by now, were living comfortably in the smaller of his two farms, using their Social Security and old age assistance checks.

Lacking electricity at first, the Rural Electrification Administration supplied the lines, and a loan from the Farmers' Home Administration helped clear the land and secure the best from it. That agent suggested building a pond, and the government stocked it with fish. The government guaranteed him a sale for his

farm products. The county public library delivered books to his farm door.

He, of course, banked his money in an institution which a government agency had insured up to \$10,000 for every depositor. His son attended the engineering school at Ohio State University received financial assistance under the National Defense Education Act. His daughter is taking her nurse's training with assistance from the Nurses' Training Act. As the community grew, he signed a petition seeking federal assistance in developing an industrial project to help the economy of his area.

About that time he purchased business and real estate at the county seat aided by a FHA loan. He was elected to office in the local Chamber of Commerce. It was rumored he joined a cell of the John Birch Society in the county seat. He wrote his senators and Congressmen protesting excessive government spending and high taxes, and enclosed John Birch pamphlets, some containing outlandishly false statements.

He wrote, "I believe in rugged individualism. People should stand on their own two feet, not expect government aid. I stand on my own two feet. I oppose all those socialistic trends you have been voting for and demand return to the free enterprise system of our forefathers. I and my neighbors intend to vote against you next year." (U. S. Sen. Stephen M. Young's "Straight from Washington Column")

## Local 403 Members Victims of "Hurricane Betsy"

Death and destruction were the grim reminders of the devastating path Hurricane "Betsy" cut through Louisiana.

OEIU Local 403 in New Orleans, reported that approximately 50 members lost or suffered extensive damage to their homes and property. Fortunately, there were no member fatalities reported, but 65 Louisiana residents lost their lives under "Betsy's" force.

Due to the nature of the destruction, our membership in Louisiana cannot obtain repayment through insurance. They are not only responsible for reconstruction costs, but also for the continuance of mortgage payments in those instances

where they owned their own homes.

The AFL-CIO immediately made a special emergency contribution of \$25,000 to the Red Cross to aid the hurricane victims.

Because of the tremendous and urgent needs, the OEIU appeals to members who wish to aid their Brothers, to forward contributions to—

Mr. Alfred L. Bertacci,  
Secretary-Treasurer,  
O.E.I.U., Local 403,  
724 Mystic Avenue,  
Gretna, Louisiana.

Your contribution, regardless of amount, will be greatly appreciated.

## Diners Club Agreement OK'd

(Continued from page 1)

weeks. Severance pay and seniority are key issues as prior to the organization drive, the company, due to computer installations, intended to eliminate 250 to 300 jobs.

Reduction of the bargaining unit through subcontracting was prohibited in the new pact.

Other economic provisions include fully paid Blue Cross—

Blue Shield coverage in the second year, three weeks' vacation after five years, and four weeks' vacation after 15 years. Two additional holidays were added, one the employee's birthday, bringing the total to nine.

Other improvements were made in sick leave, overtime requirements, Christmas bonus, and military and jury leaves.

## LEGAL COLUMN

(Continued from page 2)

fee or be fired. Since they had signed application for membership cards, their "intent" was not involved. The only escape for an employee is if he can prove that he was told the cards would be used only for an NLRB election, but the proof in this case was to the contrary.

There appears to be more and more lawsuits under the Landrum-Griffin Act hitting the courts. In a recent West Coast case, the U.S. Court of Appeals for the Ninth Circuit held that a union member may not be expelled even if he libels and slanders others members of his union. *Boilermakers v. Rafferty*, 59 LRRM 282]. This follows a major ruling last year of an appeals court in New York. However, unions who get sued won a rather important victory in this case when the appeals court held that a discharged member could not recover for "emotional stress." As a result of a reduction of his damages, the expelled member won only the meager sum of \$150.00 for expenses, in addition to restoration of membership. Other courts have ruled that expelled members cannot recover for attorney's fees or punitive damages. These recent decisions help in making the Landrum-Griffin Act a less costly prospect for many unions, even if the pace of litigation is increasing.

## Seek Tax Break For Working Moms

(Continued from page 1)

of the House Ways and Means Committee to insure favorable action on this bill.

The following are members of the House Ways and Means Committee:

Wilbur D. Mills, Chairman (D-Ark.)

Hale Boggs (D-La.)  
Eugene Keogh (D-N.Y.)  
Frank Karsten (D-Mo.)  
A. S. Herlong, Jr. (D-Fla.)  
John Watts (D-Ky.)  
Al Ullman (D-Ore.)  
James Burke (D-Mass.)  
Clark Thompson (D-Tex.)  
Mrs. Martha Griffiths (D-Mich.)  
W. Pat Jennings (D-Va.)  
George Rhodes (D-Va.)  
Dan Rostenkowski (D-Ill.)  
Charles Vanik (D-Ohio)  
Richard Fulton (D-Tenn.)  
John Byrnes (R-Wisc.)  
Thomas Curtis (R-Mo.)  
James Utt (R-Calif.)  
Jackson Betts (R-Ohio)  
Herman Schneebeli (R-Pa.)  
Harold Collier (R-Ill.)  
Joel Broyhill (R-Va.)  
James Battin (R-Mont.)