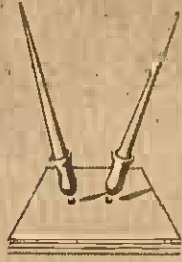




# WHITE

Official Publication of the



# COLLAR

Office Employees International Union



## UNIQUE PLAN REACHED WITH TVA



Above, left to right, Lloyd Huntington, Assistant to the Director of Personnel the TVA, Bob Myers, Business Representative of the TVA Salary Employees Policy Council; Ed. Shelley, TVA Director of Personnel; H. B. Douglas, Director of Organization of the OEIU; Carl Holt, Southeastern Organizational Conference Organizer of the OEIU, and Oscar Bloodworth, Vice President of the OEIU, are shown in a meeting at which the TVA announced its intention to work in complete cooperation with its office employees in the introduction of automation to prevent hardships that could possibly be encountered by such employees.

### Automation's Advent Met

Sam Elkins, president of the Tennessee Valley Salary Policy Council, AFL-CIO of the TVA, which Council includes the OEIU local unions of the TVA employees for the purpose of collective bargaining, announced that agreement has been reached with TVA management on the method of the introduction of an electronic data-processing machine in TVA.

In recent meetings between the Council and TVA it was agreed that when the electronic machinery, which has been ordered from IBM, is installed, the process of change-over will be made in accordance with the understanding reached by the Council and TVA. This IBM equipment will not be delivered before July 1958. Since electronic data-processing requires a terrific amount of revision of work scheduling, job training and re-training, it is necessary for management and the union to make plans far in advance of such change-over.

At the present time many TVA employees are receiving the necessary training to qualify them for the new classifications that will be necessary to operate and assist in this new system.

The machinery ordered by TVA is of the intermediate computer type. Computers form the heart of the group of machines in which they are incorporated. However, they cannot run alone. There must be devices for feeding data into them, for controlling their operations and for extracting the information. The input units, or communication devices as they are called, must use a code the machine can understand. While one may feed in material in a variety of ways, such as by typewriter key punching of holes on cards or

### Union Accepts Panel Recommendations in New Mexico

The Atomic Energy Commission Labor-Management Relations Panel, which assumed jurisdiction over a dispute between the Sandia Corporation, the Metal Trades Council and OEIU Local 251, Albuquerque, N. Mex., has made recommendations which have been accepted by the company and the unions. The panel took jurisdiction in the case after a three-week strike during which all efforts to mediate the dispute by the Federation Mediation Service met with rebuffs at the hands of the company.

Principal features of the settlement include:

- Wage increases of \$3.20 to \$5.60 per week for an average of slightly under 11c per hour, retroactive to July 18.

- Sick leave was liberalized to include the first two days of illness lasting 10 calendar days. Formerly the first two days were excluded. If an illness lasts less than 10 calendar days, vacation time can be taken so that the applicant does not lose money.

- The probation period was reduced to 90 days.

- On maternity leave, seniority will accumulate during the first 90 days of the employee's absence.

In future arbitration, cases will be heard by a single arbitrator instead of a three-man board. The company will pay for union representative's time during arbitration.

Termination date of the agreement is at midnight, June 30, 1959. There is a reopener for wages, hospitalization, surgical and medical insurance if notice is given prior to May 2, 1958.

The panel, which took jurisdiction July 17 and held hearings in Albuquerque July 26 and 28, and August 7 and 8, included the Rev. Leo C. Brown, O. S. Colclough, T. W. Holland, R. A. Smith and John Deitz, executive secretary.

#### Background

The latest strike, which began on July 1, 1957, was again precipitated by the Corporation's refusal to enter into serious negotiations

with the Metal Trades Council and OEIU Local 251. In many of the sessions the Corp. insisted on taking away conditions which had long been in effect. For example, the Corp. insisted on reducing the vacation period which had been granted by the University of California—the previous operator of the project. The unions had proposed that the Corp. provide Blue Cross and Blue Shield benefits for the employees involved. The Corp. continued to refuse this reasonable request, despite the fact that all other operators of atomic energy projects have granted this provision to unions representing such workers. The unions had proposed an increase of 17c per hour across the board. The Corp. counter-proposed various increases throughout the labor grades amounting to a weighted average of 8.1c per hour. The unions have consistently pointed out that the Sandia Corp. pays approximately 17c per hour less than all other atomic energy contractors.

During the course of the strike

period a three-man team of mediators representing the U. S. Conciliation Service, repeatedly obtained concessions from the unions in order to bring about a settlement. Thereafter, however, when package proposals representing the mediation team's recommendations were presented to management, they were consistently turned down.

The Sandia Corp. is subsidized by the Federal Government. It continues to operate at the tax payers' expense. Despite this fact, it insists on imposing Western Electric and Bell Telephone practices on the employees at the Sandia base. The representatives of the Corp. in contract negotiations are paid full salary and expenses incurred in connection with such negotiations at the tax payers' expense. On the other hand, all employee representatives of the unions are docked for time spent in the same negotiations.

Twenty-seven hundred striking production, maintenance and clerical

(Continued on page 3)

### OEIU Applies for Affiliation With Building and Construction Trades



The Office Employees International Union has applied for affiliation with the Building and Construction Trades Department of the AFL-CIO, believing that it will open up important new avenues of organizing. In photos above, President Howard Coughlin of the OEIU is shown at the recent Atlantic City



meeting of the Building and Construction Trades Department, where he explained the OEIU position on the affiliation to many of the delegates. In photo at left he is shown in group with William R. Connors, first vice president of Bricklayers, Masons and Plasterers International Union; William McCarthy, presi-



dent of the Marble Polishers International (standing) and Thomas J. Murphy, treasurer of the Bricklayers International (white suit). In center photo, Coughlin is shown with John Lyons, president of the Iron Workers. At right, he is with Harry Van Arsdale, New York business agent of the IBEW.



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

HOWARD COUGHLIN,  
President  
J. HOWARD HICKS,  
Secretary-Treasurer



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265 West 14th St.  
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## The Office Employees International Union

Despite certain statements to the contrary by various international union presidents, the Office Employees International Union is the only union chartered by the AFL-CIO for the purpose of exclusive representation of office and clerical workers.

The terms of the merger agreement of the AFL and CIO called for the merged organization to respect the jurisdiction granted by the former parent bodies. The CIO did not have an organization chartered for the exclusive representation of office and clerical employees. Therefore, at the time of the merger, the OEIU was the only organization of its kind. Numerous officials of former industrial unions of the CIO and certain leaders of manual unions of the AFL have nevertheless called for the unionization of office and clerical employees into their respective organizations. These statements were made in the face of comments to the contrary at the time of the merger.

The Office Employees International Union is the largest union of its kind. It holds contracts with corporations representing almost every existing industry. It is the leader in the field of white collar organization. It has not conceded any part of its jurisdiction to manual or industrial type unions.

It is our experience that white collar workers want representation by a white collar workers union. The Office Employees International Union will serve that end.

## Living Costs Soar

The cost of living has continued its rise through the tenth consecutive month. Despite the fact that almost a year ago the administration in Washington forecast a leveling off of prices, the consumers of the United States are continuing to be met with rising costs in the market place. National companies such as those in the steel industry, continue to raise prices despite the highest net profits in history. The President's call for restraint has been ignored. It is, therefore, necessary for our unions to insist on increases commensurate with the rise in the cost of living. Escalator clauses are a necessity.

## Union Shop in Right-to-Work Texas

In accordance with an article published by "News and Views" an Ohio CIO Council publication, some 1,800 Texas lawyers received court orders to pay up their dues in the State Bar Association or be barred from practicing law.

The Texas Bar Association is opposed to the union shop, but not for lawyers. It would appear to us that if the union shop is illegal for workers, it is also illegal for professionals, including doctors and lawyers. It is amazing how members of the Bar Association, aware of the union shop provisions of those associations, will not utter a single word against these obligations, but on the other hand will make speeches against the union shop for workers. They can recognize the collective bargaining strength of the union shop for attorneys, but do not want to recognize this added protection for union members.

Oakland, Calif.—Business Manager John Kinnick reports that three newly organized firms have recently signed contracts with Local 29.

Halpin and Halpin, a firm of attorneys, Redding, and the California Vision Service, Oakland, have signed the standard trade union office contract for their respective areas.

The Beneficial Savings and Loan

Association signed an agreement similar to the food and general insurance contract. Meantime, Local 29 members in two other firms will receive deferred raises under contracts negotiated last year. Members at Hospital Services, San Leandro, will receive an automatic increase of \$8.67 a month on August 1. Employees at Oakland Sheet Metal have a contract raise of \$10 a month coming also on August 1.

# Activities of Conferences and Local Unions

Tucoma, Wash.—Local 23 announced the re-negotiation of their contract with Medosweet Dairies, Inc., which provides for \$16 per month across-the-board general increase and improvement in the Health and Welfare Plan. Representative Cal Winslow announced that the employees are very happy with the new contract.

Albany, N. Y.—Northeastern Conference Organizer Bud Manning announced the negotiation of a new agreement between Local 58 and the United Paper Makers. This new contract provides for wage increases of \$4.50 to \$7.50 per week and represents the largest single increase ever obtained for these employees. This one-year contract also provides for a 35-hour work week, seniority protection in promotion and layoffs, four weeks sick leave after two years of service, and a stipulation that if the sick leave is not taken, one-half of it will be returned in money to the employees. The agreement also provided one year maternity leave without loss of seniority, mandatory use of the OEIU label, and 9½ paid holidays, with Saturday and Sunday being celebrated on either Friday or Monday. The vacation clause was improved to provide for three weeks after five years and four weeks after twenty-five years, and the employer agreed to pay for jury duty or for time lost as a court witness. Such disputes arising under this new agreement shall be settled by binding arbitration with the New York State Board of Mediation.

Kankakee, Ill.—Ross Regan, President of Local 311, announced the results of recent negotiations with the A. O. Smith Company. The new contract, which was arrived at after a work stoppage by the employees, provides for increases in the maximum of the rate ranges from 8 to 26 percent, and the minimum from 9 to 38 percent. Converted into dollars these increases range from \$13 to

## Schedule of Forthcoming Conference Meetings

(All local unions are urged to have representation at these meetings.)

- Sept. 14 —Northeastern Organizational Conference, Boston, Mass. (Bradford Hotel).
- Sept. 14 —Eastern Organizational Conference, Newark, N. J. (Robert Treet Hotel).
- Oct. 5 —Eric Organizational Conference, Cleveland, Ohio.
- Oct. 12 —Southeastern Organizational Conference, Jacksonville, Fla.
- Oct. 18-19—Canadian Organizational Conference, Toronto (Royal York Hotel).
- Nov. 2 —Northwestern Organizational Conference, Longview, Wash.
- Nov. 9 —Western Organizational Conference, Los Angeles, Calif. (Hollywood-Roosevelt Hotel).

\$35 a month. The Christmas bonus was improved and an employees' security plan was instituted which provides that after 180 days of continuous service the company deposits with the trustee 5 cents for each hour worked thereafter to the account of the employee. These deposits are for the employees' use in case of layoff or disability. Any amount remaining in the employee's account, plus accrued interest, is paid to the employee upon termination or retirement.

The new contract also provides for accidental death and dismemberment insurance equal to the amount of the employee's group life insurance, and polio insurance for each employee and his dependents. This additional coverage is completely paid by the employer. The vacation clause was improved to provide four weeks after 25 years service, and the maximum seniority is provided for union officers.

North Central Conference Organizer Gene Dwyer, who assisted in the negotiations, stated that the contract also strengthens the clause prohibiting supervisors from doing the work of employees in the bargaining unit.

## Local 153 Wins Mail Ballot

In a unique mail ballot election, Local 153, New York, N. Y., recently won an overwhelming victory. The balloting was conducted by the National Labor Relations Board on behalf of the employees of the Inter-City Transportation Co., Inc. It was the decision of the Board that the ticket agents and dispatchers of this suburban bus company constitute an appropriate unit for collective bargaining.

The agents are located in a series of stations between the Port Authority Building, New York, and Paterson, N. J. Because of the wide spread area covered by these employees and the fact that none were centrally located, the Board and the Company agreed to Local 153's suggestion that the ballot be conducted through the United States mails rather than in the usual fashion.

The organizational campaign was conducted by Business Representative John P. Tracy with the help of Organizer Allan McCormack and Walter Webber, now Chief Steward for the group.

## New York Stock Exchange Signs Agreement



Shown above, left to right, are John Waldron, Vincent Blessing, Walter Schulze, president of the local, Harry Nichols, George French and Frank Schmidt.

Local 205 signed a 22-month agreement with the New York Stock Exchange and affiliated companies recently. The agreement was the result of two months of difficult negotiations between the local's negotiating committee and the Exchange negotiator, Vice President Charles Klem. The union's committee was made up of Walter C. Schulze, president; Frank Schmidt, vice president; Executive Board members John Waldron and

Anthony Clese, in addition to George French and Harry Nichols.

Salary increases negotiated averaged 9.3 per cent. However, salaries in some classifications were improved by as much as 15.6 per cent in order to adjust existing inequities. Salaries of the senior floor employees, the largest union classification, were increased by 10 per cent.

An improvement was negotiated in the holiday clause. Holiday pay

was increased to one and a half times the regular pay for work performed on a legal holiday on which the Exchange is closed and which falls within the regularly assigned work week. This is in addition to the regular weekly pay.

Local 205 acknowledges its indebtedness to International President Howard Coughlin for assigning Mr. Douglas to assist in these prolonged negotiations.



## Carl Holt Is New Organizer



Carl W. Holt

President Coughlin announced the appointment recently of Carl W. Holt as an organizer for the Southeastern Organizational Conference. Organizer Holt will work out of Knoxville, Tenn. His current address is 216 Flatiron Building, Knoxville, phone 4-7481.

Brother Holt has had many years experience in the labor movement. During his career he has been a member, an officer and then a representative of the Aluminum Workers union at the Alcoa plant in Tennessee. More recently Brother Holt worked with the Furniture Workers and the United Textile Workers of America. He also served on the general organizing staff of the CIO prior to the merger of the AFL and the CIO.

We feel sure that the addition of Brother Holt to our organizational staff will serve to step up our progress in the field of organization in the Southeastern Conference area.

**New York, N. Y.**—In a renewal of the agreement between H. M. Stevens, Inc. and Local 153, Business Representative James J. Hayes announced an increase of 50c a day for all regular employees and 35c a day for temporary employees and vendors. The new contract also provides for an additional \$100 a day for double headers for all regular employees except vendors. This contract covers the employees of the concessioners at the ball parks in New York City.

**Pittsburgh, Pa.**—Business Representative Elmer Cole announced that Local 33 had renewed its agreement with Felix Half & Bros. Inc. The new agreement provides for 7½ per hour across-the-board increase and adds Good Friday as a holiday with pay.

**Tacoma, Wash.**—In recent negotiations between Local 23 and Flett Dairies, Inc. wages were increased \$16 per month in all classifications. Business Representative Cal Winslow handled these negotiations for the local union.

**Stamford, Conn.**—Northeastern Conference Organizer Bud Manning reports the settlement of a new agreement at Yale & Towne. The terms of this agreement with OEIU Local 90 provide a severance pay plan with an eligibility requirement of five years service, with \$50 for each year of service for any person laid off, in addition to the employee's "New York Profit Share Holdings." For employees aged 65 who are laid off, it is optional to receive either the New York Profit share Holdings plus retirement benefits of Yale & Towne rather than severance pay, whichever represents the greater amount.

This two-year contract provides for a wage reopening at the end of one year.

**Richmond, Calif.**—After the recent organization of the Niagara Chemical Division of the Niagara Food Machinery and Chemical Corp., an NLRB election was won. Thereafter, a negotiating committee of Local 243, consisting of shop steward Helen McKinley, James Rounds, and Hilda Malone, assisted by Conference Organizer Chuck Hogan, negotiated an agreement. This new agreement provides for a union shop, improved vacation, paid holidays and sick leave, strong seniority provisions, promotion from within and grievance procedure culminating in arbitration. The agreement also provides for wage increases ranging from \$15 to \$50 per month, with an average increase of approximately \$25 per month. These increases were all made retroactive to May 1, 1957. The contract also provides for an automatic increase on May 1, 1958.

**Madawaska, Me.**—International Representative Leo Wallace reported that in recent negotiations between Local 232 and the Fraser Paper Company, the contract was amended to provide a 5 per cent general increase, with a minimum increase of 9c per hour. Also included in the new agreement is three weeks vacation after 10 years, double time for work performed on holidays, and correction of individual inequities.

**Woodridge, N. J.**—Local 279 recently signed a new agreement with the Curtiss-Wright plant. This two-year agreement provides a 12c across the board increase, plus an increase in company-paid life insurance, increased hospitalization benefits for employees and their dependents, and additional post-retirement benefits.

## Ching Panel Takes Over

(Continued from page 1)

cal workers each year are placed in the most difficult position of having their representatives negotiate with an employer whose sole object is to obstruct the negotiations. Just prior to the assumption of jurisdiction over the dispute by the AEC Panel, the President of the Sandia Corp. asked for a meeting with representatives of the unions involved. Such a meeting was granted despite the employer's previous history of refusal to bargain. Even though the meeting was requested by the president of the Corp. nothing was achieved because of the Corporation's refusal to move from its original position. As a result, the AEC Panel thereafter assumed jurisdiction.

Senator Chavez of New Mexico, was instrumental in helping to bring about the intervention of the Government. He publicly blasted the Sandia Corp. and said that it was the first instance he knew of whereby a Government subsidized company attempted to induce scabbing on the job. Before appealing for Government intervention the Senator attempted to aid in the dispute by offering his services. To his surprise, his offer was rejected. Luther J. Heilman, superintendent of Industrial Relations for the Corp., said "We feel that these matters should be settled between ourselves and the unions involved." Senator Chavez and his aid, Charles Davis, thereafter insisted on Government intervention in this dispute which had resulted in a waste of tax payers' funds.

Senator Chavez told reporters representing the Albuquerque Journal that he wondered if Congress should appropriate money for nuclear research programs such as are conducted at Sandia if the absence of 2,700 workers does not affect the program.

## OEIU Certified For Dominion Construction

Recently, OEIU Local 15 at Vancouver, B. C., was certified as collective bargaining agent for the office employees of the Dominion Construction Company at Port Alberni, B. C.

The unionization of this group is the first inroad of our organization into the construction industry in British Columbia. It signals the start of a campaign by the OEIU to organize thousands of field clericals in this industry in the area. Numerous OEIU local unions throughout the United States and Canada are applying for affiliation with the Building and Construction Trades Councils for the purpose of representing field clericals in the construction industry.

The OEIU has had a great deal of success in the unionization of construction clericals. The most recent example of successful unionization other than the Dominion Construction Co. is that of the St. Lawrence Seaway project in Northern New York.

Organizer Bill Lowe of the OEIU led the campaign in the Dominion Construction. A great deal of the credit for the success of this campaign, however, is credited to the work of Charles Ferguson and Ralph Depler, employees of the company. At the present an agreement is being prepared, and negotiations for a collective bargaining agreement will begin in the near future.

**Vancouver, B. C.**—Northwestern Conference Organizer Bill Lowe recently announced that the OEIU has been certified for two additional companies. The employees of Columbia Paper Co., Ltd. and Columbia Clark Paper, Ltd. have joined the OEIU and the Canadian Labor Board has certified the OEIU as their bargaining representative. These companies employ approximately one hundred office and clerical workers.

**Beardmore, Ontario**—Local 321 announced that as a result of their recent election the following officers will serve for the coming term: A. Dompier, president; V. Kennedy, vice president; C. Korpi, secretary-treasurer, and E. Doyle, recording secretary.

**Merritton, Ontario**—Local 263 announced that as a result of recent negotiations a general increase of from \$3.50 to \$4 per week. Also improvements were made in the seniority clause, the overtime clause, and the company has agreed

## Canadian Corner

By LLOYD CHAPMAN  
President, Canadian  
Organization Conference



## Local 114 Holds Annual Get Together



Pictured left to right above are Wayne Nelson, Stella Barthe, Boyd Tower and Richard Taylor at the annual get together of Local 114 in Dalhousie, New Brunswick.

to change the method of salary payment so that all employees will be paid for the current week's work.

**Toronto, Ontario**—Local 343 announced that in recent negotiations a \$10 a week increase was obtained for the employees of the Plumbers and Steamfitters International Association.

In negotiations with the Hod Carriers and Common Laborers a \$10 per week increase was gained, together with overtime pay at time and a half for all time worked over 6½ hours a day and double time for Sundays and statutory holidays.

**Dolbeau, Quebec**—Canadian Conference Organizer Romco Corbeil announced the signing of an agreement between OEIU Local 350 and the St. Lawrence Corp. Ltd. Wage increases in this new agreement run from 7½% to 11½%. Sec.-Treas. Dennis Lusier said that these employees were happy to be represented by the OEIU and are very proud of their new contract.

**Vancouver, B. C.**—Local 15 announced that it has signed its first agreement with Yarrows Shipyard in Victoria, B. C., providing a general increase of 10 per cent across the board, retroactive to January 1, 1957, and an additional 7½ per cent effective October 15, 1957. This initial agreement also includes reduction from 40 to 37½ hours in the workweek, establishes overtime rates at one and a half times the regular rate of pay for the first four hours and double time thereafter. All work performed on Sundays will be paid for at double time and all work performed on statutory holidays will be paid for at triple time.

Among some of the other clauses in the contract recently negotiated are the union shop, nine paid holidays, three weeks vacation, welfare protection, seniority provisions and a clause covering the introduction of technological changes.

Conference Organizer Bill Lowe was assisted in these negotiations by Shop Steward Jack Strong-Boag, Arthur Willis, Sheila Sterling, Claire Atla and Don Jacobs.

## OEIU 225 Elects New Officers



Members of the Ottawa, Ont. local elected officers for the coming year at a recent meeting, held in the board room of the Canadian Labor Congress. Seated, from left: Jeanne Mallette, vice president; June Pappas, president, and Clara Tessier, past president. Standing: Martha Choquette, recording secretary; Adeline Bradshaw, trustee; Bernice Reid, social chairman; James McMillan, treasurer; Ada Oliver, corresponding secretary; Dorothy York, publicity chairman and delegate to the Ottawa and District Trades and Labor Council; Mildred Monoco, member of the social committee, and Ellen Post, trustee. Absent when the photo was taken were: Vice President Elizabeth Nuth, Trustee Aletha Maloney, and ODTLC Delegates Reta McGillis and Ruth Cook.





from the desk  
of the

**PRESIDENT**

HOWARD COUGHLIN



**Who's to Blame?**

THE cost of living, as measured by the Bureau of Labor Statistics, has been on the increase for eight consecutive months. As a consequence, public opinion has forced the present national administration to look into this matter. Therefore, President Eisenhower recently called on both labor and management to use responsible restraint in initiating wage and price increases. Subsequently, the United States Steel Corp. proceeded to announce a price increase of approximately \$6 a ton, despite the fact that in the year 1956 the Corp. had received the greatest profit it had ever made in a single year, which was a total of 370.1 million dollars. It is estimated that the profits of this Corp. after taxes will approximate 461 million dollars in 1957.

President David J. McDonald of the United Steel Workers of America, very correctly stated that the U. S. Steel Corp. could have absorbed the cost of wage increases granted in the year 1957 without increasing prices and still record the greatest net profit after taxes in the history of the Corporation.

It is important that Americans realize that while wage increases have an effect on prices, they do not have nearly the effect that one would be led to believe if we paid serious heed to the irresponsible statements of representatives of industry. For example, last year the steel industry increased its prices by almost three times the increase it granted to its workers in terms of tonnage steel. At that time, despite the outcries of responsible citizens against the possibilities of inflation, the national administration was silent. This latest increase by the U. S. Steel Corp., which will certainly be followed by the rest of the industry, was made almost immediately after President Eisenhower called for restraint on the part of industry.

In 1952, Charles E. Wilson, president of General Motors, but now Secretary of Defense, stated: "I contend that we should not say the 'wage-price spiral!' We should say the 'price-wage spiral!' for it is not primarily wages that push up prices. It is primarily prices that pull up wages."

A very revealing insight into this matter was established by Stanley H. Ruttenberg, Director of the Department of Research of the AFL-CIO. For some time now representatives of industry have admonished labor that wage increases cannot be granted without increases in man-hour productivity. Mr. Ruttenberg delved into this matter of productivity, particularly with respect to the United States Steel Corp. The results would certainly bear out labor's contention that a Congressional investigation into the wage-price-profit relationship is most urgently needed.

In 1939 the U. S. Steel Corp. profits before taxes were equal to 13c for each hour worked by each employe. In 1940 this profit was doubled to 26c. In 1941 profits per manhour climbed to 38.8c. By 1947, a post-war year, it had reached 42.6c. In the so-called recession year of 1949 it went to 60.3c. In 1950 it was recorded at 85.4c. In 1955 the profit per manhour for this Corp. reached a new record of \$1.38. This represented an increase of 30 per cent over its previous profits per manhour in 1955 and a fabulous increase of 1284 per cent since 1939.

David J. McDonald, president of the United Steel Workers of America, recently stated that the upward movement of steel prices through the years has been caused by the steel industry's determination to widen its profit margin by a consistent policy of ever higher prices on customers, and eventually consumers of steel who are helpless to resist such increases.

Another indication of happenings in the field of wages and profits are some recent figures published by the Bureau of Labor Statistics, which indicate that payrolls for production and maintenance workers in manufacturing industries declined almost 4 per cent between September 1956 and May 1957, while the physical output of manufacturing industries declined only somewhat more than one-half of 1 per cent. Unit labor costs of factory production and maintenance workers actually declined 3.3 per cent in those eight months, but wholesale prices of industrial goods continued to move up by almost 2 per cent.

Corporate profits in the past six to eight months have been

**Unique Plan Reached With TVA**

(Continued from page 1)

tapes, or direct key depressions, this material must be carefully coded. The coding of the work to be done is probably the easiest part of the job. For the machines to process the data being fed to them, computers must first be carefully and specifically instructed in what they are to do. Preparing the instructions for the computer is called programming. Each program has to cover in precise detail everything the machine will have to do under all conceivable combinations of circumstances. If any instruction is forgotten, the machine is stymied. In spite of their being called electronic "brains" these machines cannot think. They can only do exactly what they are told. Developing machine instructions and preparing coding systems for processing work is fast becoming a new occupation complete with its own special language.

President Elkins reports that the OEIU and TVA management recognize that the problems created by the new equipment cannot be predetermined in their entirety. Further he says: "We have agreed with management that as problems

arise they will be mutually discussed and solved." It is anticipated that there will not be any discharges as a result of the installation of this equipment. President Elkins further stated: "The position of our International Union is that automation should be used by management to improve efficiency and not have as its prime purpose the replacement of human labor."

The OEIU believes that greater benefits come when management learns to use automation for its unique ability to provide more complete, more accurate and more timely information. In many areas of business today decisions must be made based on incomplete information. For example, recalculating complicated budgets or schedules to determine in advance the precise effect of a certain management decision is too great and too long a task to be practical, except when the decision is a major one. Automation provides the tools to practice this type of "what would happen if" management, allows the building of models of alternative solutions, and gives quantitative answers about the effects of contemplated policy changes.

President Elkins further explained that the automative program should be run by competent employes who understand the business of TVA and not by highly skilled technicians whose function it should be to build and repair the equipment. He emphasized the importance of the understanding reached with management that TVA would train its own personnel rather than attempt to hire automation specialists from outside the organization.

The TVA Council is very proud to announce that although much has been written and many speeches have been made about what the effect of automation will be in the office, they are one of the first to actively participate with management in developing plans to meet the problem involved in the introduction of electronic data-processing equipment. "By this means," Mr. Elkins adds, "we shall be able to protect the members of the OEIU from the hardships they might otherwise be confronted with, as well as to assist the management of TVA in increasing the efficiency of the new processes."

**Search On for "Miss Union Secretary"**

Interest in the "Miss Union Secretary" Contest continues to mount as entries from secretaries and stenographers for labor unions throughout the United States pour

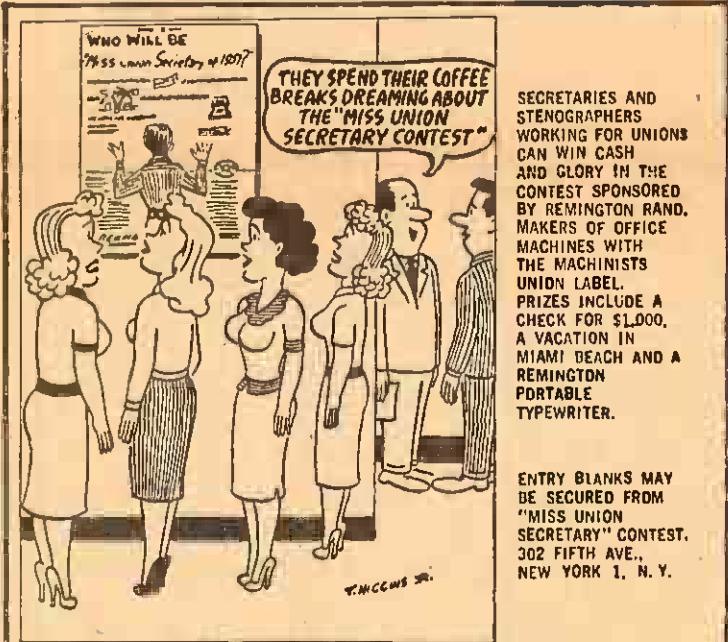
into contest headquarters. A check for one thousand dollars plus a week's all-expenses-paid vacation in Miami Beach and a Remington Portable Typewriter await the un-

ion secretary deemed by contest judges to rank foremost in personality, efficiency and union interest.

A number of would-be contestants have written in to ask whether secretaries who happen to be married are eligible to enter. The answer is a resounding "Yes!"—"Miss Union Secretary of 1957" can be a "Mrs." as well as a Miss.

Every Miss or Mrs. who pounds a typewriter at any union office in the U. S.—whether it be in the vast AFL-CIO Headquarters in Wash-

**"MISS UNION SECRETARY"**



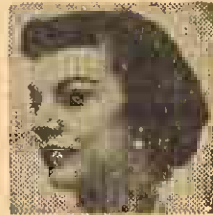
HERE ARE A FEW OF THE SECRETARIES WHO HAVE ENTERED THE "MISS UNION SECRETARY" CONTEST.



HELEN LYNCH  
Painters District #8  
New York City



BONNIE AKERS  
Retail Clerks Local 782  
Kansas City, Missouri



HILDA LAURA JULBE  
Public Relations Dept.  
AFL-CIO, Washington, D. C.

Has the Secretary for YOUR Local sent in her entry?

at all time record peaks, despite a levelling off of economic activities.

Many representatives of industry, including the President of the United States, still continue to blame labor for the continued increases in prices. The AFL-CIO, knowing these statements to be untrue, has called on the Congress of the United States to investigate and ascertain the truth regarding wages, prices and profits.

The national Association of Manufacturers and the United States Chamber of Commerce have consistently opposed a congressional investigation into the wage-price-profit relationship. We are quite certain that such an investigation would give the public much information relative to the intentions of certain great industries to widen profits without regard to the effect of prices on an inflationary spiral.

ington or in the office of a 500-member local—is reminded to send for her official entry blank because the deadline for filing entries is drawing uncomfortably near.

Inasmuch as some of the most outstanding union secretaries have an over-abundance of modesty, entries can be filed in their behalf by either officials or rank-and-file members of their union. If the secretary of YOUR local happens to be magnificent in everybody's eyes but her own, send for an entry blank and fill it in yourself. Of course, the contestant's signature is required to make the entry official, but this can be easily obtained by a little friendly persuasion.

This first annual "Miss Union Secretary" Contest is under the sponsorship of Remington Rand, makers of office equipment bearing the label of the International Association of Machinists. Remington Rand was the first to put out a union-labeled typewriter.

Entry blanks may be secured by dropping a note to "Miss Union Secretary" Contest, c/o Union Advertising Service, 302 Fifth Avenue, New York 1, N. Y.

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