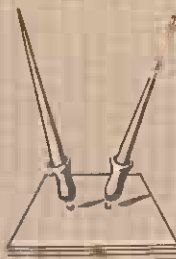




WHITE

Official Publication of the



COLLAR

Office Employees International Union



No. 218

FEBRUARY, 1964

17

OEIU Wins Representation At Midwest Mfg. Corp.

Breakthrough in Pulp and Paper Industry in Western Canada



Leaders of the new O.E.I.U. unit at Port Alberni, British Columbia, shown with Vice President William Lowe (third from right), are, left to right, Barry Bonfield, Archibald Cardinal, Linda Fenske, Ronald Mrus, and Clive Heatherington.

Contributing strongly to the O.E.I.U.'s campaign program, Vice President William Lowe reported the organization and certification of 60 office and technical personnel employed by the MacMillan, Bloedel and Powell River Company at Port Alberni, B. C.

The newly organized mem-

bers represent the first office group to be organized in the pulp and paper industry in Western Canada.

For years, the O.E.I.U. has been bargaining collectively with the major pulp and paper companies in Eastern Canada, and as a result has been successful in establishing salaries and con-

ditions that are superior to those in Western Canada.

There is no doubt that many other office and technical employees of the pulp and paper industry in Western Canada will recognize the significant advantages of O.E.I.U. membership.

Brother Lowe reported that the new members demonstrated

Office, clerical and technical employees of the Midwest Manufacturing Corporation at Galesburg, Illinois, by a 58 to 39 majority, voted to be represented by the Office Employees International Union. The balloting was conducted by the National Labor Relations Board.

The victory climaxed an organizational campaign initiated last August by John Richards, O.E.I.U. International Representative. Recognition of the union was requested last September by a letter to Mr. John Zahora, vice president and general manager of the company. A petition was also filed with the National Labor Relations Board requesting a secret ballot election.

International Representative Richards, in announcing the election victory, reiterated the need for continuing contact with those members who have indicated their support of the union and those in doubt up to and including the date of the election.

As a result of this election, approximately 100 new members employed at Midwest have been formally initiated as members of O.E.I.U. Local 221, Galesburg, Ill.

Valuable assistance in waging the campaign was rendered by Local 221 Pres. Dale R. Griffith, Secretary-Treasurer Mary Hayes, Janice Jordan, Pauline Hendrickson, Harry Simon and John Miller.

The new unit has already held their first meeting and those (Continued on page 4)

Local 333 Wins At Meadow Gold

Columbus, Ohio:—Local 333 reported the successful results of an NLRB election at the Westerville Meadow Gold Dairy Products Company. Clerical employees of the firm voted 6 to 4 for O.E.I.U. representation. The company, a subsidiary of the Beatrice Foods Corporation, has a long established contract with Local 153 in New York City.

a wonderful initiative, which was clearly evident in a government-supervised vote in which over 80 per cent of the employees voted for O.E.I.U. representation.

At a recent meeting, job stewards were elected, and they are Messrs. Archibald Cardinal, Clive Heatherington, and Barry Bonfield. Negotiations are now under way. The committee, headed by Vice Pres. Lowe, consists of Mrs. Linda Fenske, Archibald Cardinal, and Ronald Mrus.

Ben Cohan Banquet in New York Raises \$5,000 for Retarded Children



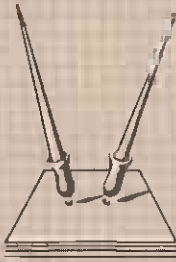
OEIU Local 153 Secretary-Treasurer Ben J. Cohan (left) presented check to Congressman Hugh Carey of Brooklyn, for the Lt. Joseph P. Kennedy Institute for Retarded Children.

In the jam-packed Grand Ballroom of the Hotel Roosevelt in New York City on January 18th, 800 members of Of- (Continued on page 4)



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JANUARY, 1964

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OEIU Scores in York, Pa., Milwaukee, Tacoma, N. York

Sign With Intl. Paper

Joe Nedham, Local 29 Business Agent, reported the successful signing of a one year agreement with the International Paper Co.

The contract effective August 1, 1963, included a 4 per cent across-the-board increase with a minimum of fifteen dollars (\$15.00) per month.

Paid vacation allowance has been expanded to permit four weeks of vacation after 20 years of service.

Other improved benefits are in the area of pension and sick leave.

'Work' Issue Defeat Seen In Oklahoma

The National Council for Industrial Peace has predicted that Oklahoma voters will reject a so-called "right-to-work" law proposal if the issue reaches a statewide vote next year.

The council noted that the measure to outlaw union shop agreements had been rejected by overwhelming majorities in California, Ohio, Washington, Colorado and Idaho when it was last on the ballot in the 1958 elections.

Signs With Bible Co.

Columbus, Ohio—Local 333 and the Union Label Memorial Bible Co., Inc. entered into an agreement which calls for sick leave, bonus pay and wage increases each six months during the life of the agreement.

President Conveys His Appreciation



WHITE HOUSE, WASHINGTON, D. C.

HOWARD COUGHLIN, PRESIDENT OFFICE EMPLOYEES INTERNATIONAL UNION SUITE 610, 265 WEST 14 ST., N.Y.C. YOUR THOUGHTFUL EXPRESSION OF INTEREST WAS RECEIVED WITH DEEP APPRECIATION. I SHALL CHERISH YOUR PRAYERS AND SUPPORT IN THE DAYS AHEAD. SINCERELY,
LYNDON B. JOHNSON

Borden's and Local 46 Sign

Negotiations were successfully completed with the signing of a year agreement between Local 46, Tampa, Fla., and the Borden's Dairy Inc.

The agreement provides for a yearly increase of five cents (5c) per hour. Substantial improvements were made in the insurance program and the probationary period was decreased from six months to ninety days. Employees with five years of service will now receive three weeks of paid vacation.

The Local 46 Negotiating Committee consisted of Mrs. Wilma Hayes, Ethel C. Ewing and June Hermann. The Committee was assisted by Intl. Vice-Pres. J. O. Bloodworth.

Local 29 Re-Signs Grand Auto Stores

A new settlement has been reached covering 35 members employed at Grand Auto Stores, reports Local 29 Bus. Rep. John Kinnick.

The new contract covers the main office and all the branches of the company. A \$13.37 per month wage increase was effective on Sept. 1, 1963 and an additional \$14.00 per month will become effective Sept. 1, 1964.

Life insurance is raised from \$1,000 to \$2,500 and other improvements on the health and welfare plan have been made especially in lowering cost of dependent coverage. Other gains include the establishing of Veterans' Day as a paid holiday.

The Office Employees International Union in the past month scored gains at the Standard Register Company, in York, Pa., the Milwaukee Message Center, the Tacoma Credit Bureau, and the Allied World's Fair Service Corporation and Riviera and Holiday Inn Motels.

In York, Pa., another unit of the Standard Register Company was added to the OEIU ranks by a 12 to 1 win through a National Labor Relations Board election. This victory, among the employees of the production standards unit follows closely on the heels of a previous success among the office and clerical workers of the same company. Local 14 President Edward Springman and International Representative John Fitzmaurice led both of these campaigns.

Impressive Win

At Tacoma, Wash., Walter Freeman, Business Representative of Local 23 scored an impressive win at the Tacoma Credit Bureau. In this instance, the employees chose the OEIU in an NLRB election by a score of 21 to 10. Negotiations are now in progress.

Pool Efforts

At Milwaukee, Jerry Clark, Business Representative of Local 9 and International Representative Arthur Lewandowski pooled their efforts to win an NLRB election for the telephone operators employed by a tele-answer service, known as the Milwaukee Message Center. The vote was 14 to 10 in favor of Local 9. However, challenges will delay the official certification for several weeks.

In New York City, Ben J. Cohan, Secretary-Treasurer of Local 153 announced that the employees of the Allied World's Fair Service Corporation and the Allied Exhibitions Maintenance Corporation recognized Local 153 and have agreed to negotiate a collective bargaining agreement to cover clerical workers employed during the life of the New York World's Fair. This is the first company to be organized at the New York World's Fair site. Local 153 is presently organizing three additional companies in the World's Fair area.

Local 153 also announced the
(Continued on page 3)

OEIU Executive Board Completes Busy Meeting

(Picture on Page 4)

The Executive Board of the Office Employees International Union, at its December meeting in Bal Harbour, Fla., completed work on a full agenda. Among numerous other actions, the Board:

- Paid tribute to the memory of President John Fitzgerald Kennedy.
- Outlined the subjects to be considered for the OEIU's next

series of Educational Conferences.

- Adopted a broad Civil Rights resolution presented by the OEIU Civil Rights Committee, composed of Secretary-Treasurer J. Howard Hicks and Vice President Edward Springman.

- Approved the admission of 15 Local Unions into the Office Employees International Union

Pension Plan. These Local Unions did not previously participate on behalf of their full time field and office staffs.

- Effectuated numerous amendments to the OEIU Pension Plan and rules for the operation of said plan.

- Approved the merger of Locals 6, Boston, and Local 63, Providence.

- Authorized the Executive

officers to purchase new lapel pens and quills for members.

- Urged all Local Unions to waive initiation fees for teenagers hired for summer employment in the year 1964 providing such teenager contemplate a return to school in the Fall.

- Approved a reciprocal transfer agreement with the National Association of Broadcast Employees and Technicians.

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HOWARD COUGHLIN
President

Room 610

265 West 14th St.
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J. HOWARD HICKS
Secretary-Treasurer

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Medicare

President Johnson, in a recent Washington speech, stated: "The social security system is the American way to provide hospital care for the aged—it is practical, sensible, fair and just." The President also told a delegation of Medicare supporters and senior citizen leaders that the Administration has just begun to fight for the program and predicted that it is going to be the law of the land.

"The most powerful of all nations should no longer have to ask our old people to trade dignity and self-respect for hospital and nursing home care."

Liberal Republicans, headed by Senator Javits and Senator Case, have indicated that they favor some type of Social Security approach to the medical problems of the aged.

1964 could well be the year that this long needed program is enacted into law.

Overtime and Moonlighters

There are 22.7 million people working more than 40 hours a week in the United States today. Nearly three million of these are moonlighters. That is, they hold more than one job.

The AFL-CIO has called upon the government to make the pay for overtime work more expensive so that employers will be encouraged to hire additional employees. Secretary of Labor Willard Wirtz suggested that this is an area that should be considered as a possible source of new jobs.

It is not practical to outlaw moonlighting. In most cases, individuals hold second jobs because of their economic needs.

It will be necessary for the government to think in terms of increased minimum wages, a reduction in working hours and heavier penalties for overtime worked in order to get the most in the way of new jobs and resolve the evils of excessive overtime and moonlighting.

It Doesn't Pay To Be Poor

Senator Barry Goldwater, in a recent speech before the Economic Club, conceded that a segment of the population is not participating in the general prosperity. He suggests, however, that it is the attitude or action of this small group which is responsible. The Senator reasoned that: "Low intelligence or low ambition is the principal reason for lack of education or skills."

The Senator from Arizona doesn't give a thought to the possibility that some by virtue of economic circumstances have been forced to earn a living at an early age and lack the where-with-all for education. The Senator also overlooked the possibility that for many, because of bias or circumstances, there is a lack of opportunity.

The New York Times, in a recent editorial, said: "If the Senator makes many more speeches as arrogant and as ill-informed as this one, he will soon be able to concentrate exclusively on winning reelection in Arizona."

Employers Must Furnish Wage Data

The United States Court of Appeals at Cincinnati recently held that despite contract language to the contrary, a Union is entitled to wage data. The Court stated that the right to such information is conferred by the Taft-Hartley Act and not by the contract. This decision has real meaning for all unions engaged in collective bargaining.

Local 411, Springhill, La., Receives Charter

International Vice President J. O. Bloodworth (left), recently presented an O.I.E.U. Charter to Local 411, Springhill, La. Accepting Charter from Vice President Bloodworth is Local 11 President, P. L. Brown. Surrounding Brothers Bloodworth and Brown are officers and executive board members of Local 11.

New Year Heralds New Contract For Boston Schlitz Salesmen

As of January 1, 1964, the first agreement covering the newly organized Schlitz sales force was rendered effective.

Agreement on the contract provisions had been reached in October but due to the newly negotiated commission systems, two months were required to realign the existing routes on an equitable basis. The route revisions devised by a committee of the members and agreed to by the employer will provide a volume of approximately 90,000 cases per man in 1964.

The revised commission system will pay on a yearly basis: 10 cents per case for first 90,000 cases sold; 8.5 cents for cases sold up to 125,000; and 7.5 cents for all cases sold in excess of 125,000. In addition, salesmen will receive a commission of 50 cents per half barrel on all draught beer sold. All

Overtime Vs. Jobs

Labor Secretary Willard Wirtz has stated that if all overtime work were eliminated the equivalent of more than 900,000 full-time jobs would be created.

President Johnson, in his State of the Union message, recommended the passing of legislation authorizing the creation of industry committees to look into the question of overtime work. Where such a committee decided that an increase in the overtime rate would "without unduly increasing costs" create job opportunities by reducing the amount of overtime, it would be empowered to put a higher rate into effect.

Unions in general are not convinced that the President's proposal meets the entire problem of unemployment. AFL-CIO President George Meany declared the President is correct in viewing overtime work as a major contributing factor but "we are unconvinced by the President's observation that a 35-hour week would 'merely share' employment."

Most union spokesmen agree with Meany that selective increases in penalty pay should be coupled with a reduced work week.

salesmen are guaranteed a minimum of \$125.00 per week.

Other benefits of the initial agreement include a \$25.00 per week car allowance, a company paid pension plan, welfare plan and a sick leave provision which allows accumulative sick leave of one week for each year of service.

The vacation schedule calls for vacations of one week after six months, two weeks after one year, three weeks after five

years, and four weeks after 12 years. The Schlitz salesmen will also receive 14 paid holidays per year.

The agreement will span three years and contains an assignee and successor clause in addition to its other benefits.

Members of the Negotiating Committee consisted of Jim Mahoney, Al Murray, and Jim Kennally. The committee was assisted by Local 6 Business Manager Don Hull.

Technicolor Employees Win Major Gains in First Pact

After long and difficult negotiations which included "round the clock" meetings during the weekend to a Monday contract expiration date. Local 29 members employed at Technicolor overwhelmingly approved their negotiating committee's recommendations for a new contract. Major benefits gained were in two areas:

Economic issues: The addition of an 8th holiday, the Friday of the week in which the employee's birthday occurs, and pay or time off for Saturday holidays, proration of terminal vacation pay after six months' employment, and four weeks' vacation after 20 years of service, guarantee of 4 hours call-in pay, a retirement plan, 8½ cents per hour increase across-the-board and to scale; and a considerably improved health plan which provides additional maternity benefits, doctor's home and office visits, drugs, x-ray and additional services together with an increase in life insurance from \$1,000 to \$2,500 for each employee.

Job and union security issues: The company must have just cause before disciplining or discharging employees; an improved seniority clause with notice on long term layoffs, and the establishment of a joint Labor-Management Committee to study the issue further; the right to grieve on newly created jobs or departments; the right to observe other unions' picket lines that have been sanctioned by the

San Francisco Labor Council, and a check-off of union dues and initiation fees.

The contract will run for two years with a union re-opener on wages and a dental plan.

Local 29 members from Technicolor who served on the Negotiating Committee are: Local 29 Business Rep. Ann Hollingsworth, Nadine Crawford, Eileen Jack, Robert Sleadd and Charles Snyder.

March of Dimes

FOR ALL THE CHILDREN—Howard Coughlin, president of the Office Employees International Union, makes a contribution to the 1964 March of Dimes campaign while National Poster Child Mary Lou Graves, 5, beams her approval. Brother Coughlin is a chairman of the National Labor Division of the National Foundation-March of Dimes. Funds collected in the current March of Dimes campaign will help thousands of victims of crippling birth defects and arthritis.

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TVA and Goldwater

Senator Barry Goldwater of Arizona is well known for his views that the Tennessee Valley Authority should be sold to private industry. When it comes to Arizona, however, the Senator appears to have different ideas.

Senator Goldwater appeared before a Senate Interior Subcommittee in support of legislation that would authorize the Secretary of the Interior to spend 999 million dollars to construct, operate and maintain the Central Arizona Project which would provide water development power for Arizona and five neighboring states.

We would be interested in hearing the Senator explain why he is anxious to sell TVA to private industry and still seek government money for a second TVA for his own state.

Strikes

Those who would legislate the labor movement out of existence usually point to strikes that have been waged by organized labor as the main reason for such proposed legislation.

The Labor Department reported that strike idleness in September 1963 was at the lowest level for that month in 19 years. A few days later, Secretary of Labor Willard Wirtz reported on the work record at the Nation's missile sites and noted the following from the Second Annual Report of the Missile Site Commissioner.

"Only one man day lost because of a labor dispute for every 1,288 man days worked; 99.92 per cent of all available work time at missile sites entirely free of work stoppages; every missile site finished and ready on schedule to receive weapons and crews."

Secretary Wirtz stated: "A proud record of private and public cooperation based entirely on the exercise of private responsibility with no exercise of public power."

It is amazing that strikes or strike threats generally receive first page attention in our Nation's press.

On the other hand, how many of us have had an opportunity to read the above record of labor's cooperation? We believe that the press, in general, gave it little or any publicity.

Unemployment

The following is a quote from President Kennedy's address to the AFL-CIO National Convention:

"Last year's loss of man hours in terms of those willing but unable to find full time work was a staggering one billion work days lost, equivalent to shutting down the entire country for three weeks with no pay. That is an intolerable waste for this rich country of ours."

The Congress of the United States should give serious consideration to the late President's statistics before postponing action on the tax bill which has yet to be voted out of Committee.

Those who operate our Nation's businesses and those who would automate their company's products out of the reach of their laid off employees who, too, are consumers, should also seriously consider the statistics.

Unemployment can be the Achilles Heel of the United States. Seventeen per cent of our Nation's teenagers seeking employment are not able to find jobs.

Our economy can be in real trouble unless answers are found to this great problem. We cannot afford a "business as usual" attitude.

Labor, management and the government must put their heads together and find solutions. Congress must legislate, not procrastinate.

Berlin Wall Opening Recalls Meany Plea

The agreement to open the Berlin Wall for a two-week period over the Christmas holidays to allow West Berliners to visit their East Berlin relatives for the first time in over two years has recalled a similar plea by AFL-CIO Pres. George Meany.

In July 1962, in a speech to the Congress of the Intl. Confederation of Free Trades Unions in West Berlin, Meany called on the UN Human Rights Commission to arrange for opening the wall for a trial period of one month "as an experiment in humanitarianism" to allow for the reunion of families.

Local 354 Signs Paper Firm

Local 354, Plymouth, N. C. and the Weyerhaeuser Company recently signed a renewal agreement.

Major advances include a 7c across-the-board increase effective Nov. 1, 1963 with an additional 3 per cent effective Nov. 1, 1964.

Other improvements are an improved sick leave allowance and a new clause to supplement workmen's compensation. The pension and insurance program was greatly improved and provision has been made for four weeks' vacation after 20 years of service.

The Negotiating Committee consisted of Local 354 Pres. Doris Wells, Norman Spruill and Peggy Modlin. Able assistance was rendered by International Vice-Pres. J. O. Bloodworth.

At the AFL-CIO Convention

O.E.I.U. delegates and guests at the AFL-CIO convention, held in November in New York City. From left are Vice President Edward Springman, Secretary-Treasurer J. Howard Hicks, Bob Greenwood of Local 2, Washington, D. C.; George Johns, Secretary-Treasurer of the San Francisco Labor Council; and President Howard Coughlin.



O.E.I.U. Secretary-Treasurer Howard Hicks delivering auditor's report to the Metal Trades Dept. Convention. Lending attention are Peter T. Schoemann, President of the Plumbers & Pipefitters, and Dept. President B. A. Gritta.

Local 153 Beer Salesmen Receive \$200,000 in Refunds

Local 153 Bus. Rep. Al Addeo distributes refund checks to jubilant Piel's salesmen.

The holiday season was jubilantly celebrated this year for salesmen in the Piel's, Ruppert and Schlitz Breweries. Business Representative Al Addeo was a welcome "Santa Claus" as he distributed refund checks averaging \$1,200. Some of the checks were in excess of \$2,000.

The individual checks represent the amount of money each salesman had contributed, plus interest, during his participation in the Local 153 Salesmen's Division Pension Fund. The entire amount is tax free except

for that portion which represents interest.

The refund was made during the week of December 2nd and provided the crowning touch to the concentrated efforts Local 153 made during 1963 to merge its two Pension Plans and provide one sound plan for all of its members.

Only eight months ago, salesmen from the three breweries were contributing \$4.00 per week, in addition to the \$8.00 per week contributed by their employers into the Local 153 Salesmen's Division Pension

Fund. As a result of the merger of the two pension funds in May 1963, the salesmen were able to get a better retirement formula.

Several months later, after numerous discussions with employers, the Union arranged for a discontinuance of the \$4.00 per week deduction from the salesmen's paychecks. This enabled each member to take home \$4.00 more per week in his pay check.

Finally, just this month, arrangements were completed for the return of more than \$200,000 contributed by the salesmen.



CANADIAN FILE

CLC Rallies Groups for Canada Pension Plan

Support of Canadian Labour Congress groups across Canada will be rallied behind a Canada Pension Plan program during February, Claude Jodoin, CLC President, announced today. February is traditionally observed through the Canadian Labour Congress as "Citizenship Month," and the 1964 activities will be concentrated on a drive for better pensions.

"Pensions now represent one of the weakest areas in our social legislation," Mr. Jodoin said. "There is need for improvement in the basic old-age pensions. At the same time there is need for a broader contributory and portable plan enabling workers to carry benefits from job to job and providing new opportunities for other groups, particularly farmers. As far as industrial workers are concerned, the need for portability becomes increasingly evident in the face of the sweeping changes which are taking place in industry. Job changes inevitably result, and in too many cases the equity a worker has in the pension plan of one company is lost when he moves to another company.

"Every one of us owes a debt to the past. We can help pay that debt by seeing that, as a nation, we show our senior citizens respect by at least providing them with the essentials of a decent standard of living. At the same time we should provide for the future security of all citizens. This is not only correct from a moral point of view but it is also a sound economic policy providing for a continuing improvement in the standard of living for all and filling a social security gap.

"It is as a contribution to this objective that the Canadian Labour Congress is asking all its affiliated organizations to work toward a true Canada Pension Plan during February when we observe Citizenship Month.

"A detailed program is being mapped out to enlist the cooperation of all sections of our movement. This will include activities by the Provincial Federations of Labour, the local Labour Councils and individual unions and their locals.

"We hope, during February, to draw the attention of the Canadian people to the need for pension action now. Emphasis will be placed on making our views known to the Members of Parliament and to members of the various Provincial Legislatures. We feel that a successful campaign of this nature can be a very real contribution to Canadian citizenship."

New Records for CLC Divided On Gill Report

The Canadian Government intends to establish a new system for maintaining the records of individuals required by various federal departments, it has been announced by the Ministry of Labour. The first step will be to register all employed persons in Canada. Plans are under way to begin this registration on April 1.

At present, for unemployment-insurance purposes, the Unemployment Insurance Commission keeps a register of all persons working in insured employment. Each person is assigned an individual number so that appropriate records may be maintained with accuracy.

Seen as Obsolete

With the growth of the labour force and the increasing use of electronic data-processing equipment for government record-keeping, the registration system employed by the Unemployment Insurance Commission is becoming obsolete. In view of the recommendation of the Glassco Commission that a single numbering system should be established by the Government to replace the multiplicity of systems now in effect, it was felt that a good start would be to introduce a new method that would be applied at first to the

The Canadian Labour Congress favours some recommendations of the Gill Commission on unemployment insurance; but is strongly opposed to others. In its annual submission to the government, the CLC said it favoured: universal coverage of all wage and salary earners, regardless of occupation or income; establishment of a new insurance class; increase in the ratio of benefits to previous earnings; maintenance of the same rates of extended benefits as for regular benefits; strengthening of the administration; and transfer of the National Employment Service to the Department of Labour.

In Opposition

The Congress is opposed to: the reduction of the maximum benefit period from 51 to 26 weeks, recommendations concerning the accumulation of contributions, entitlement to benefits, and the definition of earnings; and proposed seasonal regulations.

operations of the Unemployment Insurance Commission.

The new numbering system will be introduced in conjunction with the annual renewal of unemployment-insurance books that will take place, as usual, this spring.

Tax Policy Outlined

Donald MacDonald, secretary-treasurer of the Canadian Labour Congress, today expressed the views of the labour movement regarding taxation, in a brief submitted to the Royal Commission on Taxation. Mr. MacDonald summarized the CLC's basic policy on this matter as follows:

- 1) Whenever possible and practicable, the incidence of taxation should be based on ability to pay.
- 2) The personal income tax, because of its capacity for progressiveness, can best be adapted to comply with this principle.
- 3) The tax system should be used to bring about a more equitable redistribution of the nation's income. Again, this can be achieved through a progressive personal income tax, by taxing lower incomes much less than higher incomes, to finance general social benefits.
- 4) The tax system, used as a fiscal instrument, can play an important role in regulating the nation's economy. If full employment and adequate growth rates are to be attained and maintained, the tax system must play an important role.

The Congress believes that the present 20 per cent tax credit on dividend income is excessive, and serves to make the income tax more regressive than it needs to be. A 10 per cent rate, which it stood at prior to 1953, would seem to be a more equitable arrangement.

In the view of the Congress the recent increase in the old age security tax has only worsened what was already a bad situation. The current 4 per cent tax on only the first \$3,000 taxable income is the most regressive feature of our entire tax structure. It means that a person with \$3,000 taxable income pays the same old age security tax as another with a taxable income of \$6,000, or \$10,000, or \$25,000, and so on.

The CLC's brief further says that if the present corporate tax rates had the adverse effect on profits that some proclaim, then one would logically have expected the position of profits to have deteriorated. This, however, has not been the case at all. Last year the volume of profits was the largest ever, and most of the forecasts are that profits will be even higher in 1964.

"We are not averse, however, to the use of tax incentive programs to encourage industry to locate in economically depressed regions. On the contrary, if tax incentives are effective in inducing industry to go to such areas, we believe that they should be positively employed.

"We are concerned about ac-

Programme for Older Workers

The hiring period for the Federal Government's Older Worker Employment Incentive Programme has been extended for two months—from January 31 to March 31—it was announced last month by Allan J. MacEachen, Minister of Labour.

Under this plan, which becomes effective on November 1, 1963, the Department of Labour offers to pay to employers up to \$75 a month for each new employee 45 years old or over, who has been unemployed for six months or more, whom they hire in a new job or one not vacated since September 1, 1963.

In making the announcement, Mr. MacEachen said that the extension in time would give employers more time to consider

proposals from certain quarters that cooperatives are not paying their 'fair share' of taxation. We believe these accusations to be unjustified. There seems to be a good deal of misunderstanding about the nature and purpose of co-operatives, and we hope that your inquiry will help to clear up such misunderstanding.

"We think that a case can be made for providing the federal government with carefully defined discretionary power to use the income tax more effectively for fiscal purposes. At the present time tax rates can be altered only by a Parliamentary amendment to the Income Tax Act. Unfortunately, this may result in a slow and cumbersome use of fiscal policy when economic conditions warrant swifter action. Parliament is not always in session and may be away at precisely the time that the economy needs the kind of stimulus that reduction in certain income tax rates may be able to give it. It seems to us that the federal government should thus be en-

abled, without waiting for parliamentary action, to vary tax rates within a narrow specified range of several percentage points.

their manpower requirements more fully, and to make any adjustments in their hiring practices—both to take advantage of the programme and to benefit older workers and their communities. The Minister said that the programme involved a new idea for engaging workers. It is an imaginative experiment to try to overcome reluctance against hiring older workers and to solve employment problems for workers in the category who have experienced long unemployment. It has received the full endorsement of the Canadian Labour Congress, the Canadian Manufacturers' Association, the Canadian Chamber of Commerce, the Canadian Federation of Mayors and Municipalities, and other national organizations. The provincial departments of welfare are also giving their full support and cooperation.

Much interest in the programme has been shown by individual employers in all parts of Canada, it is reported. During the first month of the hiring period, some 325 employers had filed applications for older workers with the National Employment Service. The numbers will no doubt increase as the programme continues.

"We believe that one of the most important things which your Commission can do is to have a study made to see how the sales tax can be better related to the principle of ability to pay. This will not be possible so long as the sales tax continues to be based on a flat rate. We should be most interested if the Commission investigated the possibilities of replacing the flat rate with the variable rates, which would take into consideration inequalities in the buying ability of consumers."

Committee Concludes New Contract



Members of the Nekoosa-Edwards Paper Co. and O.E.I.U. Local 95 bargaining committees recently concluded a new agreement. Seated, from left to right, are Charles A. Sanford, Manager of the company's Industrial Relations Department, and Jerome Nash and John Bull (Chairman) for the union. Standing, from left to right, are W. R. Cahill, Labor Relations Director, Donald Carl, Arnold Brost, and Carl Meisnest, Business Representative for the union. Missing when this picture was taken were Paul Young for the company and Al Grutzik for the union.



CANADIAN FILE

New Year's Message

by Claude Jodoin
President, Canadian Labour Congress

We stand at the gateway of a year of great opportunity. Seldom have Canadians been confronted with such challenges. Yet, on every hand, we face new avenues which may lead us to a better life for all.

This is particularly true in the area of labour-management relations, in which our organizations and membership have a very basic interest. The year 1963 brought with it proof that many of the quick assumptions about automation and other major technological changes were unfounded. Experience has now clearly shown that when men are replaced with machines their services are not automatically required in other work. It does not follow, however, that automation is, therefore, necessarily an evil. Our rapidly expanding scientific and technical knowledge can be the means of providing material goods in much greater abundance. The true benefits will only be gained, however, if we apply equal skill to assuring their fair distribution.

Labour is not alone in its concern about the application of these methods. Unemployment—quite apart from the price in human suffering which is its greatest cost—depresses the entire economy. Vastly expanded means of production have little meaning if there are no customers to buy the products.

This is a challenge which confronts us as a people. It calls for original thinking and for courageous action. This is a situation in which new degrees of cooperation between labour, management and government are required. We are hopeful that the newly-established Economic Council of Canada may be able to make an important contribution in this regard.

Canada itself has arrived at a time of testing. Two historic cultures have mainly provided the base on which our country has developed and expanded. This base must be maintained. The period as we approach Canada's centenary is an appropriate one for reassessment. We have grown to world stature as one country, we must continue to grow as one country. During the past year there has been, I am sure, an awakening from one end of the country to the other to the need for reviewing the ties between the peoples of these two cultures, and of remedying inequalities which may have developed over the years. This is a task which we must face squarely in the year ahead.

We must have a Canada which unites all our people, regardless of their race, colour or creed; and Canadian workers can make a great contribution to this objective.

The opportunities of 1964 will, by no means, be restricted to matters within our own boundaries. Internationally we are in a period of great transition. During the past year there has been a marked easing of many of the tensions we have been experiencing, although the fundamental problems remain. During the same period many world figures who have provided leadership have left the scene. It would be difficult to let the year end without making particular reference to the untimely death of President John F. Kennedy.

But time never stands still; and we must move forward with time. I hope and pray that we may carry into 1964, from the season we have just observed, the spirit of peace and goodwill to all mankind.



Guest Editor

Ethel Ritchie, Chief Office Steward for Victoria Trade Union Office Employees, was recently invited by the Victoria Times to be Guest Editor for a day. Sister Ritchie has been an active supporter of Local 15, of which she became a member in 1954.

In her column Sister Ritchie related how her employment with a union paved the way for her interest in organization. She referred to the great strides accomplished by her own local and the O.E.I.U. internationally. She also advised wives to encourage their husbands to attend union meetings.

At the Northwest Conference



The delegates who met in Vancouver for the meeting held October 26, 27.

OEU Activities Are Noted in England

Mr. Howard Coughlin,
President,
Office Workers International,
c/o Mr. Don Iddon,
50 Rockefeller Plaza,
New York 20, New York, U. S. A.

Dear Sir,

Mr. Don Iddon through the columns of the London *Daily Mail* reported that you are the leader of a movement centered in New York City, for the improvement of the conditions of employment of office workers and that to that end you and your associates had been particularly active on Wall Street.

The name of the organization, "Office Workers International," would suggest that it is intended to make it applicable to countries other than the U. S. A., and as I am myself an office worker and convinced of the necessity for united action on the part of clerical workers for a considerable advancement in their wages, especially here in England, I should be pleased to know whether there is a British section to the movement which I would readily join.

Please be good enough to let me know.

Yours fraternally,
A. E. MOORE.

Local 15 Organizes 6 New Members In Merger

Local 15 Secretary-Treasurer Opal Skilling reported the signing of six new members due to the merger of the Consolidated Freightways Company with Canadian Freightways Ltd.

Local 15 represented five clerical employees at Consolidated Freightways but the six clericals of Canadian Freightways were unorganized.

A successful campaign brought the unorganized clerical employees into the Union creating 100% membership of the newly merged firm's office force.

OEU Scores On 4 Fronts

(Continued from page one)
successful organization of the clerical staffs of the Riviera and Holiday Inn Motels in Queens, N. Y.

Organizational work is proceeding in numerous other areas of the United States and Canada under the direction of Local Union Representatives and International Representatives of both.

NLRB elections have been set in New York City for the employees of the Booth Steamship Lines, the Midwest Manufacturing Company in Galesburg, Ill., and the home office employees of the Mason Rust Company at New Orleans.

The OEU anticipates a step-up in white collar organizational activity in the year 1964.

An increase in the number of white collar workers in the United States and Canada and subsequent problems caused mainly by the introduction of automation and technological change is providing greater incentive for office and clerical workers to organize.

Kennedy's 'Last Words to Labor' Available on Film

Washington—"John F. Kennedy's Last Words to Labor," a 16 mm. film of the late President's address to the 1963 AFL-CIO convention just a week before his assassination, will be available for sale or rental from the federation Dept. of Education after Jan. 1.

The film, which runs 28.5 minutes, may be purchased for \$35 a copy. The figure represents the actual cost of printing in accordance with a directive from AFL-CIO Pres. George Meany to encourage the widest possible distribution by keeping the price to a minimum.

The rental price is \$3 per showing. Reservations should be made two weeks in advance with the AFL-CIO Dept. of Education, 815 Sixteenth St., N.W., Washington 6, D. C.

Labor Help to Scholars Put at More Than \$1 Million

Cambridge, Mass.—The AFL-CIO and its affiliates have spent more than \$1 million this year to help send 842 young men and women to college.

AFL-CIO Sec.-Treas. William F. Schnitzler announced these figures in an address at Harvard University here. In the audience were three students attending Harvard on AFL-CIO merit scholarships.

The "Manpower Bill" cleared the House by voice vote after defeat of a substitute proposal by Rep. Robert Taft (R-O.), 168-122. Similar legislation had been passed by the Senate early in September.



from the desk
of the

PRESIDENT

The Subcontracting Problem

Office Employees International Union is probably faced with more serious problems of subcontracting than is true of most unions in the United States and Canada today.

Employers under contract to Local Unions of the O.E.I.U. constantly strive to subcontract work to agencies which provide "temporary" manpower during peak load periods. When our contracts are not policed, these peak load periods become a recurring event. As a result, numerous Local Unions are faced with an erosion of the work for which we were originally certified as the collective bargaining agent.

In addition to the use of temporary manpower, we have the more serious problem of work being diverted to computer centers. This work is diverted not only to computer centers owned and operated by employers not under contract to the Office Employees International Union, but in many instances happens within the same company where certain of the collective bargaining units are represented by our Unions. For example, work normally performed in one city or locality in a national company has been transferred to the computer center of that same company in another city. In these instances, unless the company is completely organized in all of its installations, the management will find reasons to locate the computer in an unorganized location.

We predicted these subcontracting problems several years ago before most of our unions were faced with these difficulties.

The National Labor Relations Board in the United States handed down several decisions which held in such instances that subcontracting from a certified collective bargaining unit to another installation without the consent of the union involved was illegal. The Board held that such subcontracting violated the Taft-Hartley Act even if it was done for economic purposes and not for the usual purposes of avoiding collective bargaining responsibilities.

The most important case on record concerning this subject is the Fibreboard Paper Products Company. The Board originally voted to dismiss the case brought by the union but on reconsideration, it held that the company violated the Taft-Hartley Act in subcontracting work. The Court of Appeals in the District of Columbia upheld the Board and the company has proceeded to appeal this case to the United States Supreme Court. Recently, the United States Supreme Court agreed to review the employer's right to subcontract work without consulting the union and a decision should be forthcoming within the next few months.

If the Supreme Court should reverse the lower Court and the NLRB, all unions which have failed to incorporate clauses in their existing collective bargaining contracts prohibiting subcontracting will be in serious trouble.

If the United States Supreme Court upholds the decision of the Circuit Court of Appeals and the NLRB, it will only be a matter of time before the enemies of labor attempt to amend the Taft-Hartley Act for purposes of guaranteeing the rights of employers to subcontract.

This is a bread-and-butter issue which affects all workers organized or unorganized. If a company can subcontract at will, it can evade its collective bargaining responsibilities, pit worker against worker, depress wages and increase unemployment.

The United States Chamber of Commerce and the National Association of Manufacturers are constantly working to weaken the labor movement and thus imperil the economic well being of all of those who work for a living. These same forces hope to make Oklahoma the twenty-first state to pass a law prohibiting union security clauses. It is expected that the voters in Oklahoma will vote on this issue in May of this year.

These are only a few of the reasons why it is necessary for organized labor to be active at the polls. These are some of the reasons why OEIU's V.O.T.E. program came into being and why it is necessary for our membership to fully support this program.

\$5,000 Raised for Retarded Children

(Continued from page 1)

Office Employees International Union, Local 153, honored Secretary-Treasurer Ben J. Cohan.

In addition to citations presented by James Herkenham, Administrator of Labor Union Services of the March of Dimes, and Orin Lehman, Chairman of the Governor's Committee on Employ the Handicapped, Brother Cohan was extolled by O.I.E.U. President Howard Coughlin and AFL-CIO Vice President Paul Hall, who represented President Meany.

Congressman Hugh Carey of Brooklyn, New York was presented with a check in the amount of \$5,000 which represented the proceeds of the dinner contributed to the Lt. Joseph P. Kennedy Institute For Retarded Children. The dinner committee had previously unanimously agreed to make this gift in honor of our late President John F. Kennedy and as a tribute to the guest of honor, Ben J. Cohan.

Other dais guests included Peter Brennan, President of the New York State Building Trades Council, Local 153's General Counsel Walter M. Colleran, Thomas Gleason, President of the International Longshoremen's Association, O.E.I.U. Secretary-Treasurer J. Howard Hicks, and former AFL-CIO Regional Director William Collins.

Brother Cohan's wife and mother were presented with bouquets of roses by dinner chairman Edward Edom.

NLRB Rules Against Clerks In Dispute

The National Labor Relations Board ruled that OEIU Local 29 may add to its membership at Pacific Intermountain Express Company's Oakland, Calif., general offices those employees transferred from a Brotherhood of Railway Clerks bargaining unit at the National Carloading Company.

The dispute began when the Railway Clerk's stated their contract went with the employees when P.I.E. bought out National Carloading in 1962 and transferred some of its employees to the Oakland office where Local 29 had a contract.

Local 29's position in the dispute was that it was a common practice for P.I.E. to bring newly acquired subsidiary corporations within the coverage of Local 29's contract. The union further argued that the P.I.E. and National employees performed their duties under common supervision without delineation as to the particular subsidiary involved. In addition, the job functions are inter-related with a high ratio of employee interchange.

After weighing the facts, the Board ruled in favor of Local 29 stating that the "physical, functional and administrative integration of the P.I.E. and National Clerks warrant amending Local 29's certification to cover the entire group."

Chosen in Chattanooga



O.E.I.U. Local 179 Secretary-Treasurer Helen Uhlich became the first member of her sex to be elected to the office of Trustee on the Chattanooga Labor Council's Central Body. She also holds the distinction of being the second woman ever to serve on the Executive Board. Sister Uhlich is office secretary of the Chattanooga Building Trades Council.

Victory Won At Midwest Mfg.

(Continued from page 1)

elected to the Negotiating Committee are: Walter L. Bruner, Chairman, Shirley Hardister, Secretary, Willard A. Gibson, Alfred H. Lehman and LeRoy R. Maleck.

The committee, with the assistance of International Representative Richards, are preparing their first agreement and will

Dorothy King Honored



Mrs. Dorothy King, who had been President for Local 303 since it was organized in March 1953, was honored last month by appreciative officers and fellow employees. A dinner party was held in the Gold Room of the Coffee Cup in Texarkana—a "surprise affair." Dorothy was presented a Lady Elgin wrist watch and a lively necklace, and was congratulated by Frank E. Morton (left) and William R. Avant.

Local 303 has a contract with Day & Zimmerman, Inc., operators of Lone Star Ordnance Plant in Texarkana, Texas.

In addition to being President of Local 303, Dorothy has acted in the capacity of chairman of the Joint Negotiating Committee, composed of seven labor organizations.

Effective January 1, 1964, Day & Zimmerman promoted Dorothy to a managerial position as Administrator of a specific area. In this capacity, she will supervise approximately 30 employees.

William A. Avant, Vice President, will fill the unexpired term of President of the Local.

be submitting it to the company soon.

The O.E.I.U.'s victory at Midwest Manufacturing Corporation will signal an intensive drive to organize white collar workers in the Galesburg area.

Local 221 presently holds the bargaining rights for office employees at Gale Products, makers of outboard motors and Lawn Boy power mowers.

Midwest manufactures refrigerators, freezers and air-conditioners for Admiral Corporation.

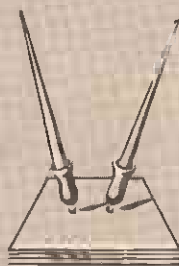
VOTE

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WHITE

Official Publication of the



COLLAR

Office Employees International Union



No. 218

JANUARY, 1964

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OEIU Scores in York, Pa., Milwaukee, Tacoma, N. York

Sign With Intl. Paper

Joe Nedham, Local 29 Business Agent, reported the successful signing of a one year agreement with the International Paper Co.

The contract effective August 1, 1963, included a 4 per cent across-the-board increase with a minimum of fifteen dollars (\$15.00) per month.

Paid vacation allowance has been expanded to permit four weeks of vacation after 20 years of service.

Other improved benefits are in the area of pension and sick leave.

'Work' Issue Defeat Seen In Oklahoma

The National Council for Industrial Peace has predicted that Oklahoma voters will reject a so-called "right-to-work" law proposal if the issue reaches a statewide vote next year.

The council noted that the measure to outlaw union shop agreements had been rejected by overwhelming majorities in California, Ohio, Washington, Colorado and Idaho when it was last on the ballot in the 1958 elections.

Signs With Bible Co.

Columbus, Ohio—Local 333 and the Union Label Memorial Bible Co., Inc. entered into an agreement which calls for sick leave, bonus pay and wage increases each six months during the life of the agreement.

President Conveys His Appreciation



WHITE HOUSE, WASHINGTON, D.C.

HOWARD COUGHLIN, PRESIDENT OFFICE EMPLOYEES INTERNATIONAL UNION SUITE 610, 265 WEST 14 ST., N.Y.C. YOUR THOUGHTFUL EXPRESSION OF INTEREST WAS RECEIVED WITH DEEP APPRECIATION. I SHALL CHERISH YOUR PRAYERS AND SUPPORT IN THE DAYS AHEAD. SINCERELY, LYNDON B. JOHNSON

Borden's and Local 46 Sign

Negotiations were successfully completed with the signing of a year agreement between Local 46, Tampa, Fla., and the Borden's Dairy Inc.

The agreement provides for a yearly increase of five cents (5c) per hour. Substantial improvements were made in the insurance program and the probationary period was decreased from six months to ninety days. Employees with five years of service will now receive three weeks of paid vacation.

The Local 46 Negotiating Committee consisted of Mrs. Wilma Hayes, Ethel C. Ewing and June Hermann. The Committee was assisted by Intl. Vice-Pres. J. O. Bloodworth.

Local 29 Re-Signs Grand Auto Stores

A new settlement has been reached covering 35 members employed at Grand Auto Stores, reports Local 29 Bus. Rep. John Kinnick.

The new contract covers the main office and all the branches of the company. A \$13.37 per month wage increase was effective on Sept. 1, 1963 and an additional \$14.00 per month will become effective Sept. 1, 1964.

Life insurance is raised from \$1,000 to \$2,500 and other improvements on the health and welfare plan have been made especially in lowering cost of dependent coverage. Other gains include the establishing of Veterans' Day as a paid holiday.

The Office Employees International Union in the past month scored gains at the Standard Register Company, in York, Pa., the Milwaukee Message Center, the Tacoma Credit Bureau, and the Allied World's Fair Service Corporation and Riviera and Holiday Inn Motels.

In York, Pa., another unit of the Standard Register Company was added to the OEIU ranks by a 12 to 1 win through a National Labor Relations Board election. This victory, among the employees of the production standards unit follows closely on the heels of a previous success among the office and clerical workers of the same company. Local 14 President Edward Springman and International Representative John Fitzmaurice led both of these campaigns.

Impressive Win

At Tacoma, Wash., Walter Freeman, Business Representative of Local 23 scored an impressive win at the Tacoma Credit Bureau. In this instance, the employees chose the OEIU in an NLRB election by a score of 21 to 10. Negotiations are now in progress.

Pool Efforts

At Milwaukee, Jerry Clark, Business Representative of Local 9 and International Representative Arthur Lewandowski pooled their efforts to win an NLRB election for the telephone operators employed by a teleanswer service, known as the Milwaukee Message Center. The vote was 14 to 10 in favor of Local 9. However, challenges will delay the official certification for several weeks.

In New York City, Ben J. Cohan, Secretary-Treasurer of Local 153 announced that the employees of the Allied World's Fair Service Corporation and the Allied Exhibitions Maintenance Corporation recognized Local 153 and have agreed to negotiate a collective bargaining agreement to cover clerical workers employed during the life of the New York World's Fair. This is the first company to be organized at the New York World's Fair site. Local 153 is presently organizing three additional companies in the World's Fair area.

Local 153 also announced the
(Continued on page 3)

OEIU Executive Board Completes Busy Meeting

(Picture on Page 4)

The Executive Board of the Office Employees International Union, at its December meeting in Bal Harbour, Fla., completed work on a full agenda. Among numerous other actions, the Board:

- Paid tribute to the memory of President John Fitzgerald Kennedy.

- Outlined the subjects to be considered for the OEIU's next

series of Educational Conferences.

- Adopted a broad Civil Rights resolution presented by the OEIU Civil Rights Committee, composed of Secretary-Treasurer J. Howard Hicks and Vice President Edward Springman.

- Approved the admission of 15 Local Unions into the Office Employees International Union

Pension Plan. These Local Unions did not previously participate on behalf of their full time field and office staffs.

- Effectuated numerous amendments to the OEIU Pension Plan and rules for the operation of said plan.

- Approved the merger of Locals 6, Boston, and Local 63, Providence.

- Authorized the Executive

officers to purchase new lapel pens and quills for members.

- Urged all Local Unions to waive initiation fees for teenagers hired for summer employment in the year 1964 providing such teenager contemplate a return to school in the Fall.

- Approved a reciprocal transfer agreement with the National Association of Broadcast Employees and Technicians.