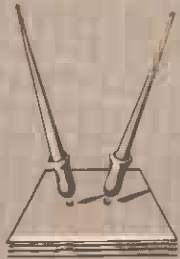




# WHITE

Official Publication of the



# COLLAR

Office Employees International Union



No. 233

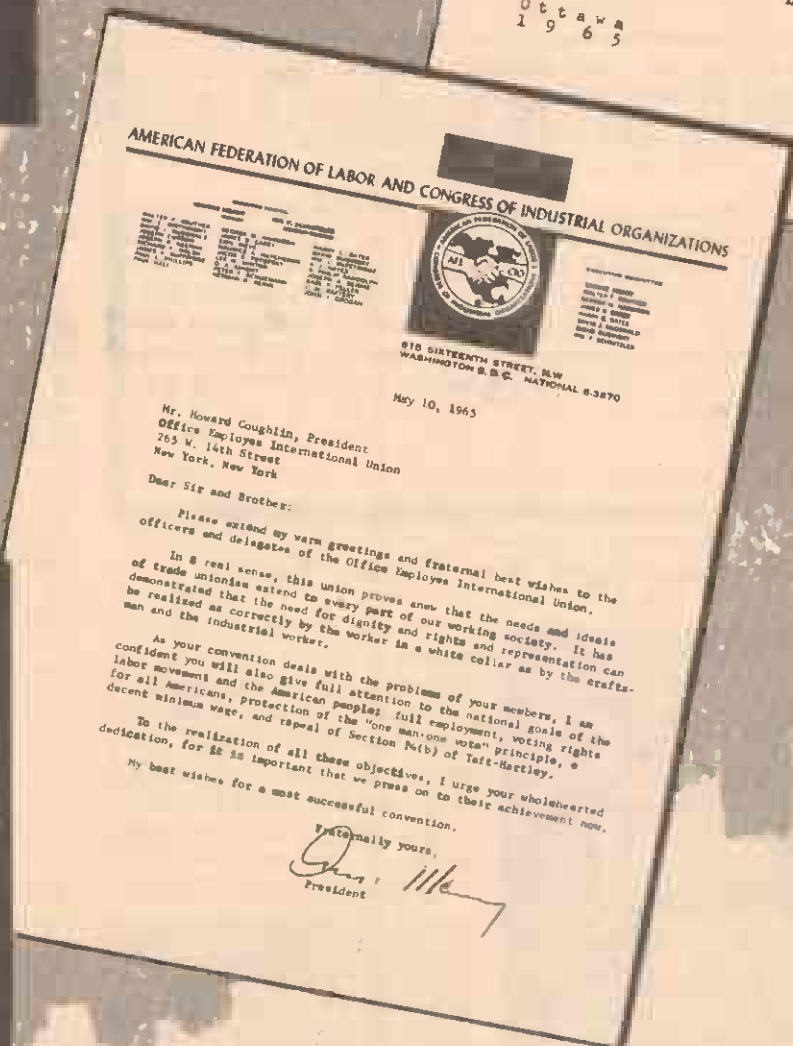
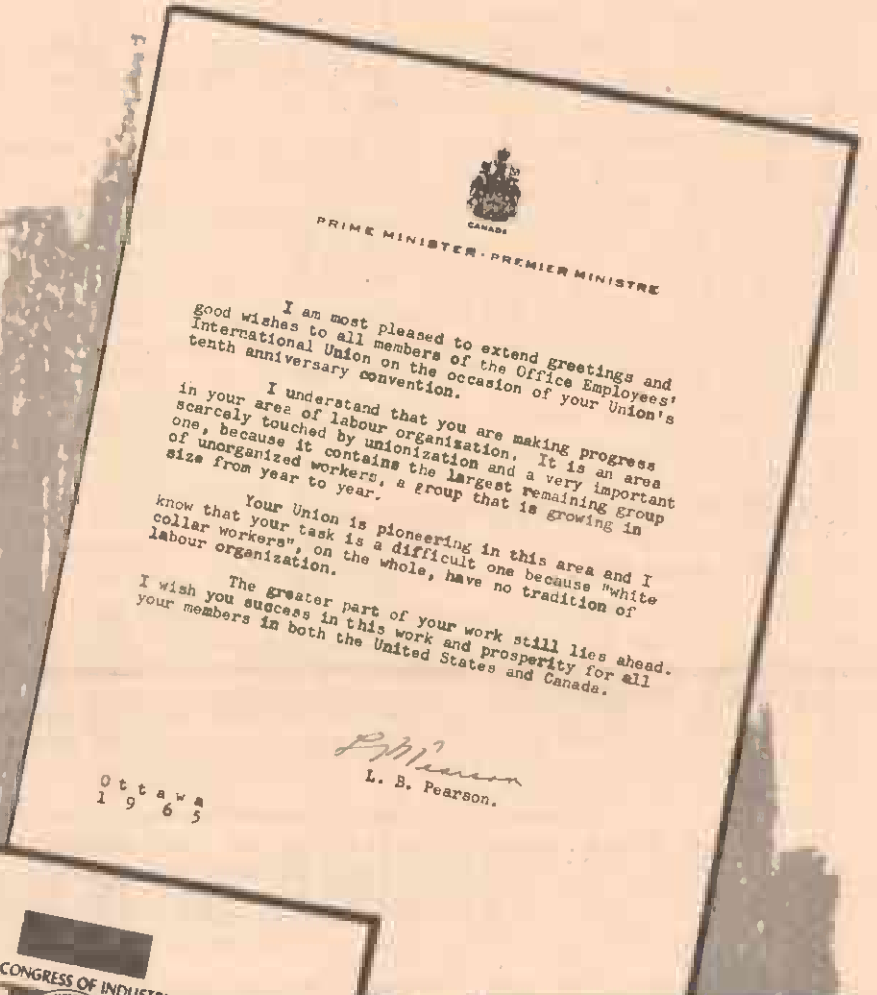
June, 1965

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## 20th Anniversary Convention Opens



President Lyndon B. Johnson has informed the International that he will forward a special message to the Convention.



## ★ ★ ★ ★ ★ Vice Pres. Humphrey to Head List of Speakers ★ ★ ★ ★ ★

The 10th Convention of the Office Employees International Union, AFL-CIO, CLC which will commemorate the 20th Anniversary of our Union will convene at the Palace Hotel in San Francisco, California, June 7, 1965. It is anticipated that the Convention will adjourn on June 11, 1965. Credentials received to date

indicate that this Convention will be the best attended in our history. Men and women delegates from Local Unions throughout the United States and Canada will assemble, discuss and act on resolutions and Constitutional (Continued on next page)

changes which will determine the future course of the OEIU.

The OEIU represents membership in every major industry throughout the United States and Canada. It is difficult, if not impossible, to name an industry in which the Office Employees International Union does not represent a segment. Industries represented include atomic energy, nuclear power, air frame, insurance, stock exchanges, utilities, hotels, metal manufacturing, breweries, dairies, radio, motion pictures, television, steel, aluminum, electrical supplies, steamship, freight forwarding and paper manufacturing.

Delegates assembled at the 10th Convention will not only deal with a number of proposals designed to enlarge the organizational program of the Office Employees International Union, but will also act to launch the 4-day week, call for the repeal of Section 14(b) of the Taft-Hartley Act and the enactment of Medicare. One of the most important items to be presented to the Convention will be the establishment of a strike benefit fund.

Vice President Hubert Humphrey will head up a list of speakers scheduled to address the 10th Convention of the Office Employees International Union. The Vice President is well known to the membership of the OEIU. They heard his message to the Minneapolis Convention in 1957. His record of service to the people of the United States and his sympathy to the aims and aspirations of the organized labor movement are well known to the leadership of the Office Employees International Union and its Local Unions.

Additional speakers include Under-Secretary of Labor John Henning, Assistant Secretary of Defense Stephen Shulman, Lane Kirkland, Assistant to AFL-CIO President George Meany, Bill Dodge, Vice President of the Canadian Labour Congress, Bob Gritta, President of the Metal Trades Department; Paul Hall, President of the Maritime Trades Department; Bill Kircher, Assistant Director of Organization, AFL-CIO; and others.

U. S. DEPARTMENT OF LABOR  
OFFICE OF THE SECRETARY  
WASHINGTON

I am happy to send my warmest best wishes to delegates of the Tenth Convention of the Office Employees International Union.

America is on the move—socially and economically—as never before in our history.

Our economy, propelled forward by a gross national product that registered a record \$634.6 billion after the fourth quarter of fiscal 1964, is healthier than ever.

We now are moving along in the fifth year of uninterrupted economic expansion, with employment, wages and output continuing to reach new highs.

For most Americans, these are times of economic well-being without parallel in the peacetime history of the Republic.

Your organization—indeed the entire American labor movement—has shared in forging this unprecedented economic vitality.

Yet millions of our fellow Americans, the victims of poverty, racial prejudice, have been bypassed by this record prosperity.

All of us, in the public and private sectors, are challenged to extend to all Americans the opportunity to enjoy the full benefits of their talents.

I welcome the continued efforts of your organization in these important matters as we join hands to build the Great Society envisioned by President Johnson.

May your convention be productive for your members and the Nation you have served so well for over 20 years.

Sincerely,

*W. Willard Wirtz*  
Secretary of Labor

### Local 182, American Can Sign for Three Years



At signing by Local 382 and American Can Co. Seated: Frank Morton, International Vice President; Ray Belloch, Canco I.R. (Chicago area); Tom Mulcahy, President Local 382; Don Olson, Canco Plant Manager. Standing: John Smith, Canco Personnel Manager; Don Pentany, Canco Plant Accountant; Odie Stratton, Local 382 Negotiating Committee; Ed Buninghausen, Local 382 Negotiating Committee; Tom Watson, Canco I.R. (New Orleans area); Herbert Pardue, Local 382 Negotiating Committee; Joe Fisher, Canco I.R. (New Orleans area). Not Present: Isabel Hungerford, Local 382 Negotiating Committee.

Houston, Texas—Local 382 employees at the American Can Company who already enjoy a 13 week vacation every five years will receive a host of new benefits as a result of a renewed three year agreement.

Among major benefits gained were:

- a wage increase retroactive to 12-1-64 which averages \$5.25 per week
- an additional increase in February of 1967 which averages \$3.75 per week
- a 7% increase in pension payment from \$3.25 per month to \$5.50 per month
- an increase in sickness and accident weekly benefits to 70% of base pay
- other areas of improvement were in Hospital and Surgical benefits and disability and early retirement

## At Founding OEIU Convention



Delegates as they met in 1945 in Cincinnati.

## Local 153 Wins Construction Company & Beer Distributor

In spite of strong employer opposition, Local 153 won an N.L.R.B. election at the Caristo Construction Company in New York City. The employees, all of whom perform duties as time-keepers voted 9-1 for O.E.I.U. representation.

Local 153 Business Representative Charles Ponti, who led the successful campaign, stated "Proposals have been submitted to management and negotiations will begin in the very near future."

Local 153 also was the victor in an N.L.R.B. election conducted at the Union Beer Distributors in Brooklyn, N. Y. Of the seven ballots cast, 5 voted OEIU—1 no union and one

ballot was challenged by the employer.

"Contract negotiations will commence shortly" reported William Griffin, Local 153 Business Representative.

## Trucking Firm Votes for Local 32

Clerical employees of the Continental-Rand Transportation Lines voted 10 to 6 for O.E.I.U. representation in an N.L.R.B. election.

Business Manager Nicholas Juliano of Local 32 reports that contract proposals at the Lyndhurst, N. J. trucking company will be submitted soon.

### WHITE COLLAR

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

HOWARD COUGHLIN  
President

J. HOWARD HICKS  
Secretary-Treasurer

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New York, N. Y. 10011

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# CANADIAN NEWS



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MR. HOWARD COUGHLIN OFFICE EMPLOYES INTERNATIONAL UNION  
 SUITE 610 265 W 14TH ST NEW YORK

I AM VERY GLAD TO TAKE THIS OPPORTUNITY TO SEND MY BEST WISHES TO ALL MEMBERS OF THE OFFICE EMPLOYES INTERNATIONAL UNION AT THE TIME OF YOUR 10TH CONVENTION.

THE GREATEST GAPS IN UNION ORGANIZATION IN NORTH AMERICA ARE IN THE OFFICE OCCUPATIONS -- IT IS A FIELD THAT HAS SCARCELY BEEN TOUCHED UNTIL RECENTLY. OF COURSE THERE ARE SPECIAL DIFFICULTIES IN ORGANIZING OFFICE WORKERS, ONE OF THE GREATEST PERHAPS IS JUST THEIR LACK OF IDENTIFICATION WITH LABOUR, AND THEIR LACK OF KNOWLEDGE OF UNION AIMS AND ACCOMPLISHMENTS.

I SHOULD THINK THEREFORE THAT YOU HAVE A TASK OF EDUCATION AS WELL AS ORGANIZATION. THE NEED FOR YOUR TYPE OF UNION IS GREATER THAN EVER BEFORE NOW THAT COMPUTERS ARE CHANGING THE WHOLE PICTURE OF OFFICE OCCUPATIONS AND THREATENING THE SECURITY OF MORE OFFICE WORKERS EVERY YEAR.

I HOPE THAT YOU HAVE A GOOD CONVENTION AND EVERY SUCCESS IN THE FUTURE.

ALLAN J MACEACHEN  
 MINISTER OF LABOUR

## Economic Goals for Canada to 1970

Canada's labour force is expected to grow faster during the 1960's than that of any other industrially advanced country in the western world, says the first annual review of the Economic Council of Canada, titled *Economic Goals for Canada to 1970*.

### Higher than U.S.

The rate of increase is likely to be several times the expected rate of increase in most European countries, and more than 50 per cent higher than that in prospect in the United States. Moreover, it is expected to accelerate during the latter half of the 1960's and to remain at a high rate at least until well into the 1970's.

The main purpose of the review, the Council said, was to "examine the problem of achieving simultaneously and consistently certain basic economic and social goals in the Canadian economy" over the next five years.

These goals are five: full employment, a high rate of

economic growth, reasonable stability of prices, a viable balance of payments, and an equitable distribution of rising incomes. The goals are defined quantitatively, expressed in the form of targets.

"We are concerned not with blueprints which are likely to become irrelevant . . . but with broad strategy, with basic difficulties, and with methods of approach. . . .

"Failure to attain the basic economic objectives set forth in this review would bring heavy costs in terms of unemployment and slow gains in living standards, or in terms of inflation and economic distortions," the Council declares in the introduction to the report.

### Labour Force Growth

"An annual rate of increase [of the labour force] of about 2.8 per cent is prospect for the period 1965-70, a rate which is fully one third above the average rate recorded in the 1960-65 period."

## OEU Accelerates Organization Activity

By H. B. Douglas  
 Director of Organization

The Office Employees International Union is accelerating its organizational activity throughout the United States and Canada.

The impact of automation and technological change in both of our countries is making office and clerical workers more aware of the need for collective bargaining. The major corporations in the United States and Canada are continuing to show record profits without measurable increases in the number of workers producing those profits.

We have won more elections and organized more new members in each of the last nine years through National Labor Relations Board elections in the United States than the total white collar workers organized by all other AFL-CIO unions combined. In the year, 1964, our percentage of elections won was greater than the percentage achieved by the AFL-CIO.

We are particularly happy with our success in Canada. Since the last Convention, our Canadian membership has increased by almost 33%. While our success in the United States has not kept pace with the ratio achieved in Canada since the

last Convention, we are continuing to substantially increase our American membership.

Some of the outstanding successes achieved during the past three years in the United States and Canada include: the B. C. Power Commission, Vancouver, B.C.; the Mason Rust Company at the Michoud Air Base in New Orleans, Louisiana; Quebec Hospital Services Association, Montreal, Que.; Atomic Energy of Canada at Chalk River, Ont.; Picatinny Arsenal in New Jersey; States-Marine Isthmian Lines in San Francisco; Technicolor, Inc., Oakland, California; Southwest Drug Co., Ft. Worth, Texas; Hilton Hotel in New York City; Midwest Mfg. Co., Galesburg, Illinois; the Link-Belt Co., Colmar, Pa.; San Diego Health Association in California; approximately 500 employees working for various companies in the New York World's Fair; Pan American Airways Company at the Nevada Test Site in Jackass Flats, Nevada; MacMillan, Bloedel and Powell River Ltd., a paper company in British Columbia.

While the above represents outstanding organizational successes in the past three years, it is only a small part of the total number of companies organized

into the ranks of the Office Employees International Union in the United States and Canada.

The most dramatic campaign which culminated in an organizational victory was the unionization of 700 office and clerical employees of the Diners Club in New York City. I refer to this as dramatic because this victory was achieved in a relatively short period of time without the need for a National Labor Relations Board election.

When the management of the Diners Club insisted that it would not agree to an election until approximately August 1st, 1965, because they were installing automation equipment and contended that the present collective bargaining unit was a contracting one and, therefore, not suitable as a legal collective



H. B. DOUGLAS

bargaining unit, a strike was called. The strike so crippled the activities of the Diners Club in New York City that recognition was granted after five days. This recognition was accomplished as a result of a card check conducted by an Impartial Arbitrator.

Our experiences at the Diners Club prove again that it is not always necessary to bow to stalling tactics by the employer at the NLRB which may result in apathy, disillusionment and loss of enthusiasm caused by NLRB delays.

Our organization is encouraging the use of subsidies which are granted by the International Union where a Local Union or a group of Local Unions indicate that they are willing to financially assist in organizational programs. The International Union is subsidizing approximately ten such programs at the present time.

In addition, where the organizational spadework has been accomplished and a campaign appears to have promise, we have assigned International Representatives to assist in bringing such campaigns to a point where success is achieved. On numerous occasions, we have assigned several organizers where the number of potential union mem-

bers was large or where the circumstances indicate that more than one organizer was needed.

It is essential that the OEU organize unorganized office and clerical employees. We must accomplish this desired result not only to benefit the unorganized, but also to assist the organized. It is impossible to continue to improve the conditions of organized office and clerical employees if competitive firms in the same industry are to be allowed to pay inferior wages. We will price ourselves out of business in organized firms unless we recognize our responsibility to organize the unorganized in those industries.

While the figures we will present to our Tenth Convention will indicate that our paid up membership for the last fiscal year is close to 60,000, actually since the close of our fiscal year, this figure now is well in excess of 60,000.

As Director of Organization, I want to do everything possible to increase our membership.

I invite Local Unions to discuss ways and means of increasing their respective memberships. All I ask in return is that Local Union representatives be willing to work and participate in any program arrived at.



*from the desk  
of the*  
**PRESIDENT**

## Old Fears Prevail

How many times have we heard the statement "I don't need a Union"? How many times have we met people who feel that Unions are only for those others who lack initiative or who do not have sufficient capabilities to sell their own services without the need for collective bargaining?

Generally these people are young, inexperienced and not mature enough to know that industry, people and labor must organize to achieve any type of attainment whether it be in the area of wages, hours and working conditions, social legislation or special legislation for industry. The countries of Western Europe organized for their own collective security. NATO is the result. The countries of the Western Hemisphere organized into the Organization of American States for the same reason. The National Association of Manufacturers and United States Chamber of Commerce are the legitimate voice for industry in the Halls of Congress. They have legislative counterparts in every State in the United States.

Despite the obvious need for collective action in all forms of life throughout the world, 75% of the work force in the United States and Canada is unorganized. How can this be? The answers are numerous.

In the United States, for example, through the free speech provisions of the Taft-Hartley Act, industry fights every attempt on the part of workers to organize. Workers in this country and in Canada are constantly subjected to propaganda against Unions and collective bargaining.

The greatest single reason for workers' failure to organize is fear. This fear takes many forms. One is fear of the employer and possible discriminatory employer actions. Another fear is the loss of prestige in the company or in the community, and a third is fear of loss of advancement within the company.

It is noteworthy that white collar workers very seldom talk about advantages gained through their membership in a labor union to their friends and neighbors. They would rather have these friends and neighbors feel that any economic advantage they have attained has been gained solely on their own ability and initiative.

If lack of economic advantage was the only thing lost through failure of workers to organize, possibly this penalty would not be so serious. However, the loss goes much further. If we did not have labor movement in the United States, we would not have public education, workmen's compensation, social security, unemployment insurance, and the benefits of numerous other social legislative attainments which were enacted because of the strength of organized labor.

Because of the impact of automation and technological change, the organized labor movement has been fighting to improve private pension plans to provide for earlier retirement and to revise the social security system accordingly. Amendments to the social security program which provide for retirement at the age of 62 would not have been enacted if we did not have an organized labor movement in the United States. As a result of those amendments, private plans have been changed accordingly and men and women are taking advantage of early retirement thus providing jobs for younger workers. For example, 56% of the 1,040,000 workers who began receiving pensions in 1964 were 64 years of age or younger.

The medicare program which will take care of those people whose golden years are the tarnished years because they are ill, discouraged, hopeless and helpless could not be enacted if organized labor did not exist. A proposed 7% increase in social security benefits expected to be approved this year would never have been proposed if it weren't for the strength of organized labor in the United States.

We must constantly remind the unorganized that Union membership means far more than improvements in wages, hours and working conditions. Union membership is a must for all workers if they are going to have a collective voice in the way they will work and live.

## Local 139 Organizes Hospital and Clinic

After signing a contract with the San Diego Health Association, Emily Jones, Secretary of Local 139, directed the efforts of her Local Union towards or-

ganizing the Stevenson Memorial Hospital and the LaMesa Clinic.

As a result of a successful organizational campaign, both the Stevenson Memorial Hospital and the LaMesa Clinic agreed to apply the contract with the San Diego Health Association.

## Pre-Convention Education Conference

An Educational Conference will be held in the Grand Ballroom of the Palace Hotel on Sunday, June 6th, at 3:00 p.m.

H. B. Douglas, Director of Organization, will preside over the session. General Counsel Joseph Finley will present to the delegates a run down of the recent National Labor Relations Board and Court rulings which affect organizational activities and collective bargaining. He will also be available for ques-

tions and assistance throughout the Convention.

Mr. J. E. E. Osborne, Director of Research and Statistics Division of the Department of National Health and Welfare of Canada will outline the new Canadian Pension Plan to the delegates assembled.

Gershon Kekst, an expert on publicity and public relations, will talk on ways and means of obtaining affirmative Local Union publicity.

## Fashion Show Raises Fund for Delegates



SOME OF THE MODELS AT THE OFFICE EMPLOYEES LOCAL 13 BUFFET LUNCHEON AND FASHION SHOW held in St. Louis. The models, all members of Local 13, are, from left, Pat Kuper, Teresa Deacon, Betty Branson, Mary Lavazzi and Virginia Hunt. Fashions were by Libson, shoes by Martins. Chairman was Jane Willey, and co-chairman was Julia Riggle. Over 250 attended.

An eye-filling fashion show and buffet luncheon was presented Saturday, April 3, from 12:00 noon to 4:00 p.m. at the Machinist Building auditorium, St. Louis. A variety of spring fashions furnished by Libson Dress Shops, and dazzling shoes and hand bags by Martin's Shoe Store were modeled by fifteen stunning young ladies, all members of Local 13.

In addition to the fashion show and lip-smacking luncheon, there was music and entertainment; door prizes and gift certificates were awarded. Mod-

els participating in the fashion show were: Pat O'Leary, Aileen Barton, Leona Boedeker, Betty Branson, Teresa Deacon, Liz Ferguson, Sut Hatton, Virginia Hunt, Pat Kuper, Mary Lavazzi, Norma Nolen, Jolene Rottmann, Edna Mae Wiegel, and Hazel Williams.

Serving on the committees assisting chairman Jane Willey and co-chairman Julia Riggle were: Delores Lysakowski, Sue Hatton, Jerry Steyns, Mary Lavazzi, Barbara Betz, Mary Joe Villa, Robbi Sims, Marie Feil, Marilee Bossamo, Flor-

## Attends Shareholders Meeting



Helene Moody, right, bargaining committee member of Nepco Local No. 95, chatted with Sam Casey, president of Nekoosa-Edwards Paper Company, Port Edwards, Wisconsin, following the company's annual shareholders meeting. Union officers attended the meeting as guests of the company.

ence Holliday, Rose Eichlein, Teresa Deacon, Leona Boedeker, Gisela Ringhofer, Kathy Travers, Robert Babcock and Glennon Ryan.

Proceeds from the gala affair will be used to provide funds for delegates attending the International Convention to be held in San Francisco, California.

## Renew Pact

Members of Southern Union Gas Company, Local 27, Galveston, Texas, voted unanimously to accept a new two year collective bargaining agreement.

Benefits obtained in the new agreement include the following:

(a) Holidays. An additional 1/2-day holiday on either Christmas Eve or New Year's Eve.

(b) Funeral Leave. Increase up to three days when traveling by automobile.

(c) Wage increases of three per cent effective May 1, 1965 and cost of living adjustment in May, 1966.

The Union's Negotiating Committee was Mike Buzbee, Business Representative, Joe Ramirez and Lois Tripp.

**Give to  
VOTE  
(Voice of the  
Electorate)**

## Jobs Still Main Need—AFL-CIO

"A substantial and sustained increase of job opportunities... remains our major unmet manpower policy requirement," organized labor's top economist has told Congress.

"Individual opportunities to compete in the job market and the functioning of the job market" are beginning to improve, but without more jobs, "the improved opportunities will lack fulfillment and the social tensions of unemployment will continue to grow," said Nathaniel Goldfinger, AFL-CIO Director of Research.

### At Joint Hearing

His statements came in testimony at a joint hearing of the Subcommittee on Employment of the Senate Committee on Labor and Public Welfare and the Select Subcommittee on Labor of the House Committee on Education and Labor, considering the President's Manpower Report of 1965.