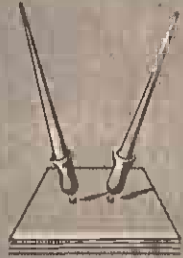




WHITE

Official Publication of the



COLLAR

Office Employees International Union



No. 209

MARCH, 1963

17

OEIU KEEPS ON ROLLING!

1963 Conference Schedule

MARCH 23-24	SOUTHEASTERN	BIRMINGHAM, ALA.
APRIL 6-7	NORTHEAST	SPRINGFIELD, MASS.
APRIL 20-21	ERIE	DETROIT, MICH.
APRIL 27-28	NORTH CENTRAL	MADISON, WIS.
MAY 25-26	NORTHWEST	SEATTLE, WASH.
JUNE 22-23	WESTERN SOUTHWESTERN	LAS VEGAS, NEV. LAS VEGAS, NEV.

Educational Sessions in St. Louis



The recent meeting of the Southwestern Educational Conference, which was held at the Jefferson Hotel in St. Louis, was well attended and the delegates received a report of the organizational activities throughout the country from Director of Organization Douglas. The educational sessions were led by Vice President Frank Morton and Delegate J. B. Moss of Local 277, Fort Worth.

Host Local 13 was given a unanimous vote of thanks for the arrangements which assured all of the delegates a pleasant stay in St. Louis.

Appeal Filed Against Tactics at Milwaukee

After a defeat suffered by the Retail Clerks International Association, the Office Employees International Union, and the Building Service Employees International Union at Gimbels-Schuster Milwaukee stores, through an NLRB election, an appeal was filed against the conduct of the election.

Improper Questioning

During the last week of the campaign, supervisors improperly interrogated individual employees and intimidated employees by threats of loss of job or reduction in benefits if the unions were successful. In some cases, individual employee's wages were increased as an inducement to vote "no" on election day.

The company electioneered against the Unions within the polling areas while the voting was proceeding.

In a phase of the company's campaign against the union, called "Operation Dues Snatch," the company insisted that the union's investment in the Gimbels-Schuster campaign was approxi-

mately half a million dollars. They also indicated that the dues potential at the stores would be \$250,000.00 a year. They quarreled with the union's contention that the dues would be \$3.50 per month and pointed out that the Supermarket Clerks in Milwaukee were paying \$5.00

The company also chose to confuse the employees as they were about to vote by insisting that they would be forced to pay dues to each of the three unions, a statement which was in complete contradiction of the truth.

Need for Revision

The tactics used by the Gimbels-Schuster management is additional reason why the existing labor laws should prohibit management from interfering in any way in workers' right to join a union.

The employer's right to free speech in this instance was exaggerated to a point, not only in contradiction of the law, but also beyond all ethical standards of conduct.

Back Pay Ruling

The National Labor Relations Board has ruled—"employers cannot escape their legal obligation under the labor laws by going out of business."

By a 4-1 decision, the NLRB ordered two former partners of a business firm to give back pay to 18 laid off employees from the time the firm went out of business to the date they found other employment, despite the fact that the former employees never have asked for rehiring—or even had the opportunity of doing so.

The NLRB said it based its decision on this reasoning:

"We have found that the partner shut down their business and discharged employees for discriminatory reasons. It is clear, therefore, that but for the firms unfair labor practices, their plant would still be in operation and employees would still have their jobs.

"Any prejudice deriving from the fact that the partners are not still in business, and therefore, cannot offer to take back their employees, is solely of their own doing and therefore the NLRB must use the only remedy open in this situation, the payment of lost wages."

Six New Companies Added To OEIU Ranks In Month Of February

Six more organizational successes have been recorded by the OEIU during the month of February.

These follow the three major elections won last month and augur well for a highly successful year of organizing by the OEIU in the office and clerical field.

The six recently organized companies are: **Quebec Hospital Service Association** and the **London Shirt Company**, both in Montreal, Canada; **Gould National Battery** in Kankakee, Ill.; **Super Foods, Inc.** in Detroit, Mich.; **Atlantic Design Co.** in Dover, New Jersey; and, **Federal Services, Inc.**, located at the Nevada Test Site. The office and clerical force of these companies totals approximately 400 people.

The campaigns at Quebec Hospital Service Association and London Shirt Company were instituted and led by International Representative Romeo Corbeil, with valuable assistance from officers and members of Local 57. The Quebec Hospital Service Association is the Canadian counterpart of Blue Cross. Board certification of this company adds still another organized Blue Cross affiliate to the OEIU fold.

At the Gould National Battery Co., the office employees voted overwhelmingly for OEIU representation in preference to the IBEW, which had originally petitioned for the NLRB election after winning bargaining rights for the plant's technical and production workers. The vote was 24 for the OEIU, 8 for "no" Union and only 1 for the IBEW.

Bill Adams, President of Local 311, spearheaded OEIU efforts in this campaign. He was assisted by Bill Cox, Stanley Wright and Bob Fischer, Executive Board

members of Local 311. International Representative Art Lewandowski handled the proceedings for the Local at the NLRB formal hearing.

The Atlantic Design Company is a subcontractor for the Picatinny Arsenal in Dover, New Jersey. Although these employees are physically located on a government installation, they are employed by a subcontractor and, therefore, under NLRB jurisdiction.

This campaign, which was conducted by International Representative John Fitzmaurice, resulted in an election on February 13th when 60 employees chose the OEIU as their bargaining agent by an overwhelming majority.

Representative Fitzmaurice credited the active participation of the committee as the major factor in this victory.

Negotiations are currently being conducted to obtain the first collective bargaining agreement.

The election among the office and clerical employees of Federal Services, Inc. was won by a unanimous vote of 17 to 0. This marks the second unit at the Nevada Test Site to join the ranks of the OEIU. International Representative Joseph McGee, who worked closely with officers of Local 400 in this campaign, also reports that he expects to file a representation election among a third group.

The election at Super Foods, Inc. was won by a majority of almost 2-1. The victory was particularly gratifying because it came in the face of concerted anti-union activities by the company.

Business Representative Betty Yochim, who directed the campaign for Local 42, credits an active employee committee and close personal contact with the group as the contributing factors in winning the election.

WHITE COLLAR

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

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J. HOWARD HICKS
Secretary-Treasurer

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The Profit Squeeze

The General Motors Corporation announced that it made more money in 1962 than any American firm in the history of the United States. Its reported net profit is \$1,459,000,000. This represented an increased profit of \$566,000,000 over the previous year.

Where are those critics who insist that the increased cost of labor is squeezing profits to the extent that business is no longer profitable?

Missile Strikes

In reading the newspapers of the Nation, one would get the distinct impression that highly paid skilled workers continually wage strikes at Missile Sites and atomic energy installations for little or no reason. Editorials in our major newspapers condemn organized labor for these stoppages and intimate to the public that Unions do not possess a sense of responsibility.

After two recent experiences, the Office Employees International Union can testify that everything is not as depicted by the press.

Some months back, the OEIU waged an organizational campaign at the Plattsburg base. The contractor involved, without compunction, fired all of the active unionists at each of 12 sites. These actions resulted in a stoppage.

More recently at the Mercury Test Site in Nevada, while negotiations were proceeding, the government unilaterally reduced subsistence pay and travel allowances for 550 members of the OEIU. Neither the Union nor the employer in negotiations were apprised of the government's intention until the announcement was made. The Union was not even given an opportunity to present its case to the proper authorities. Needless to say, a two-day strike resulted.

We would urge that an impartial study be made of the reasons behind these stoppages for purposes of ascertaining the true reasons for these actions rather than to continually give the public the idea that Unions strike without provocation.

Tax Reform

The President of the United States has called for a program of tax cuts and tax reform.

People from all walks of life, including both labor and industry, favor tax cuts. Very few representatives of management favor tax reform.

The wage earner who does not have access to many tax evasion methods, open to the business man such as the capital gains treatment of monies derived from stock options, can not understand this paradox.

The Michigan Business Review reports that college students have developed a disillusioned picture of American business and business men. The publication discloses that fewer than 25 per cent of the students questioned at Purdue University said they were interested in becoming business men. Approximately 78 per cent of the same students said that they believed that business leaders used illegal means of gaining money and power.

This atmosphere for business can be improved if the Congress eliminates numerous tax loopholes. A fairer, more equitable tax system, can and will improve the morale of our country.

Buy and Keep U. S. Savings Bonds

Minnesota Governor Opposes Right-to-Work Laws in Letter to OEIU Vice President



STATE OF MINNESOTA
EXECUTIVE OFFICE
SAINT PAUL 1

ELMER L. ANDERSEN
GOVERNOR

January 30, 1963

Mr. Donald R. Hilliker, Business Manager
Office Employees International Union, Local 12
711 West Lake Street
Minneapolis 8, Minnesota

Dear Mr. Hilliker:

Thank you very much for your letter of January 24. I have frequently and publicly made my position on "Right to Work" legislation very clear, but am frequently charged as being favorable to it, as in a recent headline in the Labor Review publication in Duluth.

The fact of the matter is, that clearly and unequivocally I oppose "Right to work" legislation and were the legislature to pass a "Right to Work" bill I would veto it.

I do not know any plainer clearer way to say it.

My reason is that I do not believe it would aid labor relations in our state but would weaken the labor movement and cause friction between management and labor and cause difficulties within organized labor where there would be some workers wanting to get a free ride.

I appreciate your writing me and would be glad to have you do whatever you think helpful with this letter, or any part of its contents, to let labor know they have no "right to work" legislation to fear from me.

I would be glad to get together with you on a date to address one of your local meetings.

Cordially yours,

Elmer L. Andersen
GOVERNOR

EIA:dp

S. F. Tribute to Jack Henning

San Francisco, Calif.—Phyllis Mitchell, Business Manager of OEIU Local 3 gave the welcoming address to almost 2,000 people who jammed the grand ballroom at the Fairmont Hotel to pay tribute to OEIU Local 3 member John F. Henning (right), the Undersecretary of Labor, appointed by President Kennedy last fall.

U. S. Senator Clair Engle said, "Jack Henning has the qualities President Kennedy wanted in a man for the country's No. 2 labor post—a labor background and administrative ability."

Among the many persons present, extending their best wishes for success to Jack Henning as Undersecretary of Labor were: Thomas L. Pitts, Secretary-Treasurer, California Labor Federation, AFL-CIO; Congressman John F. Shelley; J. Eugene McAteer, California State Senate; Charles W. Meyers, California State Assembly; U. S. Senator Clair Engle; and J. Paul St. Sure, President, Pacific Maritime Association.

Local 153 and R. Hoe Co. Sign

The negotiations committee of OEIU Local 153 consisting of Chief Shop Steward Tim Reedy, John Roach, John McDonnell, Tom Giles, Sal Mancuso, Bill Daly and Business Representative Bob Dowd have concluded negotiations with the R. Hoe Company

located in the Bronx, a borough of New York City.

Unanimous Agreement

At the ratification meeting—which was held to accept or reject the settlement package offered by the company—the membership

voted unanimously to accept the new agreement.

The two-year contract calls for a 3 percent increase the first anniversary date of the new agreement; the company shall pay \$24.00 per member per month into Local 153's Welfare Plan; company payment of \$4.00 a week for each employee into the Local's pension plan; improvements in the severance plan; and vacation schedule; an additional holiday with pay; protection against layoffs, and an agreement to retain employees in the event of displacement through automation.

Brazilian Group Visits Headquarters

Six bank officials representing various banking unions throughout Brazil visited the offices of the Office Employees International Union on February 6th under the technical assistance program sponsored by the Bureau of International Labor Affairs.

There was an exchange of information between OEIU President Howard Coughlin, Director of Organization H. B. Douglas, and the Brazil Bank Workers Team, accompanied by Mr. Frank Hilbert, Team Manager.

Information relating to collective bargaining, automation, organizational techniques and numerous other related subjects was exchanged.

The team is proceeding to meet with numerous OEIU Local Unions throughout the United States.



CANADIAN FILE

Employment Lags in Canada

Unemployment continues to nag the Canadian economy. For a good part of last year there was considerable concern over the serious slowdown in Canada's rate of growth. As a young country, with vast resources, plenty of space and an overall promising potential, a good rate of growth is regarded as essential.

Figures now available show that during 1962 there was some improvement in this situation; but what is causing concern now is the fact that although there was some step-up in growth there was not a corresponding pick-up in job opportunities, despite some improvement. The average unemployment rate for the year was 5.9 per cent, compared with 7.2 per cent in 1961.

Unemployment figures at mid-December showed 414,000 Canadian unemployed, compared with 413,000 a year before. This was an increase of 72,000 over November and reflected the traditional seasonal unemployment which arrives as surely as the severe Canadian winters. Of the total unemployed at mid-December, 51,000 had been without work for anywhere between four and six months.

While there have been some efforts directed to retraining for people displaced, this has been on a limited scale and so far does not hold great promise. Government expenditures for this purpose have been stepped up considerably but, even in official circles, there are growing doubts as to whether the output of these schools will match the labour needs by the time they graduate.

Governments, with various organizations and institutions, have joined in pressing a vigorous "stay-in-school" theme. The Canadian school population is at an all-time high, with a record proportion of the students in higher grades and close to the stage where they will be looking for jobs. The stay-in-school drive has succeeded in delaying this step but it is obviously creating a larger and larger backlog which will, before too long, overflow the dam.

Thus, observers of the Canadian labour and economic scene are concerned not only with the people who lose employment, but with those who are being referred to as the "unhired"—the young people who can't find their first job.

Strike Time Low
Lost time due to strikes and lockouts in Canada during 1961 was about one-tenth of one per cent of estimated working time. Time lost through illness was 31 times greater than that lost through strikes and the time lost through unemployment was 82 times greater. In 1960, illness time loss was 56 times greater and unemployment time loss was 143 times greater than lost time due to strikes and lockouts.

\$10 Increase
Port Alberni, B. C.—A \$10.00 general across-the-board wage increase retroactive to October 1, was one of the improvements negotiated by Local 15 with Alberni District Credit Union.
Fringe benefits were also improved to the extent of one additional paid holiday; severance pay improvements; \$5,000 free life insurance for full-time employees; and, the employer will pay one-half the cost of medical coverage under the CU & C group plan.
OEIU Local 15 was represented by Donald C. Doucette, Chief Steward; Mrs. Gip Rai, Steward; and Marsh Bluck, OEIU International Representative.

Unions Reject Insurance Proposals

Several lengthy discussions and meetings with management since 1961 have failed to settle the problems in relation to the Group Life Insurance and Pension Plan.

All Unions of the Canadian International Paper Company, namely: United Paper Makers; United Pulp and Sulphite; Office Employees International; International Longshoremen, and other affiliated Union from Quebec, Ontario and New Brunswick unanimously turned down the company's two final proposals as unsatisfactory to the employees, and agreed to give it top priority on the agenda at the 1963 negotiations.

Very strong objections came from local officers from Pulp and Sulphite and Paper Makers (Gatineau, Quebec) and Office Employees International (Temiskaming, Trois Rivieres, La Tuque, Quebec; Dalhousie, N. B.; and Hawkesbury, Ontario). International officers and representatives present at the meeting were Mr. Arthur Daoust, Vice President, Paper Makers; Bert Burnell, 1st Vice President, Pulp and Sulphite; Henry Laurin, Vice President, Pulp and Sulphite; Jack Wedge, Vice President, Machinists; W. J.

Mullin, Vice President, Office Employees International Union; and Romeo Corbeil, Office Employees International Union.

New Unit Organized at Borden Co., Ltd.

Gilles Beauregard, Business Representative of OEIU Local 57, Montreal, Canada, has petitioned the Quebec Labour Relations Board for certification as collective bargaining agent for the office and clerical unit employed at Borden Co., Ltd.

This newest unit follows the path of many other Borden employees in choosing the OEIU as their collective bargaining union. Borden's office and clerical employees are represented by OEIU Local 46 in Tampa, Florida; Local 131, Toronto, Ontario; Local 153 in New York City; and, Local 225, located in Ottawa, Ontario.

This is an example of organizational possibilities which can be accomplished through the initiative and concerted effort of a local union.

Cutback in Subsistence Results in Brief Strike

While the Reynolds Electrical and Engineering Company was negotiating with a union team, headed by OEIU Vice President Frank Morton and International Representative Joseph McGee, at Las Vegas, the government exploded an atomic bomb shell in a telephone conversation with OEIU President Coughlin which subsequently disrupted the negotiations and resulted in a two-day stoppage.

Told by Phone

During the course of negotiations, OEIU President Howard Coughlin received a phone call from Oscar Smith, Director of Labor Relations of the Atomic Energy Commission in Washing-

ton, wherein he was informed that the daily subsistence allowance paid to OEIU members at the Mercury Test Site would be cut from \$7.50 per day to \$5.00. Coughlin was also informed that the travel allowance for workers employed in the forward areas beyond the Mercury Site would also be eliminated.

Coughlin's Reaction

President Coughlin warned Director Smith that this information, when conveyed to our negotiating team in Las Vegas, would result in complete disruption if not an immediate strike. Director Smith told President Coughlin that the action of the AEC was final and binding.

President Coughlin telephoned OEIU Vice President Morton and informed him, despite the fact that negotiations appeared to be proceeding smoothly, both the Reynolds Company and Local 400 were completely by-passed by the unilateral cut in subsistence pay and travel allowances made by the AEC effective January 28th.

Immediately, thereafter, Local 400 voted unanimously to strike the Test Site and proceeded to do so. All workers employed at the Site respected the picket lines of the OEIU.

Thereafter, at the request of U. S. Conciliator John Fenton, the dispute was certified to the "Ching Panel," an arm of the Atomic Energy Commission.

When the workers became aware of the fact that this panel would have the authority to make strong recommendations regarding wages, hours and working conditions, including the existing dispute involving subsistence pay and travel allowances, they voted to return to work.

Negotiations are now in progress under the supervision of Conciliator John Fenton.

Sign With Brewer

Denver, Colo.—Members of OEIU Local Union 5, employed at the Tivoli Brewing Company, voted to accept their first collective bargaining agreement with the company.

The two-year agreement effective January 1, 1963, provided for a substantial increase in basic salary levels. Based on company policy the starting hiring rate had

Labour's Legislative Record

The record of the labour movement in seeking social and legislative changes through the exercise of citizenship goes back to the founding of trade unions in Canada.

Success sometimes comes slowly, but looking at that success in the light of history manifests it to have been significant in many fields:

In 1898, the Trade and Labour

Congress of Canada drew up a Platform of Principles at its convention. This platform spelled out its legislative aims.

Many of those aims sought by organized labour 65 years ago have been achieved as a result of the efforts of the trade union movement.

Some of the proposals in the platform were:

- Free compulsory education. Achieved up to high school level.
- Legal 48-hour workweek. Almost universal. Saskatchewan, British Columbia, Manitoba (for women) and Alberta (for cities of over 5,000 population) stipulate 44 hours as the legal weekly maximum.
- Government inspection of industries. Widespread.
- Minimum living wage. Almost universal. Legal minimums range from 50 cents hourly for men and 35 cents hourly for women in Newfoundland to \$32 weekly for men and women in Saskatchewan.
- Public ownership of railways, telegraphs, waterworks, lighting, etc. Canada's largest railway, airlines, telegraph service and hydro system are publicly owned. Widespread municipal ownership of light, transportation and water system.
- Abolition of child labour. Universal.
- Abolition of property qualification for public office. Almost universal.
- Prohibition of prison labour in competition with free labour. Almost complete.

always been \$1.30 an hour, but through collective effort, the bargaining committee for Local 5 increased the hiring rate to \$1.60-\$1.90 range.

Additional wage increases of 8 cents an hour in all progression steps will become effective the

first anniversary date of the agreement.

In addition, the first agreement provided for—a cost-of-living clause, group insurance, health and welfare benefits, both paid for by the company, union shop and check-off.

OEIU Trainees



The latest to take advantage of the OEIU training program are pictured, left to right, Bill Reay of OEIU, Local 30, Los Angeles, and Dick Moser of OEIU Local 388, Cincinnati.

Both of these men will assume full-time positions with their Local Unions upon their return.

During the period of their training, they took active parts in organizational campaigns, collective bargaining, NLRB hearings and arbitrations,

from the desk
of the

PRESIDENT

HOWARD COUGHLIN



Regarding Equal Pay

In a recent survey of more than 1900 employers, the National Office Management Association reported that 33 per cent indicated that they have a double standard pay scale for male and female office workers in the same classification.

This survey was made as a result of the attempts by various organizations—including the Office Employees International Union—to get an equal pay for equal work bill enacted by Congress. Last year, the House passed such a bill but it was finally allowed to languish in the Senate Labor Committee until Congress adjourned.

This bill would have prohibited an employer from discriminating against women in payment of wages to men and women who perform equal work. At the present time, approximately 22 states have such legislation in effect.

However, many examples of discriminatory practices exist. In the city of Dallas, a male bank teller gets \$91.00 a week and a female bank teller is paid \$63.00. Similar differentials exist in other areas of the country in office employment and hotel work. A recent article indicated that in Buffalo, a male physical therapist gets \$91.00 per week and his female counterpart \$81.50. In St. Paul, a male X-ray technician is paid \$71.00 and a female, performing the same work, \$66.00. Nationally, in accordance with figures published by the Bureau of Census, men professional workers in 1960 averaged \$6,848.00 and women professional workers \$4,384.00.

Erroneous Assumption

Employers who insist on paying a lesser wage rate to females argue that women do not make careers out of their employment. They will erroneously state that most women are marginal workers who are looking for extra money for purposes of luxuries.

Actually, however, there are 24,000,000 women workers in the United States work force. This is approximately one-third of the total. Of this number, 4,600,000 women are the sole support of their families. Another 7,500,000 women work because their husbands earn less than \$3,000.00 a year.

It is easily seen, therefore, that these more than 12,000,000 women are working because they have to work. There are 6,400,000 women doing clerical work.

Women make up a large part of the membership of the Office Employees International Union in the United States.

While females have very little difficulty, when qualified, in securing work in offices, there are many activities from which they are excluded. These include the higher echelon positions in banking, insurance, architecture, hotel management and others. It is also interesting to note that although women control 52 per cent of the National vote, there are only two ladies in the Senate and 17 in the House of Representatives.

The Office Employees International Union, at its convention in Kansas City in June 1962, called for the enactment of federal legislation which will provide equal pay for equal work for women. The OEIU is a member of a national organization seeking such legislation.

Chamber's Position

The United States Chamber of Commerce, in its 10-point program—most of which is designed to shackle the American labor movement—opposed federal legislation which would make it obligatory for an employer to pay equal wages for equal work for women.

In the coming session of Congress, it will be necessary for all interested in this cause to send communications to their respective Representatives and Senators in order to insure the final passage of such a measure.

Male workers should be as much interested in this legislation as females. Unless such legislation is passed, we are continuing an open invitation to employers to replace male workers with females at much lower rate of pay.

In legally eliminating the differential, we are protecting the jobs of male members and non-members alike.

Minnesota Renewal

Donald R. Hilliker, Business Manager of OEIU Local 12 in Minneapolis, reported a renewal agreement with Federal Cartridge Corp., New Brighton, Minn.

The one year agreement covering the employees in New Brighton provides for a general wage increase of 9 cents an hour, retroactive to May 9, 1962.

Other improvements include an additional holiday and pay for jury duty service was increased to 20 full working days.

Representing Local 12 in these negotiations were Donald R. Hilliker, Alice M. Kelsen and Harold O. Holmberg.

In Illinois

In a premature extension of an existing agreement with Gale Products for one additional year, OEIU Local 221, Galesburg, Ill., gained three weeks' vacation after eight years of service and four weeks after 15 years. Previously, it was required that employees work ten years before being eligible for 3 weeks and 20 years for 4 weeks' vacation.

In addition, an increase of \$7.00 per month across-the-board is effective as of January 13, 1963. This amounts to approximately 4 cents per hour per member. The company also agreed to grant the day before Christmas and the day before New Years as additional holidays.

Dale R. Griffith, President of Local 221, headed the committee which negotiated the extension agreement.

NLRB Stops Company from Subcontracting

An employer who subcontracts out work normally performed by members of the bargaining unit while the employees are on strike violates the labor act.

An employer had a contract with a union. When the contract was opened for negotiations, the parties were unable to reach an agreement and a strike occurred. During the course of the strike, the employer entered into an agreement with another company whereby he subcontracted out work which was normally performed by striking employees. The employer did not consult with the union prior to subcontracting the work.

The NLRB held that the employer had violated the Labor Act by his conduct.

The Board pointed out that the decision to eliminate jobs within

Papers Disillusioned By "Right-to-Work"

In another development in the "right-to-work" area, two Kansas newspapers took second looks at the state's ban on union shop agreements and concluded that it wasn't all it had been cracked up to be.

The Hutchinson News noted editorially that "one of the promises" which led Kansans to approve a "right-to-work" restriction was that "it would lure new industry to the state."

"It hasn't worked out that way—everyone is crying that Kansas is missing the boat as far as the nation's industrial expansion is concerned."

Signing in Houston



Members of the negotiations committee which represented OEIU Local 382 and American Can Company witnessing the plant manager affixing his signature to the new agreement. Seated L. to R.: C. J. Jansen, Plant Accountant; Ed Fredholm, Plant Manager; and John Smith, Personnel Manager. Standing L. to R.: Tom Mulcahy; Harold Wisnoski, OEIU Local 382 President; A. P. Fraser, Local 382 Secretary-Treasurer; and, Isabel Hungerford, Local 382 Trustee.

A two-year collective bargaining agreement was recently accepted by the membership of OEIU Local Union 382 in Houston, Tex.

The new agreement with American Can Company, one of the largest manufacturers of food containers in the United States, and Local 382 negotiated an unprecedented first—13 weeks of vacation every five years, after 15 years of service with the company.

A. P. Fraser, Secretary-Treasurer of OEIU Local 382, reported there were also substantial improvements in fringe benefits—which included improvements in the hospitalization and annuity plans, and also, sick leave benefits were improved.

The service time requirements for annual vacations were considerably reduced.

Members of OEIU Local 382 who participated in negotiations were: Harold Wisnoski, Local 382 President; A. P. Fraser, Secretary-Treasurer; Isabel Hungerford, Trustee; and Tom Mulcahy.

Valuable assistance was rendered in these contract talks by Frank Morton, OEIU Vice President.

the bargaining unit is a mandatory subject of bargaining.

The fact that the employees may be on strike does not change that fact.

The employer is nonetheless required to give the union the opportunity to bargain about his proposed change in existing terms and conditions of employment.

Moreover, the employer may not justify his actions by claiming that it was necessary to subcontract the work in order to keep the plant operating. (Hawaii Meat Co., 51 LRRM 1431.)

Wirtz Sees Danger Of 7% Joblessness

Labor Sec. W. Willard Wirtz has told Congress that unemployment will rise to more than 7 percent in 1967 if the economy continues providing only 90 percent of the new jobs needed. This, he said, would be an "intolerable price."

Testifying before the Joint Congressional Economic Committee in support of a tax cut to spur growth, he said a new manpower report shows a net loss of 425,000 jobs in manufacturing in the last five years along with the steady drop in farm jobs.

On labor's drive for a shorter workweek, Wirtz said the economy could not take an across-the-board shift to 35 hours but pointed out there is a trend towards shorter hours.

Status of Dual-Function Employee

The National Labor Relations Board once again changed its decision on the status of employees who spend part of their time working on jobs which are not covered by the bargaining unit.

Such employee may be considered a part of the unit now, even though the employee spends less than half of his time doing bargaining unit tasks.

The test is whether the employee has sufficient interest in the unit's condition of employment.

The NLRB now discards after two years, a rule requiring dual-function employees to spend at least 50 per cent of their time in the unit to be considered a part of it.

Applying the "community of interest" test, the Board decided that a stero typer who regularly spent 40 per cent of his time in a newspaper's composing room belongs in the bargaining unit.