



# WHITE

Official Publication of the



# COLLAR

Office Employees International Union



A. J. FRITZ

## Vice President A. J. Fritz Dies

Arthur J. Fritz, OEIU Vice President, died unexpectedly on April 10, 1961.

Brother Fritz had been a Vice President of the Office Employees International Union, AFL-CIO, for the past six years. He also served as Secretary-Treasurer of OEIU Local 12 in Minneapolis, Minnesota, since 1945. In addition, he served as Secretary-Treasurer of the North Central Organizational Conference for some four years.

He is survived by his wife, Marie, and a son, James, and daughter, Kathryn.

## Local 167 Signs Contract

L. Eileen Jones, President of Local 167, reports that a one year agreement has been reached with the Central Illinois Gas & Electric Company. This public utility firm, located in Lincoln, Illinois, furnishes that area with electricity, gas and water service.

The new agreement provides for an average general wage increase of 5.4 per cent to be effective as of March 1, 1961.

## Full Status for Handicapped Urged

Organized labor looks on handicapped workers "just as we look at any other group that suffers from prejudice, discrimination and inadequate opportunity," according to AFL-CIO Pres. George Meany.

"We want them to help win their full status as productive citizens," he told the annual meeting of the President's Committee on Employment of the Physically Handicapped.

The AFL-CIO offers "full partnership," he said, to all who will help in the cause of seeing to it that "it's ability, not disability, that counts."

"The progress of medical science has made it possible for almost every victim of a handicap to fill a useful place," Meany asserted. "That progress must be more strongly supplemented by better rehabilitation services, intensified placement efforts, improved workmen's compensation laws and—most important—closer partnership between labor and management."

"The President's Committee has performed a most useful service, over the years, in working toward these goals."

Meany assured the delegates that labor's representative as committee vice chairman, Pres. Gordon Freeman of the Intl. Brotherhood of Electrical Workers, "keeps us in close touch with what you are doing and is constantly urging us to do more on our end."

(Continued on page 3)

Support  
VOTE

## Hellenic Lines Choose OEIU By Overwhelming Majority

The office and clerical staff of the Hellenic Lines in New York City, in a National Labor Relations Board election conducted on April 27, 1961, chose OEIU Local 153 as its collective bargaining agent.

In the face of concerted employer opposition, a substantial majority of 72 employees of this shipping company remained steadfast in their belief that collective bargaining offered better economic opportunities than the system heretofore in effect. Just prior to the election, the employer unleashed a series of barrages against Local 153 and stated, in effect, that our Union lied about the gains attained in the other shipping companies organized in the port of New York.

On the day of the election, Representatives of Local 153 distributed letters signed by shop stewards and members of all shipping companies organized in the New York area in which they not only affirmed their attainments, but also enclosed telephone numbers and invited the employees of the Hellenic Lines to contact them for purposes of substantiation.

On the night before the election, employees of the Hellenic Lines were addressed by OEIU International President Howard Coughlin, Captain William Bradley, President of the International Longshoremen's Association and Teddy Gleason, General Organizer of that union. Brothers Bradley and Gleason pledged the full support of their organization to the employees of the Hellenic Lines in their desire for Union representation.

Warren Mulligan, Business Representative of Local 153, and Joseph Powell, International Representative of the OEIU led this successful campaign.

It is anticipated that negotiations will begin immediately.

## Agreement Made With Polish Group

Agreement has been reached between Local 28 in Chicago, Illinois, and the Polish National Alliance after both parties sought mediation assistance. The Polish National Alliance is one of the largest fraternal insurance companies in North America and was only recently organized by the Office Employees International Union.

This first contract covering 86 employes provides a \$5.00 weekly across-the-board pay raise retroactive to November 1, 1960.

Other contract benefits include a maintenance of membership clause, improved sick leave cumulative without limit, a fourth week of vacation after 25 years, 11 paid holidays and severance pay provisions.

These negotiations as well as the organizational campaign were conducted by OEIU International Representative Gene Dwyer and AFL-CIO Representative Al Bradt.

Future organizing campaigns of the Office Employees International Union will be conducted with dignity and determination."

## OEIU POLITICAL ARM ESTABLISHED

Enthusiastic response by local union leaders followed rapidly on the heels of the recent announcement of the establishment of Voice of the Electorate, the OEIU's non-partisan political arm. The response from many local union officers in every section of the United States indicates that the success of VOTE is assured with active participation by local union members.

VOTE was established at the direction of the OEIU Executive Board at its last meeting following a study of political activity conducted by the International Union and its local unions. It is designed to meet the specific needs of the OEIU and will deal with those issues of direct concern to OEIU members throughout the United States.

The VOTE program calls for voluntary contributions from OEIU members with 50 per cent of the contributions being utilized by national VOTE, 25 per cent being returned to contributing local unions for use by local union VOTE committees and the remaining 25 per cent being turned over to the Committee on Political Education of the AFL-CIO. VOTE will work in close cooperation with the COPE organization.

VOTE membership cards are in the hands of local union secretary-treasurers and are being distributed to local union VOTE committees. A number of local unions have announced establishment of these committees and have already inaugurated their VOTE voluntary contributions drive for 1961.

OEIU President Howard Coughlin and Secretary-Treasurer J. Howard Hicks, in announcing establishment of the VOTE program, pointed to the increasingly greater role being played by the International Union and its local unions in national and state political issues and the election of candidates to public office. They pointed to the "prominent role played by special interest groups in the election of political candidates and the molding of legislative action," stating that in "a democratic society these practices are accepted and serve a worthwhile purpose when directed toward the needs of the average citizen. The activities of VOTE will be directed along similar lines in the interest of white collar workers."

## Coming Unionization Of Office Employes Foretold by Manning

The Hartford, Connecticut, chapter of the National Office Management Association recently benefited from the observations of OEIU International Representative Justin Manning concerning the future of white collar workers in American industry.

As spokesman for the Office Employees International Union, Representative Manning urged management to accept graciously the fact that white collar workers would inevitably organize themselves in large numbers in the coming years.

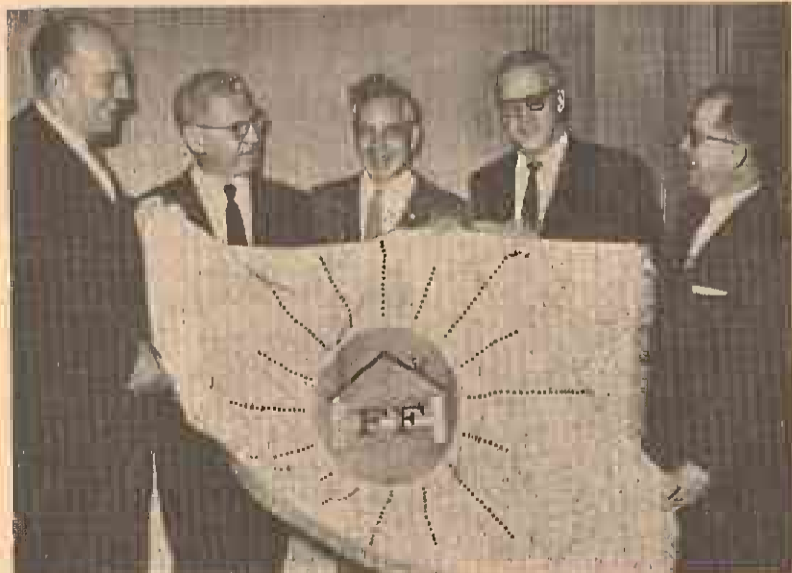
Brother Manning pointed to such causes as the impact of automation affecting vast numbers of clerical

workers, the problems of retraining office workers to work on new automated equipment and the rehabilitation needs of displaced clerical workers. It was his considered opinion that these and other problems facing white collar personnel made their organization by the Office Employees International Union the most reasonable approach in order to find a common solution.

He besought management to consider these problems jointly with the Office Employees International Union in order to devise methods of cushioning the impact of changing patterns in our society.

Representative Manning concluded by noting that the Office Employees International Union would not be contributing to any social upheaval—but he added "the fu-

## Goldberg Presented Four Freedoms Flag



Labor Secretary Arthur Goldberg is presented the original Four Freedoms flag at a ceremony in his office. Four Freedoms are non-profit resort hotels run for retired union members. Making the presentation are President Joseph Curran, National Maritime Union; Goldberg; President James B. Carey, International Union of Electrical Workers; President William R. Steinberg, American Radio Association; and OEIU Secretary-Treasurer J. Howard Hicks.

**WHITE COLLAR**

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

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



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Subscription Price \$1 a Year

## Ethical Codes for Business

Robert F. Kennedy, U. S. Attorney General, stated recently that he would like to see the National Association of Manufacturers and the Chambers of Commerce adopt codes of ethical conduct for the businesses of the country.

He stated that as counsel for the McClellan Committee which investigated labor and management, he found 50 cases of wrong-doing by management. He cited cases of collusion in price-fixing and tie-ins with the underworld as examples. In no instance did any of the business groups take any action to correct these practices.

On the other hand, he pointed to the Ethical Practices Code adopted by the AFL-CIO.

We feel that a code of ethical conduct for business is long overdue. For that matter, we feel that Congress could emulate the examples set by the AFL-CIO and eliminate many possibilities of conflicts of interests by its own members.

## Union Officers as Private Individuals

The United States Court of Appeals in Philadelphia recently held that Union officers cannot be sued as private individuals under Title I of the Landrum-Griffin Act.

In the instant case, Union officers were sued by a member of the Union in which he sought an injunction and damages against them as private individuals because he alleged that his rights as a Union member were infringed.

In dismissing the case, the Court held that Congress did not intend to open the Federal Courts to such claims merely because the alleged infringement occurred in a Union hall.

Obviously, if the law is used to intimidate private individuals who are also Union officers, it will be difficult to persuade capable individuals to hold such office.

The Circuit Court in this case is to be commended.

## Protection of Consumers

Senator Estes Kefauver recently introduced a bill designed to create a Cabinet level Department of Consumers. The Senator's bill has 16 sponsors.

Mr. Kefauver stated that the need for a high-level voice for the "unorganized and unrepresented" consumers is greater today than ever before.

The Kefauver bill would bring into the proposed new Department the Food and Drug Administration, now under the Department of Health, Education and Welfare, and the Division of Price and Cost-of-Living, now part of the Labor Department's Bureau of Labor Statistics.

The proposed Department of Consumers would be charged with representing the consumers' viewpoint in the development of government economic policies and in hearings before regulatory agencies.

Based on the recent price fixing revelations and investigations of price policies in the drug industry, it would seem that the proposed Department is long overdue.

Consumers have great difficulty in having their voices heard in Congress today. While it is true that consumers can use their boycott powers, it is also true we all must have certain food and drugs which are priced out of reach of most consumers.

## How the Proposed Anderson-King Bill Works

The great majority of Americans will be covered. Workers, their wives and widows will be entitled to benefits under the same tests as for old-age benefits under Social Security or railroad retirement benefits. You will be eligible at 65 even if you (or your husband) have not actually retired.

The cost of four kinds of services will be paid:

(1) All hospital services usually provided, in semi-private rooms, up to 90 days in one spell of illness. Services include bed, board, nursing (not private), operating room, drugs, diagnostic services, etc. All costs are paid after the 9th day. The patient pays only \$10 a day

for only the first 9 days (with a \$20 minimum).

(2) Skilled nursing home services after transfer from a hospital, up to 180 days after 60 days or less of hospitalization, or up to 120 days after 90 days in the hospital.

(3) Home health services for up to 240 visits a year, including part-time nursing, and therapy provided by a home health agency.

(4) Out-patient hospital diagnostic services, including X-ray and laboratory services. The patient pays only the first \$20.

The cost of the program will be met by a small increase in the social security taxes. The most any worker will pay is 22 cents a week. The typical payment will be only

2 to 3 cents a day. But the program will be soundly financed.

The bill includes standard safeguards for the freedom of patients to choose their own doctors, hospitals, etc. Doctors will continue to have full responsibility for decisions on patient care, including the need for hospitalization. The program will pay for hospital care when needed, but not otherwise.

The bill does not permit the federal agency to interfere with hospital administration or supervise or control the practice of medicine. Patient-doctor relationships would not be affected, and good quality hospital and nursing home services would be encouraged.

## Erie Conference Meeting



A semi-annual meeting of the Erie Organizational Conference was held recently in the Tuller Hotel in Detroit, Mich. Local 10 was the host Local and did an excellent job of preparing for and conducting the Conference.

Stuart Brock, a representative of the Department of Education of the AFL-CIO assisted in the preparation and the conduct of three work shop sessions at this Conference. The topics of the discussion groups were "Union Meetings and What

We Can Do To Improve Them," "A Clinic On Problem Solving," and "How To Run A Group Participation Meeting."

During the luncheon, between the morning and afternoon sessions on Saturday, the group was addressed by the Governor of Michigan and the President of the Common Council of the City of Detroit.

All of the delegates expressed their appreciation for the fine job done by Local 10 President O'Dell and her committee.

## Transport Employees Get Two-Year Local 9 Contract

A two-year contract, featuring a 13 cents an hour general wage increase, greatly improved fringe benefits, a full union shop and checkoff, has been negotiated between Local 9 and Gateway Transportation Co. in Milwaukee, Representative Arthur Lewandowski reports.

Covering in excess of 50 employees at the company terminals in Milwaukee, Janesville and the Northern Division, this fine contract is another stride forward in OEIU's continuing efforts to organize and capably represent the white collar employees in the transportation industry. As reported earlier, Gateway Transportation's main office in LaCrosse, Wisconsin, has been under OEIU contract since last summer. Efforts to organize company terminals in St. Paul, Green Bay and Cleveland will now be given added impetus.

Among the major benefits included in the contract are the following:

1. A general wage increase of 13 cents per hour for the first year, with retroactivity of 10 cents hourly to February 1, 1961.

2. A general wage increase of 7 cents per hour on February 1, 1962, plus an additional 3 cents added to job classifications.

3. All Union Shop and Dues Checkoff.

4. Up to 20 days paid Sick Leave; 3 days Bereavement Pay; Time Off with pay for absences due to necessary and personal reasons.

5. Three weeks vacation after 10 years; 4 weeks after 20 years, with a two-year accumulation of unused vacation time.

6. Seven paid holidays; Pay for Jury Duty; two 15-minute rest periods.

7. Job Posting—Promotions from Within—Strong Seniority Clauses.

8. An Improved Health & Welfare Program; All fringe benefits granted to part-time employees on a pro-rata basis.

The employe bargaining committee consisted of Al Haydock, Laurel Pfaff, Tom Reilly, Louise Jacobi, Bertha Ernst and Howard Rauls, in addition to Representative Lewandowski.

## Wisconsin Rapids Transport Workers Choose the OEIU

Another large group of white collar employees in the transportation industry has joined the ranks of OEIU membership. Representative Arthur Lewandowski has reported he was able to secure voluntary recognition for a unit of 45 office employees at the Central Wisconsin Motor Transport Co. of Wisconsin Rapids, Wis., in mid-March.

This organizational success was the culmination of a vigorous campaign conducted by Representative Lewandowski and OEIU Local 95 officers, Richard Neustifter and Irv Altmann.

On April 5 the office employees at Central Wisconsin voted 32-6 in a Union Shop Referendum conducted by the Wisconsin Employment Relations Board, and thus legalized the union shop provision of the contract. It is expected that the full contract will be negotiated within the next few weeks.

## National Biscuit Contract Signed in Marseilles, Illinois

Local 331 recently signed a contract with National Biscuit Company, Marseilles, Ill.

The contract of eighteen months duration provides for an immediate \$6.00 per week increase for the first year and an additional \$3.00 per week increase for the last six months of the contract. A new employee was granted \$8.00 per week increase, plus an additional \$5.00 for the last six months of the contract.

The negotiating committee consisted of James Cappellini, President of Local 331, who was assisted by Ward Stebbins, Laura Provane, and Jack Sutton.

## Brown-Olds Doctrine Topped

For several years, the National Labor Relations Board has been ordering a general refund of Union dues collected under illegal Union security clauses. Very often the illegality was a mere innocent technical defect. These rulings of the Board were popularly referred to as the Brown-Olds doctrine.

Proof of coerced payment was not required; the mere existence of the illegal clause was proof enough.

The Supreme Court of the United States, in considering one of these cases in which the Carpenters' Union was involved, held that such a dues rebate order was punitive and beyond the powers of the Board unless there was evidence of coercion. By prohibiting the invocation of punitive orders by the Board, the Supreme Court was, in effect, overruling the long-standing Brown-Olds doctrine.

## Fort Wayne Member Receives Tribute

Helen D. Wise, Secretary-Treasurer of Local 325 in Fort Wayne, Indiana, recently was commended for her dedication to public service and interest in public health.

The United States Public Health Service ran a pilot project on environmental health which was to be a study conducted by laymen rather than professionals. The Public Health Service selected Fort Wayne and Allen County as the areas for study.

Mayor P. M. Burns of Fort Wayne appointed Sister Wise as chairman of a group of laymen to undertake this study. After the committee had studied the problem they reported their findings to the Public Health Service. The job was considered so well done that it was put in printed form.

Ceremonies were then conducted in which the publication was presented to the city and county. During the course of the ceremonies, the Mayor of Fort Wayne honored the committee and paid particular tribute to Sister Wise for her work in this project.



# CANADIAN FILE

## Court Ruling Makes Union Liable for Illegal Strike Damage

The Ontario Court of Appeal has upheld the right of labour arbitration boards to assess damages against companies and unions.

In the same decision the court reaffirmed that a union is liable for damages to an employer for strikes which break contracts.

The unanimous decision, given orally by Mr. Justice J. Aylesworth, upheld an earlier finding by Chief Justice McRuer, who ruled that an arbitration board could assess damages against the union.

Mr. Justice Aylesworth said: "We are of the opinion that the arbitrators would have been remiss on their duty if they did not endeavour to assess damages and did not now proceed to assess an award for violation of the agreement."

He referred to the union-company agreement under the Industrial Disputes Act as a contract which requires the parties to bargain collectively and in good faith and which includes provision for final settlement of all disputes about work.

Polymer Corp. lodged a grievance against the Oil, Chemical and Atomic Workers Union, charging that by striking, it violated the collective agreement.

Professor Bora Laskin, Toronto University labour law specialist and chairman of a three-men arbitration board named to rule on the dispute, awarded damages to Polymer but deferred a hearing to assess damages pending the union appeal.

This decision is interpreted as indicating there is no force in the argument that unions are not liable to damages because they have no legal personality.

## Valueless Board Makes CLC Indignant

The federal government has established a production council, the main task of which is to improve the competitive position of Canadian products in domestic and foreign markets.

The Council is made up of representatives of business and labour. Considerable criticism has already been made because of the top-heaviness of the group with big business, and because the labour representatives have limited support.

The CLC was not consulted, as

## Vancouver Set Next Time . . . For Meeting

Local 378 Vancouver will be host to the next meeting of the Pacific Northwestern Organizational Conference, to be held on Saturday and Sunday May 27th and 28th, in the Grosvenor Hotel, Vancouver. Howard Coughlin, the International President, will attend and take part in the program.

The Conference program has now been developed into an educational meeting aimed at giving local union leaders and key people, tools and skills that will enable them to do a better job in the fields of collective bargaining, organizing, settling grievances, union administration, and training, etc. Agendas now contain such sophisticated topics as "Steps in Problem Solving," "One-way versus two-way Communications," "The Fear Factor in Organizing," to name a few. This type of program has been very successful and recognizing the value of this training, delegates voted to extend the meeting to two days.

Committees under the Chairmanship of Ray Flynn and Marion Shirley of Local 378 are at work to ensure maximum attendance from out of town locals and to see they are properly looked after.

Canadian file wishes the Pacific Northwestern Organizational Conference all success.

### Local 283 Officers

Local 283, Three Rivers, Quebec, has announced the following executive board members for 1961: President—Jules Brousseau; Vice President—Alph. Fontaine; Treasurer—H. P. Bellerive; Secretary—Lise Caron; Directors—Nestor Richard, F. Colbert, J. Guillemette, C. Desilets.

Send Canadian news to the Canadian editor: Mrs. Olive Chester, 129 Gowan Avenue, Toronto 6, Ontario.

the government had pledged, and Claude Jodoin announced he would not serve on this board unless the Congress gave him solid authorization. Even business has its reservations as to the value of this board.

## New Party Chiefs Offer Proposed Constitution

Ottawa, Ont.—A proposed constitution for the New Party, based on hundreds of suggestions offered in response to an appeal, has been made public by the National Committee for the New Party.

The document will be the basic working paper for the founding convention scheduled for the week of July 31 in Ottawa, and is subject to amendment from the floor, with ultimate approval or rejection by the convention.

The New Party is a political grouping advanced by organized labor, the existing Cooperative Commonwealth Federation and Liberals. It would function in competition with the long-established Canadian parties—the Con-

servatives who now control the federal government.

The proposed New Party constitution provides for a democratic structure which is rare in a political organization and unique in Canadian politics. Its highlights include:

Vesting of control of party policy in a national convention every two years, and in the interim in an 82-man national council, 50 of whose members would be chosen by provincial conventions.

A large measure of autonomy for provincial parties.

Provisions for democratic affiliation of trade unions and other organizations, including the right to "contract out" for any member who does not want to contribute to the New Party.

Next time someone tells you about all the time lost because unions keep on calling strikes at the drop of a hat, provide them with the following facts:

During February 1961 (latest month for which figures are available) there were 18 work stoppages involving 1,601 workers and a total time-loss of 20,320 man-days. Only four strikes took place involving more than 100 employees and two of these were settled during the month.

This compares to the lost production of 719,000 unemployed workers—nearly 14,000,000 man-days.

Of estimated working time during February, 0.02% was lost through strikes, and 11.40% was lost because of unemployment.

### Back to School

By EDWARD BEAUPRE  
International Vice President

Ken Coulter, Neil Howson and myself, all of Local 214, Sault Ste. Marie, took advantage of an opportunity to meet with other organized office workers at a weekend school on March 25th and 26th.

The course, "Canada's Changing Economy," was very ably conducted by Russell Bell, Assistant Director of Research, C.L.C., Ottawa. Brother Bell is an honour graduate of Carleton University and received his M. A. at the University of Toronto.

Discussed was: what causes unemployment and how it can be alleviated; the reason for the premium or discount on the Canadian dollar—is it good or bad for Canada?; government and private spending; why is there a "tight money policy" sometimes and not at others?; imports and exports; deficit financing—borrowing without tax increase, and many other items of interest all packed into one weekend. We found the course most interesting and informative.

### Full Status Urged

(Continued from page 1)

Attending the opening session were state winners of the national essay contest for high school students sponsored by the committee and the Governors' Committee on Employment of the Physically Handicapped.

The committees brought the winners of five major prizes to Washington and the AFL-CIO or state labor bodies had the remaining 45 state winners and their parents as their guests. The visitors were given guided tours of the capital city, went to Mount Vernon and the Lee Mansion, attended the changing of the guard at Arlington Cemetery, were introduced to Pres. Meany on a inspection of AFL-CIO headquarters and attended a luncheon in the Willard Hotel.

AFL-CIO Sec.-Treas. William F. Schnitzler told the luncheon guests that organized labor is primarily concerned with the human values in employment of the handicapped.

"Labor has found that handicapped workers deliver well on the job and when properly placed are able and efficient," he said. "It is the well-established policy of the AFL-CIO that every practical means shall be used to insure equal opportunity in employment for all physically handicapped workers."

Cartoonist Allen Saunders, who

## Spring Dance Aids African Students

The need for education in Africa is of such magnitude that it is impossible to meet the requirements there. As a result, some students are offered scholarships by Canadian universities. Naturally, the number is limited and many deserving scholars are deprived of further studies.

To help somewhat alleviate this situation, a group of Toronto businessmen formed the African Students Foundation. Local 343 invited one of the students to address a membership meeting. His appeal was so eloquent that it was decided to hire Toronto's Casa Loma for a dance, the proceeds of which would go to the ASF.

Many months of preparation, under the capable leadership of the chairman of the social committee, Elayne Fry, paid off. The approximately \$900 realized will assist three students in meeting their expenses for one academic year.

Cooperation was extended by individuals and groups both within and outside the labour movement. Gifts for raffles and prizes were donated by Toronto merchants—even a firm in far away Vancouver contributed. Radio stations made spot announcements. The press was equally generous in its support.

Writing in the Toronto "Telegram," Frank Drea had this to say: "Local 343 . . . with the most thinly spread membership in Canadian labour has always done more than its share to promote worthy causes. This time the local, which represents 176 members from Vancouver to Halifax, is sponsoring a spring dance to help the African Student's Foundation."

The Honorable Dr. Tom Mboya, who will be Kenya's first prime minister when she gains her independence, was to have been the guest of honour at the dance. Unfortunately, he had to wire his regrets when it became apparent his busy schedule for his brief Canadian trip would not permit his attendance.

To thank all those who made the dance such a resounding success would take more space than "Canadian File" has available. Suffice to say Local 343 is deeply grateful to its members and friends for their kindness.



The winner of one of the two dozen hats donated by the Millinery Workers Union tries it on for size on Larry Sefton, director of the Steelworkers' District 6. Smiling their approval, from left to right, are Ruth Rosen, Katherine Gandy and Olive Chester. Insert: Elayne Fry, dance convener.

draws the Kerry Drake strip, was toastmaster of the luncheon. Gene Barry, the Bat Masterson of television fame, was guest of honor.

Gen. Melvin J. Mass, retired Marine, collapsed at the opening session while telling the 1,000 delegates how he managed to have an active life after losing the sight of both eyes due to a wartime injury. Physicians said he apparently suffered a cardiac spasm and placed him in Bethesda, Md., Naval Hospital for several days.

Pres. J. W. McGovern of the National Association of Manufacturers joined Meany and other labor spokesmen in urging "better acceptance" of qualified handicapped workers by their immediate supervisors. He advocated more education to overcome prejudices against handicapped workers often aroused not only in supervisors and foremen but also in fellow-workers.

At a closing luncheon top awards for aiding the handicapped were presented to Rep. John E. Fogarty (D-R. I.) and Director Mary E. Switzer of the U. S. Office of Vocational Rehabilitation.

## Brown Appointed Deputy Director

Secretary of Labor Arthur J. Goldberg recently announced the appointment, effective April 17, of George T. Brown, Assistant to President George Meany of the AFL-CIO, as Deputy Director of the Bureau of Labor Standards.

Mr. Brown, in addition to serving as Assistant to President Meany for the last eight years, also served as Executive Assistant to Secretary of Labor Martin P. Durkin.

### Reinstatement in Texas

During a campaign waged by OEIU Local 277 at the Service Life Insurance Company in Fort Worth, Tex., Betty Ensminger, an employee, was discharged.

J. B. Moss immediately filed an unfair labor practice charge against the company. After an investigation by the Regional Director of the 16th Region of the National Labor Relations Board, the company admitted its guilt, paid Miss Ensminger for all time lost and offered reinstatement.

In addition, the company posted notice that they agreed not to interfere with the rights of their employees to join Local 277.

from the desk  
of the  
**PRESIDENT**

**HOWARD COUGHLIN**



## Computers and Office Futures

H. B. Douglas, Director of Organization, and your President visited the Business Equipment Exposition recently held at the New York Coliseum in New York City. We visited this exhibition because we feel that it is imperative that we keep abreast of the latest developments in electronic data processing equipment and related automative devices.

As I have indicated in prior articles published in "White Collar," the solid state fully transistorized computer is now in great demand by industry. These transistorized computers are capable of magnetic core storage of any size desired by the purchaser.

One large manufacturer provides 16,000 positions. The card readers can read up to 700 and 800 cards per minute. Cards can be punched at the rate of 250 cards per minute. Printed output can be accomplished at rates up to 600 lines per minute.

Practically every company at the exhibition had some type of electronic data processing machine on public view. In each instance, there were numerous salesmen and instructors available to inform visitors of the latest achievements and the newest designs.

Many of us had received the impression from prior studies that programmers of the future would require college educations and specially interpreted aptitudes. It was with some surprise, therefore, that Brother Douglas and I heard a salesman state to a prospective buyer: "You needn't worry about the problem of training your present employes. We can make programmers of these people in three days." While it may be that the salesman involved cut the training period down somewhat in order to interest the prospective client, it is true that programmers can be trained within a matter of a couple of weeks.

New type multilith offset machines within purchasing reach of smaller companies were displayed prominently. Copiers which eliminate wet chemicals and do not require sensitized paper are, for the most part, improvements over the machines generally seen in offices today and received a lot of attention from those in attendance. Autotypists, Robotypists and Flexowriters, which eliminate much of the work of repetitive typing, were in the forefront of many displays.

While the automatic typewriters, the new copiers, scanners and the optical code readers are eye-catching and give one serious thought about the work to be performed in offices of the future, we never cease to be amazed by the magic of the computer.

While the machines on exhibit used punch cards, magnetized tapes or paper tapes, it is indicated that even this method of input will be eliminated in the future. The use of telephone equipment directly connected with the memory drum or micro waves will be used in the computers of the future.

We believe all unorganized office and clerical workers interested in the future would do well to visit these expositions and give serious thought to the protection afforded by collective bargaining through the Office Employees International Union.

## News Briefs

An American male baby born today can look forward to a working lifetime of 42.3 years—11.2 years longer than the working-life expectancy of a male baby born at the start of this century.

In 1900, Health Information Foundation reports, the average 20-year-old American male could expect to spend only 2.7 years in retirement. By 1958, however, retirement-life expectancy for a 20-year-old male had more than doubled, to 6.3 years.

The average length of working life for American males has increased by more than one-third since 1900, from about 31 to 42 years. Health Information Foundation calls this "one of the most important results of improved health and longevity in this century."

Since 1900 the life expectancy of

the average male baby born in this country has increased by 18.5 years. The effect of this remarkable increase, according to Health Information Foundation, is to add 11.2 years to the American male's working lifetime and 7.3 to his dependent and retirement years.

## Correction Please

Due to an oversight in the March issue of "White Collar," the name of William J. Hoover, Business Representative of Local 27, was inadvertently not included in reporting the organization of the office employes of Sea-Land Service, Inc., in Houston, Texas.

We wish to take this opportunity to commend Brother Hoover for his excellent work in the organization and negotiations with this company.

# Kennedy Unit Asks Action to Ease Automation Impact on Employment

A joint assault by government, industry and labor on the impact of automation is needed to solve the nation's "intolerable" unemployment situation, a tripartite Advisory Committee on Labor-Management Policy has reported to Pres. Kennedy.

Meeting in their second session at the White House, representatives of Labor, management and the public reached unanimous agreement on a broad approach to achieving "full technological efficiency without significant and lasting unemployment."

Labor Sec. Arthur J. Goldberg, chairman of the advisory committee, characterized the recommendation as a "significant first achievement."

The statement adopted by the committee—seven of whose members are drawn from the ranks of labor, seven from management, and seven representing the Administration and the public—declared pointedly that "with full employment the problems of adjustment to technological change are more easily solved; without it they can never be adequately met."

Its recommendations called specifically for:

- "Broad new retraining programs" by both government and private facilities to help workers displaced by automation and newcomers to the work force, to acquire new skills. In this regard, the advisory committee said, "unemployment compensation systems should encourage retraining programs.

- Development of "both government and private collective bargaining policy" that will permit movement of workers "with due recognition for the economic costs of moving and of retraining, the value of employe rights which have accumulated with service (e. g. pension and seniority), and the human factors involved."

- Establishment of more accurate yardsticks to measure the impact of technological change.

## Excellent Contracts Are Signed by Local 29, Oakland

Excellent contract settlements have been ratified by unanimous votes of Local 29 Oakland, Calif., members employed in the laundry and cleaning industry of Alameda County, and at Branded Textiles.

Starting April 1, \$20.80 per month (12 cents per hour) will be added to the salary checks of the 75 members working for the 19 laundry and cleaning companies under contract. An additional \$2.09 per employe per month will be paid by the employers to provide \$1,000 of life insurance for each employe and to pay for approximately half of the cost of dependent coverage under the health program.

Then on April 1, 1962, the wage rates will automatically be increased by \$15.60 per month (9 cents per hour). The vacation clause was also improved.

Last year the Modesto local merged with Local 29 and the first agreement negotiated on behalf of the larger part of the Modesto membership has resulted in increases of over \$20.00 per week for the girls working for the labor unions and councils. The health plan was also improved.

Branded Textiles and the union reached an agreement which increases salaries from \$10 to \$25 per month, effective March 1, 1961.

- Improvement of government employment services "to meet the new and different demands of worker displacement as part of a technological revolution."

- Recognition that, in the months ahead, unemployment will arise "with special seriousness" among new entries to the work force, unskilled employes, older workers, minority groups and in the depressed areas.

In a press briefing, Goldberg told reporters it was the "unanimous view" that unemployment compensation systems should be "so geared that a person should not have to . . . leave a retraining program" in the middle of it. He pointed out that under present state jobless insurance laws, workers have to accept job offers or lose unemployment benefits.

The committee, Goldberg said, felt that for workers on retraining programs, the invocation of this rule "would be highly undesirable."

Before drafting its automation statement, the advisory body received working papers from three economists: Dr. Seymour L. Wolfbein, director of the Labor Dept. Office of Automation & Manpower; Stanley H. Ruttenberg, director of the AFL-CIO Dept. of Research; and Curry W. Gillmore, director of statistics and economics for Intl. Business Machine Corp.

Goldberg stressed that the papers represented "the views of these three men individually" and did not "purport to be industry views, labor views, government views, on the topic of automation and unemployment."

As he did on the occasion of the tripartite group's first organiza-

tional meeting, Kennedy met with the committee for about 20 minutes before it began its deliberations. Goldberg said the President "stressed again the urgency of the committee's work in light of both our domestic problems and our foreign problems."

The Secretary said he has been asked to state that "the sense of urgency which the President imparted is shared by the entire committee."

The advisory committee is scheduled to meet again June 5 to deal with what Goldberg called the "essential question" of how to achieve general prosperity and the "highest practicable rate of overall economic growth" as a barrier against unemployment.

In advance of the next meeting, the Council of Economic Advisers—in conjunction with the Labor, Commerce and Treasury Depts.—will submit a working paper presenting the Administration's views. Goldberg said he would designate a six-member subcommittee to review the document and submit written comments to the other committee members.

## OEU Wins in Cincinnati

As a result of a campaign conducted by OEU International Representative James Sleeth and OEU Local 388 Business Representative Al Cisek, the employees of Silver Fleet Motor Express, Inc. in a National Labor Relations Board election conducted on April 28th, chose the Office Employees International Union as their collective bargaining agent.

The election was conducted in the Cincinnati office of the National Labor Relations Board.

It is anticipated that negotiations will commence shortly.

## AFL-CIO COLLEGE MERIT SCHOLARSHIPS

In response to a large number of inquiries, we are printing herewith application details concerning the National AFL-CIO Merit Scholarships awarded each year to six high school students of exceptional ability.

The awards cover four years of study. The program is conducted in cooperation with the National Merit Scholarship Corporation. The amount of each scholarship stipend is adjusted to individual need, the maximum being \$1,500 per year or \$6,000 for the four years.

All applicants must participate in the National Merit Scholarship Testing Program administered each spring semester in all participating high schools. These tests are given a year prior to the award. Second semester juniors and first semester seniors (those who graduate in February) are eligible.

Each participant pays a fee of \$1.00 to cover administration costs. In hardship cases, the fee is waived.

School principals and counselors can provide information concerning the time and place for the test.

All public, private and parochial schools registered with the National Merit Scholarship Corporation participate in this program. Students in non-participating schools may participate by writing to the National Merit Scholarship Corporation at 1580 Sherman Avenue, Evanston, Ill.

## NAM Fights Against White Collar Unions

Conferees attending a recent work shop under the sponsorship of the National Association of Manufacturers have given increased attention to the possibilities of accelerated unionization of white collar employes.

The ultimate objectives, apparently, of these conferences has been to counteract union efforts among white collar workers. They realize that the white collar potential for unions would include: 8½ million clerical workers; 2 million office equipment operators; 4 million auditors and accountants; 6 million engineers and technicians; 6½ million retail clerks and 2 million teachers and nurses.

The NAM is extremely anxious to discourage unionization efforts since they realize that present conditions favor organization of these employes due to the problems of displacement as a result of automation and the need for protections that only a white collar union can provide.