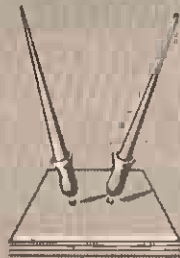




# WHITE

Official Publication of the



# COLLAR

Office Employees International Union



No. 200

MAY, 1962

17

## Resounding Win Scored on Island

In an election conducted by the National Labor Relations Board on Wednesday, April 18th, the office and clerical employees of Sea Land Services, Inc., located in Ponce, Mayaguez and San Juan, voted overwhelmingly for the Office Employees International Union. Out of a total of 55 eligible voters, only one negative vote was cast.

This victory follows closely on the heels of successful organizational campaigns at Waterman Steamship Lines, Puerto Rican Industrial Development Company and Banco Obrero.

At the same time that the NLRB announced the results of the election conducted for Sea Land Services, the OEIU filed a petition for approximately 100 office and clerical employees of the Colgate-Palmolive Company and a second petition for 40 salesmen of the same company.

Much of the success achieved by the Office Employees International Union in Puerto Rico is attributed to an outstanding organizational job accomplished by Agustin Benitez, AFL-CIO Regional Director, working closely with OEIU representatives.

## Subcontracting Rights Curtailed

The NLRB has reversed an old policy regarding subcontracting by employers. In a recent decision, the Board restricted the rights of employers to subcontract by declaring that an employer was obligated to negotiate with the union representing its employees concerning the subcontracting of work normally performed by bargaining unit employees. Formerly the Board had held that the right to subcontract was within the managerial rights of an employer and need not be the subject of collective bargaining.

Reversing itself, the Board now contends that whether the subcontracting is motivated by a desire to torpedo the union, or by economic considerations, an employer may not unilaterally subcontract work out of the bargaining unit.

Where a company does violate this obligation, the Board will order that the subcontracted work be returned to the bargaining unit; that employees laid off be reinstated with back pay; and, that the employer bargain with the Union.

## OEIU President Appointed to AFL-CIO Mediation Panel

OEIU President Howard Coughlin was appointed by AFL-CIO President George Meany to be a member of the Mediation Panel which came into being as a result of the Fourth Constitutional Convention of the AFL-CIO last December.

As a member of the Mediation

## Puerto Rico Election Certified



Pictured above, at NLRB certification proceeding, standing left to right, are: Heriberto Ortiz, OEIU Representative; Agustin Benitez, AFL-CIO Regional Director; Jose R. Prado, Assistant District Manager of Sea Land Services; Marlio Muniz, president of OEIU, Local 392. Seated, left to right, are: Carlos Gonzalez, chief steward at Sea Land; Santiago Paz, Jr., NLRB Representative, and Waldo Gil Vazquez, company observer.

## 1962 Vote Program Launched

Voice of the Electorate, the political arm of the OEIU in the United States, recently launched its 1962 drive for voluntary contributions by local union members. International Union officers expressed confidence that in its second year, the VOTE program would have wider participation than in 1961 and predicted that an increasing number of local unions would have 100 per cent membership participation.

VOTE is dedicated to the legislative and political needs of white collar workers at the national, state and local levels and, for the first time in history, provides a platform from which the views of this large segment of the voting public can be heard. VOTE supports candidates and measures in the interest of white collar workers while at the same time carrying on a po-

litical education program among such workers. Panel, composed of persons from within the labor movement, President Coughlin will meet with affiliates of the AFL-CIO involved in internal disputes for purposes of effecting settlements. Such mediation is proving effective in minimizing friction and discord among affiliates of the AFL-CIO.

## OEIU Scores NLRB Election at Longview

After an unsuccessful election in 1961, the OEIU bounced back to an NLRB victory at the International Paper Company in Longview, Washington.

Gene Corum, International Vice President, led the organizational campaign on behalf of OEIU Local 11. Local 11 Secretary-Treasurer James Beyer and Representative Frank Sawyer participated in the numerous meetings and house calls which featured this campaign.

## New Ideas Needed, Coughlin Tells Mgt.

An address by International President Howard Coughlin before the American Management Association won widespread attention and comment as a result of several suggestions made by Coughlin to improve labor-management relations.

New ideas are needed to meet the problems of automation and the increasing role of government in industrial relations, Coughlin told the AMA.

He called for closer cooperation to meet these new problems and suggested to the management leaders that they reject the negative collective bargaining policies of Lemuel Boulware, former Director of Industrial Relations for the General Electric Company.

Many firms, he said, approach collective bargaining with an uncooperative attitude.

"They refuse to discuss many problems and hide behind the wording of existing labor-management legislation, which holds certain areas to be management's prerogatives. Such managements are sometimes faced with stoppages and strikes because the workers' representatives have been given no information as to the company's problems."

Among innovations that American management might explore, Coughlin suggested, was the reduction of the traditional office worker 5-day workweek to 4 days while maintaining the usual 35-hour workweek.

"This can be accomplished without any loss in production. Such a change in the workweek may well result in increased productivity."

The June convention of the OEIU in Kansas City, he said, would seriously study the possibility of a reduced workweek.

## Sign Contract With Paper Co.

A new contract covering the office employees at Combined Locks Paper Company, Combined Locks, Wisconsin, has been signed by Local 385.

The agreement effective March 1, 1962 is for a one year period and contains a technological change clause dealing with the retraining of present employees in the event electronic data processing equipment is introduced. This was the

It will be remembered that the OEIU lost the election in 1961 by a vote of 43 to 26. The election conducted on April 10, 1962 resulted in a victory by the score of 37 to 35.

The election in 1961 was set aside because of numerous infringements by management. Gene Corum retained contact with the employees of International Paper during the intervening period and with the help of Brothers Beyer and Sawyer was in a position to petition again approximately a month ago.

Brother Corum credits the OEIU contract with the Southern Kraft Division of International Paper as the single factor in this OEIU victory. While we had expected to win the election by a larger number of "yes" votes, we are certain that a front page article in the local newspaper condemning labor unions for delays encountered at Cape Canaveral before a man could be launched into space had a detrimental effect.

The OEIU's campaign in this instance was primarily comprised of visits to the homes of eligible voters. In fact, the election was held just 20 days from the date of the first home visit. These visits were started after the OEIU came to the conclusion that previous unfair labor practices had lost their anti-union impact.

In the campaign leading up to the successful election, management reversed its tactics and did not conduct captive audience meetings or in any way attempt to influence the minds of the voters.

A committee of the employees has been elected and is in the process of drafting contract proposals which will be submitted to the International Paper Company at the earliest possible moment.

first clause of this type included in any contract with a paper mill in the three state area.

The wage settlement called for an 8 cent across-the-board increase, with an average 4 1/2% increase, well above the national pattern in the paper industry.

For the first time, vacation benefits were negotiated for part-time employees. The service time for a fourth week of vacation was reduced to 20 years.

Bargaining committee members of Local 385 were Wilbert Jansen, Shirley Merbach, Glen Runnoc and International Representative Art Lewandowski.



**WHITE COLLAR**

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

HOWARD COUGHLIN  
President

J. HOWARD HICKS  
Secretary-Treasurer

Room 610  
265 West 14th St.  
New York, N. Y.

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## Steel Dispute

Most of the newspapers took the position in the recent steel dispute that price increases were necessary. Others took the position that even if price increases were necessary, such announcements were, to say, the least, poorly timed.

We read nothing in the public press which condemned the representatives of U. S. Steel for their failure to differ with President Kennedy during the negotiations when he repeatedly stated that the settlement eventually agreed to was non-inflationary.

It could not have been a coincidence that the price increase was announced two days after the final contract was signed.

Surely, despite any difference that may exist as to whether or not a steel price increase was justified, we can agree that the actions of the steel industry, led by U. S. Steel, were at least unethical.

## Employers' Shortages

In the year 1960, the Internal Revenue Service reported that a total of 268,396 employers owed \$236,483,000 in United States taxes withheld from their employees' pay.

The only solace we gain from these figures is that the totals represent a reduction from the year 1954, when 390,398 employers withheld \$254,062,000.

It would appear that the government is making progress in convincing employers that workers' withholding taxes belong to the government.

Those employers convicted of using withholding taxes have received rather light penalties for these crimes. One employer of Lynn, Massachusetts was convicted on 47 counts covering \$20,864.00 in taxes. He was fined \$1,000.00 and jailed for four (4) months. Another in Sandusky, Ohio, who was convicted of withholding \$2,700.00 in taxes, was placed on five (5) years' probation. In most other instances, individuals convicted were given similar fines and probation.

Most delinquent employers eventually settle up, but the United States loses some of the money because of deaths, bankruptcies and settlements.

We respectfully suggest that stiffer penalties would protect the worker against the loss of his taxes withheld from his wages.

## "Free Speech" Curtailed

In a case involving the OEIU and the Retail Clerks International Association, the National Labor Relations Board in effect reversed a previous decision which barred unions from equal opportunity to address workers after company officials had made use of captive audience opportunities.

The Board's decision was predicated on the fact that the Cleveland Department Store involved refused to allow union solicitation on company premises. The same company, however, made speeches to large groups of workers on company property during working hours.

The Board held that this created an imbalance in the opportunities for organizational communication.

We believe that this decision will bring back the old Bonwit Teller captive audience rule wherein unions will be given equal time and equal opportunity if the companies invoke the use of captive audience meetings.

Better still, we think the NLRB should revert back to the precedents of the Wagner Act itself, wherein an individual's right to join or not to join a Union was his own business and could not be interfered with in any way by an employer.

## OEIU Testifies on Minimum Wage Revision

Striking hard at presently inadequate and substandard salaries for white collar executive, administrative and professional employees under the Federal wage and hour law, the OEIU recently urged substantial upward revision to a more realistic level. Existing regulations call for weekly minimum salaries of \$80 for executive, \$95 for administrative and professional employees and \$125 for workers falling in a "catchall" category. Employers need not pay overtime rates to employees falling within these classifications provided the employees receive the minimum salaries.

In advocating revisions under the Fair Labor Standards Act, OEIU Secretary-Treasurer J. Howard Hicks stated that the International Union's "purpose in participating in these hearings is to lend some assistance to the Administrator in discharging these responsibilities of establishing realistic rates for exempt workers based on our observations and considerable experience in the white collar field of employment." Pointing out that the salary rates being discussed were those of executive, professional and administrative workers who nor-



Secretary-Treasurer J. Howard Hicks, left, makes point in OEIU wage and hour statement to Hearing Examiner Clifford P. Grant, Office of the Solicitor, U. S. Department of Labor, center, and President Russell M. Stephens, AFL-CIO American Federation of Technical Engineers.

mally supervise office clerical employees, Hicks presented negotiated salaries in existing OEIU collective bargaining agreements in numerous industries in various sections of the country considerably in excess of the prevailing minimum salaries of those presently applying to exempt employees.

Arguments for an increase in exempt employee salaries was also made through use of recent surveys by the Bureau of Labor Statistics, U. S. Department of Labor, including the Bureau's 1959 City Workers Family Budget. Attention was also called to the Bureau's study of a year ago on professional and administrative workers which disclosed that salaries for those in these classifications were substantially above the existing wage and hour minimums.

The OEIU spokesman advocated minimum weekly salaries of \$140 for executive, \$165 for administrative and professional and \$200 for those workers falling within the "catchall" provisions of the Act. In conclusion, the Administrator of the Wage and Hour Division in establishing new minimums for exempt employees was urged to take into consideration recent economic developments, including the widespread increase in wage and salary levels, the objectives of the Fair Labor Standards Act and the denial of protections of the Act to those workers exempt from overtime payment for hours worked in excess of 40 weekly.

## Local 13 Raises Convention Fund

On March 24, 1962, a beautiful spring Saturday afternoon, Local 13, in St. Louis, Missouri, gave a bang-up buffet luncheon and style show for the benefit of delegates and visitors to the International Convention to be held in Kansas City, Missouri, this June.

The affair was a gratifying success and compliments have been flying. The enterprising committee of twenty-five members from various offices, served a delightful buffet luncheon, consisting of turkey, ham, salad, and all the trimmings, and topped off with cake and coffee. A style show followed the luncheon with fashions being furnished by a local shop. There were eight models from our various offices, who were most compe-

tently trained by our beautiful and curvaceous member, Helen Brown, who has had previous modeling experience. All hats are off to her for teaching the girls how to "strut their stuff."

In order not to leave a stone unturned, the committee had going in conjunction with the affair, a hat sale, jewelry sale and ceramic sale, which further swelled the coffers. The members of the committee modeled the hats and jewelry in order to encourage sales.

The show was well supported by labor locals in the city through various donations of food and attendance prizes. It was given at one of St. Louis' nice cocktail lounges, the Potomac Pub, located

at 612 N. Kingshighway. The owner, and husband of the Chairman of the committee, very generously donated the use of his establishment for the event.

President Leota Newman added her charm by hostessing and awarding the attendance prizes, which were numerous. Also awarded was a \$75.00 Easter outfit drawn by a lucky lass working for the Southwestern Bell Telephone Company.

Congratulations to Chairman Julia Riggle, Co-Chairman Sue Hatton, and the hard-working committee, for a splendid performance.

If any of the White Collar readers want to make money, write Local 13, St. Louis—we can tell you how.

## Check-Off Continues Under Ruling

The Gillette Motor Transport Company was obligated to continue the check-off of union dues of eleven employees in spite of the fact that the employees had discontinued their membership in Local 45, Dallas, Tex.

Arbitrator Rohman held that the company was in error in contending that the Taft-Hartley Act prohibited the deduction of union dues from non-member's pay. It was agreed by both sides that the Texas "right to work" law was not applicable.

The arbitrator concluded that when a valid dues check-off authorization card is signed, the company must continue the deduction for the specified period agreed upon in the collective bargaining agreement. He stated that the check-off authorization can be revoked by the individual employee at the end of the contract period or twelve (12) months after its execution.

## Ratification

President Frank Menna, of Local 55, Toledo, Ohio reported the ratification of a new agreement with the Electric Autolite Company, providing for a monthly wage increase of \$6.94 as of January 1, 1962. Similar increases are to be effective January 1, 1963 and 1964. Top rate called for by the contract is now \$550 per month.

## Michigan Honors 'Top Ten Women'

The Wayne County AFL-CIO paid tribute to Detroit, Michigan's "Top Ten Women Who Work" at a luncheon on March 23, 1962 at the Sheraton-Cadillac Hotel.

Among those in attendance at the luncheon was Governor John B. Swainson, who announced that a committee on the Status of Women would be appointed to study discriminatory employment practices in Michigan as they affect working women.

The Top Ten Women who were honored by the Wayne County AFL-CIO included University professors, civic leaders, union officials and representatives employed by leading Michigan Corporations.

In addition to the Ten Top Women, a number of women "who work for women" were also saluted. Among these guests was Thelma O'Dell, President of OEIU Local 10.

## Signs Agreement In Pascagoula

A three year agreement has been reached by Local 204 and the Ingalls Shipbuilding Corporation, according to International Vice President J. Oscar Bloodworth. The company, located in Pascagoula, Mississippi, is a division of Litton Industries.

Included among important contract language improvements was the addition of a call-in pay provision.

### General Increase

A general wage increase of 22 cents per hour was agreed upon; 7 cents to be applied as of February 15, 1962 and February 15, 1963, with 8 cents to be added in February 1964.

After the contract was overwhelmingly ratified by the Local Union, it was formally signed March 16, 1962.

**VOICE  
OF  
THE  
ELECTORATE**

**Give a dollar to VOTE.  
It will pay dividends.**





# CANADIAN FILE

## Half of Canadian Workers Report No Sickness During Survey Year

About 50 per cent of the gainfully employed persons in Canada were without any disability period—time away from work because of sickness—during a one-year survey period.

About 50 per cent of those who reported disability stayed away from their usual activities from one to seven days.

These were two of the findings of the Canadian Sickness Survey, the first nation-wide study of illness in the general population of Canada, carried out during a 12-month period starting in the autumn of 1950, and are reported in *Disability among the Gainfully Employed*, a recent DBS publication.

In the survey, a disability period was taken as a series of 1 to 365 consecutive days throughout which time a person was reported as continuously away from his usual activity or occupation.

### Definition

The gainfully employed, for purposes of the survey, included persons who pursued an occupation to earn money or assisted in the operation of a farm or business, also persons usually employed but not working at the time of the survey. Excluded, however, were children of 14 or over working at home on general household duties or at other odd jobs, also women homemakers in their homes and not drawing salaries or wages.

Details of findings: the gainfully employed registered disability rates for each group ranging from 40.4-50.6 per cent for male employees, and from 52.6-57.8 per cent for female employees. This compared with 48.5-52.8 per cent for all men and from 51.3-59.6 per cent for all women in the Canadian population.

For both sexes of all ages, in the total population, there were 12 such days per person compared with only 8 days among the gainfully employed. In the total male population of all ages and among the gainfully employed, the respective figures were 12 and 9, and among the total female population of all ages compared with those employed, 12 and 8.

## Bank Pleads Not Guilty

The Bank of Montreal pleaded not guilty to charges brought by March W. Bluck, president of the Bank Employees Association, Local 387, OEIU, that he was fired from his job with the bank because of his activities in unionizing bank employees.

The case, which has now gone to trial after Bluck filed his charges, had become bogged down in a procedural wrangle.

The Bank of Montreal, through its attorney, had raised objections to subpoenas seeking to have it produce all documents and writings relating to Bluck and his union activities, which allegedly were the cause of his intimidation and dismissal.

Magistrate Bernard Isman overruled these objections, ordering the Bank Superintendent to appear at the trial with the bank documents and correspondence dealing with Bluck's union activities.



In Ottawa

OEIU members June Cassey, left, and Marjorie Lussier, right, view special silver plaque held by Tom Ward, CLC Director of Federations and Labour Councils. The plaque was awarded by the Ottawa Community Chest to the CLC and its employees at the Ottawa headquarters.

## Bargaining Rights Restored to Local 378

With the passage of Bill 84, the Hydro Merger Legislation, the British Columbia Provincial Government has finally restored legal bargaining rights to Local 378, Vancouver, B. C.

This legislation is the culmination of a long uphill battle on the part of Local 378 following the takeover of the B. C. Electric Company by the Provincial Government.

In view of the uncertainty of their collective bargaining rights with the new Provincial Hydro Authority, Local 378 concentrated all its efforts on re-gaining their former legal status.

Under the prevailing uncertain circumstances, Local 378 entered

into a short term stop-gap agreement with the company officials in order to protect the interest of the membership until more extensive negotiations can be conducted now that their former collective bargaining rights have been re-established.

The stop-gap agreement will run until December 31, 1962 and provides a third week of vacation in the year in which an employee completes five years of service.

In addition, the agreement won compensation for loss of light and gas concessions to all OEIU members who were employees on January 1, 1962.

Bumping rights were also broadened in the event of lay-offs due to shortage of work.

## White Collar Conference

An appraisal of the degree of organization and the prospects for developing collective bargaining relationships for clerical, administrative and service workers was undertaken by 20 affiliated unions at a two-day conference organized by the CLC in Ottawa recently.

A steering committee to work out preliminary strategy for organizing in the white collar field was established by the conference. Members are: Mike Rygus, Canadian vice president, IAM; Burriss Ormsby, co-director of Steel's office employees department; Robert Rintoul, NUPE organization director; William Lowe, OEIU representative; and David Dade, RCIA vice president. An additional member is to be named by the CLC to the committee.

The conference proposed that a special department, or sub-department, be established by the CLC to be responsible for the development of white collar organization. It was agreed by delegates that any organizing campaign in this field should not be a "blitz" affair but rather an experimental process of developing new approaches and avenues of communication with white collar workers.

A study of the attitudes and am-

bitions of workers in the service and commerce fields was also suggested by participants in the meeting.

### Impact of Automation

Automation and technological change has made a significant impact on the composition of Cana-

## To Join Study Group



John Kinnick



W. A. Lowe

Vice Presidents John Kinnick, Oakland, Calif., and Bill Lowe, Vancouver, B. C., will participate with five other labor leaders from the United States and Canada in a European Study Group on "The Role of Office Employees, Technicians and Engineers in Social and Economic Development." The study will be from May 4 to June 3, 1962, during which time the group will visit their labor counterparts in the United Kingdom, Netherlands, Sweden and France. The Organization of Economic Co-operation and Development is sponsoring the trip.

Among the subjects to be discussed will be the impact of automation; training and retraining of office employees, technicians and engineers; and methods of organization of white collar employees.

Vice President Kinnick was recommended by OEIU President Howard Coughlin and Vice President Lowe was chosen by the Canadian Labour Congress.

The Office Employees International Union is continuing to receive recognition as spokesman for white collar workers by both the AFL-CIO and CLC.

da's labour force. While 60.3 per cent of the non-agricultural workforce is involved in non-goods producing industries, only 7 per cent of the Congress' membership is in this category.

The conference signalled a drive to co-ordinate their organizational efforts in a general campaign for members among office workers, sales personnel, technicians and professional workers.

The new goals include workers in trade, finance, insurance, transportation and some segments of the service industry such as teachers, nurses, government employees, as well as the clerical work force of the manufacturing industries.

CLC President Claude Jodoin noted that the white collar workers are the only major economic group in the country without some kind of economic and social organization.

The "blue-collar" workers have unions, he said, and lawyers, doctors and engineers have their professional associations. The time has come to bring the democratic benefits of collective bargaining to the growing number of white collar employees.

## Vancouver Local Signs Two Firms

New agreements have been concluded by Local 15, Vancouver, B. C., with Neolite Ltd., and Lafarge Cement of North America, Ltd.

The two year agreement with Neolite, manufacturers of neon advertising displays, calls for monthly wage increases up to \$20.00 per month.

### \$50 Increase

The Lafarge Cement contract was made effective as of November 1, 1961 until October 31, 1963, and provides for monthly wage increases of up to \$50.00 per month.

Signing the agreement on behalf of Local 15 were President Katharine E. Westfold, Sec.-Treas. John Garland, Rec. Sec. Margaret Ackerman, and Chief Shop Stewart John A. Mundie.

International Representative Marsh W. Bluck assisted Local 15 in negotiation of both these agreements.

## Survey on Union Attitudes

A recent poll released by the Canadian Institute of Public Opinion shows a majority of the public approves of trade unions both in Canada and the United States.

The question asked was: "In general do you approve or disapprove of Labour Unions?" The results were as follows:

	U. S.	Canada
Approve .....	63%	66%
Disapprove .....	22%	23%
No opinion .....	15%	11%
	100%	100%

One outstanding fact is that professional men and women, owners and managers as well as white collar workers, largely unorganized, seem to approve of unions by a substantial majority. But farmers in Canada are split down the middle.

	Approve	Disapprove	No Opinion
Professional workers, owners, managers .....	65%	26%	9%
Sales and "white collar" workers .....	69	18	13
Skilled and unskilled labour .....	73	17	10
Farmers .....	44	42	14
All others .....	67	20	13



from the desk  
of the

## PRESIDENT

HOWARD COUGHLIN



### The Anti-Labor Drive

An organization known as the "Committee For Equal Anti-Trust Law Protection," which has as its goal the restriction of so called labor monopolies in the transportation industry, has launched a nation-wide drive for new anti-labor legislation.

Among the signers of a letter outlining the aims of this committee are two members of the John Birch Society and a former member of the national council of that organization. In addition to a group of industrialists who espouse right-wing causes are William J. Grede and Charles R. Sligh, both former presidents of the National Association of Manufacturers.

The committee, which proposes to bring transportation unions under the provisions of the Sherman-Clayton anti-trust laws, using as their reason the fact that Harry Bridges, left-wing leader of the ILWU, was quoted in the April 10, 1961 issue of the Los Angeles Mirror: "We (Bridges and Hoffa) have the power. We can tie up the country from coast to coast. . . . The President, in a campaign speech, said he would get me. Me and Hoffa. Let them try it."

As a result, U. S. Senator John L. McClellan of Arkansas has introduced a bill to impose the provisions of the Sherman-Clayton Act on all unions in the transportation industry.

Clarence Manion, also of the John Birch Society national council, and well known for reactionary positions, has pledged to Senator McClellan a "crash" program to gain support for this bill while in the critical stages of committee hearings and floor debates. A series of radio broadcasts over the regular Manion Forum network of 245 stations will be used to describe the alleged seriousness of the need for this legislation. Printed copies of this radio series and press releases will be circulated throughout the country. Radio tapes and informative brochures will be distributed by the Forum supporters and thousands of conservative clubs in order to get up the steam necessary for the passage of this legislation.

#### Big Firms Represented

At the present time, there is a drive on for funds in order to finance these activities. The individuals signing the letter requesting these funds are representative of some of the largest corporations in the country with one exception. The one exception is Godfrey P. Schmidt, court appointed monitor of the International Brotherhood of Teamsters.

We are grateful to James L. McDevitt, National Director of COPE, for calling this proposed anti-labor legislation to our attention.

There are more Unions in the transportation industry than the Teamsters. The Office Employees International Union alone has more than 82 contracts in the transportation field. There are numerous other International Unions of excellent repute which may, like the OEIU, be forced into dissolution if such a piece of legislation is passed.

#### Famous Case Recalled

All we have to do is recall the Danbury Hatters debacle to know what legislation of this kind can accomplish. In that instance, when the Union was found guilty of a so-called monopolistic practice, its members lost their life savings, their homes and their possessions. The Danbury Hatters case was used by Communists and other enemies of our system to advance their causes.

Individuals, such as those espousing inclusion of labor organizations under anti-trust laws, bring much solace to those representing the extreme left.

The average member of a trade union in the United States is a sincere, hard working person who seeks only to gain a better standard of life for himself and his family.

Dean Manion and other members of the John Birch Society, including some of our leading industrialists who would seek to shackle the legitimate aims of working men and women, in the long run will do much harm to our successful free enterprise society.

Senator McClellan, who has recently been busy exposing exorbitant profits received by certain companies engaged in defense manufacturing, would do well to confine his efforts to this more gainful pursuit.

## OEIU President Answers IWA

(While the OEIU does not generally publish news of inter-union disputes, it was found necessary to do so in this instance because of an article which received front page treatment in the "International Woodworker.")

Mr. A. F. Hartung, President  
International Woodworkers of America  
1622 N. Lombard Street  
Portland 17, Oregon

DEAR BROTHER HARTUNG:

I was indeed surprised to read that the April 11th edition of the "International Woodworker" carried, in headlines, a dispute between the International Woodworkers of America and Office Employees International Union, Local 11.

I say that I was surprised, not because I was unaware of the dispute, but because of the fact that I have never known of an employer union organization publicizing such difficulties in the past. The Office Employees International Union seldom, if ever, makes references to these disputes with labor organizations which have occurred occasionally down through the years.

After reading this article in your national publication and an accompanying editorial, we checked the records to find out whether or not OEIU Local 11 was guilty of any of the charges referred to.

Since the principal dispute seems to center around wages, we compared the IWA's maximum rates with those signed in contracts by Local 11 with other labor organizations in the Portland area and also with the Occupational Wage Survey published by the Bureau of Labor Statistics for the Portland area.

The rates that we have in our possession for the master agreement with labor organizations in Portland and the BLS survey are more than a year old.

We found, for example, that the IWA's maximum rate for one clerical position was \$25.00 a week less than those paid under the United Labor Union Master agreement. We found that the bookkeeper received \$11.00 less and the classification of Secretary and Private Secretary ranged from \$16.00 to \$12.00 less than the master agreement.

In certain classifications in the Occupational Wage Survey published by the Bureau of Labor Statistics, we found that the IWA rates were slightly higher. However, in others, the BLS Survey indicated rates in excess of those paid by the IWA.

I would like to call your attention to an arbitration award published by the American Arbitration Association which involved the wage rates of office employees of a Telephone Workers' Union. In this arbitration, the arbitrator held in opposition to the employer union that "it is reasonable to assume that among the reasons unionized office workers have pay higher than the average of workers in the community at large is the recognition by unions of their leadership role in wage setting as well as any other special hazards of union employment."

The American Arbitration Association went on to state that "Thus office workers were correct in asserting that unions in the area must be considered the 'industry' for purposes of inter-employer wage comparisons."

I call this information to your attention because I too feel that we should do everything possible to minimize disputes between employer unions and unions such as the Office Employees International Union, which includes as a small segment of its membership clericals working for other Unions.

Today, I received notice that the IWA had filed a management petition with the National Labor Relations Board which, in effect, challenged Local 11's representation of the IWA staff, which workers I am told are all out on strike.

I would suggest to you, as President of the International Woodworkers of America that the matters in dispute be arbitrated. I am certain that there are many capable people in the leadership of organized labor who can act objectively to render an impartial decision.

I believe, too, that a decision to arbitrate will be recognized by both organized labor and industry in the Portland area as the proper way for responsible organizations to decide issues in dispute.

Fraternally,  
HOWARD COUGHLIN,  
President.

## Unions Endorse Kowalski Measure

The Railway Brotherhoods, ALPA, IAM and UAW have strongly endorsed Congressman Frank Kowalski's (Dem., Conn.) legislation to halt government subsidy of strikebreaking.

In a statement in the House of Representatives, Congressman Kowalski pointed out that the Government's present policy "destroys management's incentive to bargain, encourages the failure of negotiations, and prolongs strikes." He added, "No group of employees can hope to settle a lawful dispute with a company that has access to the Federal Treasury to finance its failure to negotiate in good faith."

Introducing H. R. 10341 on February 21, 1962, Congressman Kowalski cited United Aircraft Corporation as one of the government contractors that used Federal

money to break strikes. H. R. 10341 would amend the Walsh-Healy Act to halt payments to contractors for costs attributable to the employment of strikebreakers.

Congressman Kowalski said H. R. 10697, introduced March 15, 1962, resulted from his interest in the work of Dr. Nathan Feinsinger, the Administration's expert on the air line industry, who is currently investigating the 23 month old Southern Airways strike. H. R. 10697 would require the nation's air lines to exhaust all available means to settle labor disputes to qualify for continued Government subsidies.

## Mediator Used By Local 13

Assistance of Federal Mediator Robert Mize was utilized by Local 13, St. Louis, Missouri, to avert strike action against Complete Auto Transit Inc. The principal issue in contention concerned the pension plan.

The settlement was approved by the 43 employees covered by the new three year agreement with this company engaged in the transportation of new Chevrolet cars and trucks.

As a result of the new agreement, wages were increased 10 cents per hour retroactive to October 13, 1961, with additional increases of 8 cents and 9 cents per hour to be effective during the second and third years.

Vacation schedules were improved to provide three weeks' after 10 years and four weeks' after 15 years. Overtime and shift premium pay were also improved.

The pension plan now provides for vested rights and early retirement.

A technological change clause making it possible for present employees to qualify for jobs created by technological devices and a dues check-off clause were added.

Negotiating for Local 13 were Business Representative Bob Babcock, President Leota M. Newman and Committee Members Violet Umberhine, William Schneider and Don Granda.

#### Four Per Cent Boost

A two year agreement has been reached between Local 212, Buffalo, New York and the Pollack Printing Corporation, providing for a 4% wage increase during each year and a fourth week of vacation after 20 years service.

The negotiating committee con-

sisted of Louise Dohson, Rose Shields, Sarah Nash and Business Representative Emil Steck.

## Harold Beck Takes U. S. Job

Harold Beck, Business Representative of OEIU Local 9 at Milwaukee, has resigned his position after almost 20 years of service to accept a position as Mediator with the Federal Mediation and Conciliation Service.

Hap's many friends in the OEIU join in wishing him success in his new position.

#### Installation

The following officers were installed by Local 267, Red Rock, Ontario, as a result of recent elections:

President, Donald S. Climie; Vice-President, George Seagris; Treasurer, David T. Akagi; Trustees, Ray Dupuis, Onni Huntus, Larry Dunville.

## VOTE

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