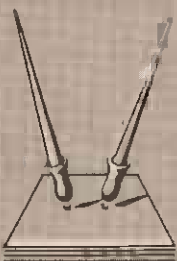




# WHITE

Official Publication of the



# COLLAR

Office Employees International Union



## American President Lines Is Found Guilty By NLRB

The National Labor Relations Board, in a recent directive, found the American President Lines, Ltd., guilty of violating the National Labor Relations Act, as amended.

The Board found that the company, its officers and agents had unlawfully aided, given assistance and support to an Employee Relations Committee in order to defeat the organizational campaign of Office and Professional Employees, Local 3, San Francisco. The Board also found that the company dominated the Employee Relations Committee.

It is interesting to note that the company formed the Employee Relations Committee only after a successful campaign by OEIU Local 3.

In the evidence submitted during a National Labor Relations Board hearing, it was brought out that an employee showed the Chairman of the Board of Directors of the American President Lines a copy of the OEIU contract in New York City with the French Lines covering clerical employees. Mr. Ralph K. Davies, Chairman of the Board of the American President Lines, after examining the French Line contract with Local 153 in New York recommended to the President of the company that an Employee Relations Committee be established.

Thereafter, the company assisted in the formation of the committee and agreed to negotiate wage increases and other conditions of employment, in addition to arranging for company picnics, golf tournaments, bowling leagues, and other activities which would give the Committee larger scope and purpose. Thereafter, the Personnel Manager selected various employees in each department as temporary members of the Committee. The basis for his selection of these individuals was: 1) they have good rapport with

the employees; and, 2) that they were employees with the company's interests at heart. Among those chosen for the first Committee was at least one supervisor.

All during the hearing, it was brought out without contradiction that the company assisted, financed and dominated the Committee with the stated purpose of improving the "channels of communication" between management and employees. It is noteworthy that the company failed to give any thought to the formation of such a Committee until the organizational drive of the Office Employees International Union was in full swing.

The National Labor Relations Board, after hearing the case, in a decision dated March 26, 1964, ordered the American President Lines to—

1. Cease and desist from:—
  - a) Assisting, dominating, contributing financial or other support to, or interfering with the administration of the Employee Relations Committee named as an interested party herein, or any other labor organization.
  - b) Otherwise interfering with the representation of their employees by or through any labor organization of their own choosing.
  - c) Recognizing the Employee Relations Committee, or any successor thereto, as the representative of any of its employees for the purpose of dealing with Respondent concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work.
2. Take the following affirmative action designed to effectuate the policies of the Act:—
  - a) Withdraw and withhold all recognition from, and completely disestablish the Employee Relations Committee, named as an interested party herein, or any successors thereto, as the representative of any of its em-

### *In Effect "for the Duration"*

## New York World's Fair 100% OEIU

Office Employees International Union, Local 153 recently completed contract with the New York World's Fair Corporation, the Allied Maintenance Corporation, the Greyhound Corporation and the Pinkerton National Detective Agency, covering all office and clerical employees of these four companies at the World's Fair site in Queens, N. Y.

These contracts will run for the duration of the Fair and will expire in December 1965. It is estimated that the New York World's Fair Corporation, Allied Maintenance, Greyhound and Pinkerton will employ between 500 and 600 office and clerical employees falling within the jurisdiction of the OEIU.

The New York World's Fair is completely unionized and provides a union office prepared for

use by union representatives during the operating period of the Fair. The offices are located in the Entrance Building and will be used by business representatives of the various unions representing thousands of employees working for the Fair itself and numerous exhibitors.

A special parking area has also been reserved for authorized union representatives. The reserved parking area is clearly marked with signs reading "Labor Representatives."

Union members visiting the Fair from all parts of the United States and Canada will be assured that their needs will be received by members of international unions affiliated with the AFL-CIO.

This is probably the first time in the history of "World's Fairs" that one has been constructed and run in all departments by union members.

The New York World's Fair deserves our patronage and support.

### **\$1,000 License Fee Ordinance Repealed**

Osceola, Ark.—The Osceola City Council has repealed an ordinance it enacted in 1957 setting a \$1,000-a-day license fee for union organizers.

The city's governing body acted to kill the ordinance just two weeks before a suit attacking its constitutionality was due for trial in U. S. District Court at Jonesboro. Because repeal made the question moot, Federal Judge Gordon Young dismissed the suit with costs assessed against the defendants—the city and a number of its officials and the county sheriff.

The lawsuit was filed last April 23 during an organizing campaign by the Pulp, Sulphite & Paper Mill Workers among employees of the American Greetings Corp. here. Judge Young had set trial for March 17 after denying a motion by the Osceola officials to dismiss the complaint on the ground that the federal court did not have jurisdiction.

### **Automation in 36 Industries Studied**

Automation and technological change will exert a profound effect on numerous industries and workers by 1970, according to a study of 36 industries prepared for President Johnson's Advisory Committee on Labor-Management Policy.

The report showed that a "prosperous and growing economy . . . will not compensate for technological advance and even with higher output employment may fall off.

Of the 36 industries studied, employment opportunities were uncertain for seven and expected to decline in fifteen by 1970.

employees for the purpose of dealing with Respondent concerning grievances, labor disputes, wages, rates of pay, hours of employment, or work conditions.

b) Post at all of its offices in the San Francisco Bay Area copies of the notice and shall, after being duly signed by its authorized representative, be posted by the Respondent immediately upon receipt thereof, and be maintained by it for a period of 60 consecutive days thereafter in conspicuous places, including all places where notices to employees are customarily posted. Reasonable measures shall be taken by the Respondent to insure that such notices are not altered, defaced, or covered by any other material.

## Southern Successes

### **Local 179 Wins Election at Mueller**

OEIU Local 179, Chattanooga, Tennessee, recently won an NLRB election in two units of the Mueller Company at Chattanooga. Local 179 has represented the plant clerical employees of this company for several years and the newly organized units include all office, clerical and technical employees.

During the proceedings, the National Labor Relations Board also ruled that five expeditors should be included in the plant unit. In all, the victory has added 60 new employees to the bargaining rights of Local 179.

The campaign was led by

Pres. Kenneth Ballard of Local 179 assisted by Local Union Vice-Pres. Charlie Harris and OEIU Vice-Pres. J. O. Bloodworth.

### **Florida Local 337 Wins NLRB Election**

Local 337, Palatka, Florida has recently won an NLRB election among the plant clerical employees of Central States Paper & Bag Company. The new members who requested OEIU representation by a vote of 3-0 will be added to the unit of plant clericals.

The campaign was led by Local 337 Pres. Harold Guthrie who was ably assisted by OEIU Vice-Pres. J. O. Bloodworth.



The Southeastern Educational Conference was held in Chattanooga, Tennessee on April 11 and 12, with an excellent group in attendance.

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

**HOWARD COUGHLIN**  
President

**J. HOWARD HICKS**  
Secretary-Treasurer

Room 610  
265 West 14th St.  
New York 11, N. Y.

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



Reproduction by the Labor Press of any or all material herein contained is not only permitted, but wholly desirable in the interest of workers' education.

Subscription Price \$1 a Year

## Contracts Strengthened

The United States Supreme Court, in a landmark decision affecting the rights of Union members under collective bargaining agreements, has ruled that a company which takes over the business of another firm must "in appropriate circumstances" carry out the terms of the absorbed firm's agreement with the Union for arbitration.

In an 8 to 0 decision, the U. S. Supreme Court upheld a finding of the 2nd U. S. Circuit Court of Appeals.

This decision will serve to protect workers covered under a collective bargaining agreement but subject to a take-over by a larger firm.

## Canada's Unions Expanding

Trade union membership in seven of Canada's ten Provinces increased in 1963. Throughout Canada, union membership increased from 1,414,800 in 1962 to 1,449,200 in 1963.

All industry classifications showed increased membership except transport and utilities. Manufacturing showed an increase of approximately 5,000 members. Only Manitoba, Nova Scotia and Prince Edward Island showed a slight decline in membership.

## Steel Companies Indicted

The Federal Grand Jury recently indicted eight of the Nation's largest steel producers and two company officials for fixing prices in a basic consumer-goods product, carbon steel sheet.

The government contended that as a result of the price fixing, consumers paid unduly high prices for such items as washing machines, refrigerators, kitchen cabinets and office furniture.

This indictment is of major importance for it deals with the problem of planned inflation. If the corporate giants of the United States are allowed to conspire to fix prices, the President's guide lines for wage increases and his call for a restraint on price increases will have little or no effect on the economy.

Price fixing destroys our competitive system and thus instead of competition resulting in lower prices to the consumer, the reverse is achieved.

Price fixing strikes a blow at our American system.

## Attrition

For the most part, unions such as the OEIU are demanding and obtaining contractual provisions wherein our present membership is not subject to layoffs as a result of the installation of electronic data processing machines or other automative devices. As a union, we are limited in our efforts to halt the elimination of jobs as a result of automation. While attrition clauses serve to protect our present membership, they will not in the long run have an affirmative effect on the economy of the country.

Automation's impact on jobs is a special problem which must be dealt with by the government, industry and labor working together.

The President's proposal for a National Automation Commission is, therefore, of major importance, providing this Commission is given the responsibility of making recommendations designed to regulate automation to the extent that we do not eliminate consumer purchasing power.

Automation is imperative in certain industries which have failed to keep up with world competition. Aimless automation in companies and industries which have already achieved national and world leadership can destroy our economy. Speed and more speed seems to be the purpose of the producers of electronics equipment.

A National Automation Commission may have to delve into the question of why we are seeking greater production and more speed and efficiency when, in many instances, we have already produced more than we can consume and have achieved an efficiency sufficient to our needs.

## Warehouseman Wins His Seniority Rights

Ben E. Culbertson, a warehouseman for the Kennecott Copper Corp., Utah Copper Division, requested that he be allowed to work during the scheduled vacation shut-down and take his vacation at a later date.

Brother Culbertson, regularly employed at Warehouse No. 2, was informed he lacked sufficient seniority at Warehouse No. 2 and had no seniority right at Warehouse No. 1, where three warehousemen, all junior in point of service to Culbertson, were retained for the shut-down period.

The company maintained that in applying classification or job seniority each warehouse had been treated as a separate unit.

Local 286 denied the existence of any single warehouse entity practice and held the company to be in violation of the collective bargaining agreement.

Arbitrator Harry Seligson ruled the company violated the provisions of the collective bargaining agreement by refusing to permit Culbertson to work as an upgraded senior warehouseman at Warehouse No. 1 during the 1963 vacation shut-down. He is to be paid at the senior warehouseman's rate for the entire period involved.

## Week-Long Institute Scheduled for July

A special week-long Institute for leaders of women's auxiliaries affiliated with AFL-CIO Unions will be held the week of July 12 at the University of Colorado.

The week-long Institute will mark the first time a program of this magnitude has been developed. AFL-CIO Pres. George Meany terms the Auxiliary Institute "... a real break-through in the vital task of developing the labor movement's most neglected resource—the women members of trade union families."

Seminars are to be held in the history, structure and goals of the labor movement, psychology, political activities and current legislation. Workshops will be conducted and the effective use of visual aids will also be demonstrated. Staff members will consist of National Auxiliary leaders, invited AFL-CIO officials and faculty members from the University of Colorado. An invitation has also been extended to Mrs. Esther Peterson, Assistant Secretary of Labor.

## California Local Officer Appointed

Phyllis Mitchell, Secretary-Treasurer of San Francisco OEIU Local 3, was recently appointed to the State FEPC Women's Advisory Council by Governor Pat Brown.

Sister Mitchell's activities in the Civil Rights field earned her the support of Thomas Pitts, President of the California State Federation of Labor, and George Johns of the San Francisco Labor Council.

## Local 42 Signs Detroit Hospital

Local 42 Office Employees International Union, AFL-CIO, Detroit, reports that a greatly improved contract has been signed with Metropolitan Hospital and Clinics covering 350 employees.

Betty Yachim, union representative, led the negotiations for the union with the solid support of Peter Paychess, unit chairman, and Flora J. Malone, Iris Pita, Stanley Machjeski, Joseph Smela, and William Johnson, union committee members.

The following improvements were won: Overtime after 40 hours in any one week (after 80 hours in two weeks in old contract). Holiday Pay when holidays not worked and additional day's pay, if worked (time off in lieu of holiday pay was previously practiced). Employer recognized fairness of taking turns in working weekends. Three weeks paid vacation after five years seniority. Twelve paid sick days annually with right to accumulate unused sick days up to 50 days. 30% employer paid family hospitalization first year and 40% second year of contract. Employer will post job openings. Minimum hiring rate raised from \$1.13 to \$1.25 per hour. Resume of wage increases: Classification Groups 1 and 2 will be lifted \$6.40 per week by 1-27-65, Groups 3, 4, 5, 6 upped \$4.00 per week, Groups 7 and 8 to \$4.40, Groups 9, 10 to \$4.80, Groups 11 and 12 to \$5.20 and Groups 13 and 14 to \$5.60. Newer employees will re-

## One-Third of MDTA Trainees Preparing For White Collar Jobs

One out of every three trainees for whom occupational classroom instruction was approved in 1963 under the federal Manpower Development and Training Act were preparing for white collar jobs, the Labor Department reports.

White collar vocational training was approved for 75,802 persons in 1963. Of the total, 23.7 percent were scheduled to receive training for clerical and sales jobs and 9.6 percent for professional and managerial occupations.

During 1963, M.D.T.A. classroom projects were approved to train 6,507 stenographers, 5,975 typists, 1,356 general office clerks and 1,686 sales personnel. The majority of courses last between 12 and 26 weeks.

The M.D.T.A. program passed by Congress in 1962 is designed to upgrade the skills of jobless or under-employed individuals to fit them for available jobs. Preparations are being made for some 400,000 persons who will receive classroom or on-the-job training over a three year span.

The Labor Dept. claims that 70 percent of all persons who complete the training course find employment.

ceive increments up to 30 months in progressive rate steps, plus a 5¢ an hour increase on 1-27-65. The contract was recently ratified and signed for a two-year period.

## RECENT VISITOR IN NEW YORK



Arne I. Valikangas (left), Managing Director of the Confederation of Salaried Employees in Finland, conferred with OEIU President Howard Coughlin on Brother Valikangas' recent trip to the United States.

## TO REPRESENT AFL-CIO IN MOROCCO



Rennie George, an active member of Local 153, will represent the AFL-CIO as one of a Labor Commission of four men at the upcoming Morocco International Fair at Casablanca. Mr. George, employed at the French Lines, was recommended by OEIU Pres. Coughlin.



# CANADIAN NEWS



## Sombre Lesson In Long Strike At St. John

A strike that carries sombre lessons for unions in any industry facing the possibility of automation has been going on in Saint John, N. B., since mid-September.

The refinery where these members of Local 9-691 OCAW are employed is rated as the most efficient in Canada and certainly among the most efficient in North America. The work force of 145 processes up to 45,000 barrels a day. This means 47.1 barrels per man-hour of labour, which compares to a Canadian average of 20.6 and a United States average of 16.4 barrels per man-hour.

### 75-Cent Lag

Yet, despite this record breaking production, the Irving employees at Saint John have been receiving as much as 75 cents an hour below the prevailing rates of other Canadian refineries, including the only other two refineries in the Maritimes, the Imperial Oil Refinery and the Texaco refinery, both located at Dartmouth, near Halifax, N. S.

Benefits are also far lower, costing the company about 35 cents an hour less than is standard in Canadian refineries. The Irving employees are forced, despite their low wages, to pay the entire cost of health and hospitalization insurance and five percent of their wages goes into a pension plan in which the employees bear almost the entire cost. Dr. A. M. Sinclair, an economics professor at the University of New Brunswick, who conducted an investigation of the dispute as an industrial inquiry commissioner appointed by the New Brunswick government, commented in his report that no concrete information on the pension plan is presently available to employees.

It was during Dr. Sinclair's investigation that the company showed its hand with regard to the Maritime economy.

In brief the company said it was opposed to raising wages of the refinery workers—now up to 75 cents an hour below the national standard — because it would upset the Maritime pattern. It was a let's-keep-Maritime-wages-down policy.

The refinery is owned jointly by the Irving Oil Co. Ltd., a key corporation in the empire of K. C. Irving, which covers a large part of the Maritimes, and Standard Oil of California. It is thus apparent that these two giant corporations are attempting in the Saint John situation to use the techniques of automation

## Union Rosters Show Rise In Canada

Ottawa—Trade union membership rose in seven of Canada's 10 provinces in 1963, according to a study by the federal Labor Dept. which is reported in its monthly publication, the Labor Gazette.

Throughout Canada, union members increased to 1,449,200 from 1,414,800 the previous year. All industry classifications showed raises except transport and utilities, where membership dipped to 324,200 from 329,000 in 1962. Manufacturing showed an increase from 580,700 in 1962 to 585,500 last year, the report said.

The picture of union membership in the provinces showed:

Ontario, 553,000 union members, or 14,200 more than in 1962; Quebec, 360,200, an increase of 6,100; British Columbia, 188,600, a boost of 3,600 members; Alberta, 63,000, up from 60,400 the previous year; Saskatchewan, 43,400, an increase of 1,000; New Brunswick, 27,400, a rise of 1,400; Newfoundland, 20,300 or a boost of 3,600.

The declines were found in Manitoba with 62,400 unionists, a drop of 2,000 from 1962; Nova Scotia, 41,100, a decline of 1,200, and Prince Edward Island, 1,600 or 200 fewer.

to step up production and hold down wages.

The crude oil comes to Saint John from Standard Oil of California operations in Saudi Arabia and is 30 to 40 cents a barrel cheaper than Western Canadian oil. Standard Oil of California owns a big piece of the Saint John Refinery operations.

Despite this low price for crude, and record-breaking efficiency of the refinery, New Brunswick motorists who stop at Irving stations for gas still pay 47 to 52 cents a gallon.

Although they earn low wages, the Irving employees face high living costs. Those employees working in Saint John County but living outside the

## QFL To Fight Bill 54 with Strike Call

The Quebec Federation of Labour, by a virtually unanimous vote, held at an emergency convention, has given member unions the power to call a general strike throughout the Province if the government proceeds with the adoption of its proposed Labour Code.

The convention passed a resolution calling upon the Quebec Legislature to delay action on the unpopular measure for at least another year.

The emergency convention of more than 2,100 delegates was presided over by Federation President Roger Provost, who told the delegates the Q.F.L. will accept no compromise on Bill 54.

The final resolution adopted by the convention gives the executive the power to use one or all of four alternatives to bring about the desired amendment to the Labour Code. They include demonstrations, such as a march on Parliament or a mass meeting; rotational slowdown strikes and revolving strikes; sitdown strikes; or a general strike. The greater majority of the delegates favor the last measure of action claiming mass demonstrations have proven to be ineffective.

The major points of the Labour Legislation the Q.F.L. is concerned primarily with the right to strike, the placing of labour legislation under the Civil Code, the right of association, the secret ballot, the make-up of the Labour Relations Board, and the introduction of the "individual contract."

County, have to pay a non-resident tax of \$45. Residents of the city and surrounding communities have to pay a poll tax of up to \$30 depending upon the community within the county where they live. Such possessions as a car and, under some conditions, tools, are classed as property for tax purposes.

The 145 members of the refinery staff on strike are fighting to improve these conditions.

## Two-Year Agreements

### Local 225 Renews Two Contracts

Two collective agreements were recently renewed in Canada by Local 225, Office Employees International Union.

The first of these covers 40 employees in the Canadian Labour Congress national headquarters in Ottawa, and regional offices in Moncton, Montreal, Toronto, Regina and Vancouver.

## OEIU Conducts Educational Conferences

To keep you informed as to what you can do as a Local Union officer, Shop Steward, or member in good standing, the OEIU conducts a series of semi-annual Educational Conferences.

The Educational Conferences are specifically designed to better acquaint you with the problems of white collar organizing, to inform you of important federal, state and provincial legislative changes, court decisions and to demonstrate methods of developing successful leadership within the Local Union.

Participating in the Educational Conferences is imperative if your Local Union is to keep abreast of the numerous changes in organizational techniques and in today's collective bargaining procedures.

The Conferences are held on weekends and are conducted regionally to facilitate a minimum of travel and insure free time.

Inquire at your next meeting if your Union plans to send delegates.

## Unions Play Key Role

Toronto, Ont.—Trade unions and credit unions play a key role in maintaining mass purchasing power in Canada, Pres. W. D. Whitaker of the O'Keefe Brewing Co. told the annual meeting of the Ontario Credit Union League.

"Organized labor has assured the rise of incomes in dollar terms," he said, "while credit unions have increased the buying power of each dollar for middle-income families."

## CLC Adopts Internal Disputes Plan

Machinery for the settlement of jurisdictional disputes was written into the Constitution of the Canadian Labour Congress at its fifth convention in Montreal in the expectation that it would solve a problem that has plagued the organization since its beginning.

The plan closely follows the internal disputes setup that AFL-CIO Unions have been

living under, with a reduction in friction, since its adoption at the 1961 convention. Much of the language duplicates that in the AFL-CIO Constitution, including the creation of a panel of impartial umpires and their role in settling jurisdictional disputes.

An additional clause provides that cases involving merger or reorganization of plants or com-

panies "under circumstances which eliminate the separate entities of previous bargaining units" will be referred directly to an impartial umpire, who is empowered to modify the section in the disputes plan dealing with established work relationships.

(Editor's Note: The text will be printed in a later issue of the WHITE COLLAR.)

ver. The two-year agreement provides for a 5½ per cent salary increase plus additional increases for three job classifications. A new clause was added to the contract protecting the rights of employees in the event of the introduction of automated machines. In lieu of severance pay upon termination of employment, an employee will now be paid for 50 per cent of unused sick leave to a maximum of 60 days' pay; this is an improvement of 15 days over the previous contract. Renewed provisions include the 30-hour work week, payment by the employer of provincial hospital services premiums, Blue Cross supplementary semi-private coverage, Physicians' Services Incorporated premiums, and group life insurance of \$4,000 per employee. The negotiating committee consisted of Marjorie Robertson, president of the local, Anne MacLean, Violet Bilyk and Dorothy York, assisted by Romeo Corbeil, OEIU representative.

The second contract renewal is with the Federal Executive of the New Democratic Party, Ottawa. The two-year agreement provides a \$10 monthly increase for the first year and a similar increase for the second year. Ruth Cook and Audrey Kari represented the Union in the negotiations.

## Labour College Expands Sessions

Following the successful completion of its first session, the Labour College of Canada is eagerly preparing for the 1964 session.

The Labour College, established in Montreal through the cooperation of the University of Montreal, McGill University, the Canadian Labour Congress and the Confederation of National Trade Unions, was chartered in 1963 as an independent institution.

This year, two sessions are being offered, the first commencing on May 11 through July 3, 1964; the second from June 8 through July 31, 1964.

The College maintains French and English programs and courses are offered in Economics, History, Sociology, Political Science and Trade Unionism.



from the desk  
of the  
**PRESIDENT**

## Obsolete Man?

In my travels, I find that there is a great misunderstanding about what the Automation Revolution means. Some people seem to think that it is something you pass through with little difficulty. There will be need for adjustment, there will be discomforts for people but like a jetliner groping through fog and clouds, at last there will be the beautiful sunshine and the cloudless skies.

The important thing to realize is that automation and computer technology are not momentary events like a bad cold. This Automation Revolution will be with us for decades and decades to come, taking different forms in ways no man can yet predict. But is it not something which once we solve, we can rest easy. It is quite possible that automation may automate itself out of existence so that designers, engineers, draftsmen, middle-level executives and management in this industry will be dropped from their jobs. Why? Because the very machines they created will have become their replacements.

Perhaps, we can better understand the Automation Revolution if we look at it this way: For thousands of years, states and the civilizations which they produced were almost exactly alike. The Egyptians, the Babylonians, the Hebrews, the Greeks weren't very different from each other, their predecessors and their successors. After all the world problem was agriculture, how to produce enough food for people so that they could pay enough taxes so that the monarchs could wage war so that they could win more lands to grow more food in etc., etc. There was very little difference between the problems of Alexander the Great and George III.

The beginning of the Great Change came with the steam engine, the transformation of an inert mineral—coal—into living, useful energy. In other words, man's muscle was supplemented by engine muscle-power. The slaves who built the pyramids used rollers to move the boulders. By and large nothing changed for five or six thousand years except, perhaps, for the improvement of the wheel.

The Industrial Revolution or the Age of Steam created something never seen before—production no longer limited by man—but unlimited so long as you kept the engine going. For the first time, man had a vision of his own obsolescence, at least as far as muscle-power was concerned.

That revolution lasted a century and a half. It received further impetus with the discovery of electricity and development of electric power. Actually, though, this was an improvement not a radical transformation, an innovation, not a revolution.

With the onset of the Age of Automation, the inception of the computer, man finds that he has come to a turn in the road whose end cannot be seen. The computer is irresistible in its march. It is neither moral nor immoral. Like Mount Everest, it is there.

Today in America we have about 20,000 computers at work and about six thousand are now on order. And we know that the computers of today are primitive compared to what's coming.

And what is coming—this is said neither optimistically or pessimistically but merely as awesome fact—is the wiping out of three-quarters of the country's job within the next quarter century or less.

Take what's happened to the elevator operator due to automation. Or—the telephone operator between 1950 and 1960. In that period, 52,000 telephone operators' job disappeared or 5,200 a year.

I want to be quite certain that I am not understood as saying that within 25 years, three-fourths of our people will be unemployed. What I am saying is that three-fourths of the jobs we know today will be wiped out. The great question is whether new jobs will be created in numbers enough and fast enough to take care of the existing and growing work-force.

I began by saying that people regard the Automation Revolution as a temporary problem which will be with us for a little while and then it'll all be over.

This is dangerous thinking for our people. I say "dangerous" because it may be thought that, given a few hundred million dollars in public works, a cut of an hour or two in the work week, retraining classes for the jobless and other so-called solutions and we'll be on the road to stability.

Nothing could be farther from the truth. It is this kind of thinking which makes for anti-poverty crusades. With the kind of wealth this country can produce, anti-poverty campaigns should not be necessary.

Our real problem is to uncover a plan to prevent man from becoming obsolete. This plan must include a shorter work week.

## Supreme Court Okays Picketing At Railroad Gate

The United States Supreme Court, in a recent decision, made it clear that a striking union can picket at a railroad gate even though the gate was on the railroad property, and was used only by rail workers who were not involved in the labor dispute.

The Supreme Court concedes that the Taft-Hartley Act's description of secondary boycott activity would seem to apply to picketing at a railroad gate. The Court holds, however, that picketing traditionally has been aimed at all those whose mission is to sell, deliver, or otherwise contribute to the operations which the strike is endeavoring to halt.

In the instant case, the Court felt that since the railroad was used for regular pick-ups and deliveries, such picketing at the railroad gate was of a "primary nature."

## OEIU Wins at Standard Packaging

Fifty-two office and clerical employees of the Chemical Fine Paper and Board Division of the Standard Packaging Company at Holyoke, Massachusetts voted in favor of representation by the Office Employees International Union in a recently conducted NLRB election.

Leo Wallace, OEIU Vice President, led the organizational campaign and was assisted by the officers of OEIU Local Unions in the area, headed by Al Poulin, Ellen Thompson, Gene Pelletier, Margaret Gagnon and Dorothy Mruk. AFL-CIO Regional Director Hugh Thompson also provided the services of Field Representative Nello Ricardi. Bob Ritter, President of a Local Union of the United Papermakers and Paperworkers in the area, also co-operated with the OEIU.

It is anticipated that negotiations for a first contract will take place shortly.

## Computer Available on a Shared Basis

The Massachusetts Institute of Technology has disclosed the successful operation of a pilot service in computer time-sharing. It envisions the day when computer time would be sold to business and even individual households the same as we buy electric power. Further applications are being studied for adaption by commercial and private users. The way it works in one case, a typewriter machine is linked with a computer at M.I.T. A code number is dialed and connected with the computer. The message is typed either storing information or requesting solution to a problem previously stored. The computer acknowledges and almost instantly acts according to instructions.

# The CIVIL RIGHTS Bill

## A Summary for Everyone From Florida to Alaska

The Civil Rights Bill has been passed by the House and is now before the United States Senate. The following are the main provisions of the House bill:

### TITLE I—VOTING RIGHTS

There are three main provisions:

- It prohibits registrars from applying different standards to Negro and white voting applicants in administering and interpreting literacy tests. Literacy tests must be written, except where state law provides for oral tests. Applicants have the right to demand a transcript of the questions and answers.

- Registrars are prohibited from disqualifying applicants for inconsequential omission or errors, such as date of birth of father, on application forms.

- To speed voting suits, the Attorney General is allowed to bring such cases before special three-judge panels.

The voting section applies to Federal elections. Since 46 states hold Federal and state elections on the same day, registration for Federal voting means, in effect, that a Negro is able also to vote for state and local officials unless a state changes its laws to hold separate elections, or has separate ballots.

### TITLE II—PUBLIC ACCOMMODATIONS

This prohibits discrimination, by refusal of service or segregation, in hotels, motels, restaurants, gasoline stations serving food, theaters and sports arenas. Rooming houses in which the owner lives and that have five or fewer rooms are exempted.

The section also prohibits segregation that is practiced under guise of state law, local ordinance, or custom or usage. This allows enforcement of a ban in the 14th Amendment, through suits by the Attorney General.

### TITLE III—PUBLIC FACILITIES

This forbids the denial of access to, or of the complete use of, any public facility owned, operated or managed by a state or subdivision, on account of race or color.

### TITLE IV—PUBLIC EDUCATION

This empowers the Attorney General to bring school desegregation suits, a power not granted in the 1957 act. It authorizes the Commissioner of Education to give assistance to local communities in planning school desegregation.

### TITLE V—CIVIL RIGHTS COMMISSION

This makes the Civil Rights Commission a permanent body.

### TITLE VI—FEDERALLY ASSISTED PROGRAMS

This directs all Federal agencies to take action against discrimination in Federally assisted programs in states and communities. It permits, but does not require, cutting off funds where discrimination persists.

### TITLE VII—EQUAL EMPLOYMENT OPPORTUNITY

This bans discrimination by labor unions or employers in interstate commerce; after a four year transition period, it would cover unions and businesses with more than 25 employees. A commission established by this title has the right to bring suit to enforce its views where it cannot end discrimination by persuasion. The courts, and not the commission, will make the final determination on whether discrimination exists.

### TITLE VIII—REGISTRATION AND VOTING STATISTICS

The Secretary of Commerce is directed to compile accurate statistics on the denial of the right to vote in areas designated by the Civil Rights Commission.

### TITLE IX—PROCEDURE AFTER REMOVAL IN CIVIL RIGHTS CASES

This would permit appeals from Federal District Court decisions refusing to let civil rights defendants remove their cases to the Federal Courts. At present, remand decisions of the Federal District Courts cannot be appealed.

### TITLE X—COMMUNITY RELATIONS SERVICE

This establishes a Community Relations Service with a director appointed by the President. The service would help communities resolve racial disputes and other difficulties attending desegregation.

### TITLE XI—MISCELLANEOUS

This section insures that nothing in the Act shall be construed to impair or deny any right or authority of the Attorney General, or any other officer or agency of the United States, to institute or intervene in any action under power granted in existing law.