WHITE COLLAR

Office and Professional Employees International Union, AFL-CIO and CLC

Automation:
Exaggerated Threat?
—page 2

No. 240 February, 1966

14(b) Round Two

OPEIU Asks Vote and Repeal In Telegrams to Senators

As the second battle for repeal of Section 14(b) began, the OPEIU joined the chorus of labor voices demanding that the filibuster be broken and that the Senate act at last to kill the Taft-Hartley Act clause authorizing the misnamed "right-to-work" laws.

The Executive Board vigorously restated the union's position in telegrams to each of the nation's 100 Senators.

The outlook was for an uphill fight in the Senate. The rules of the Senate are kind to filibusters, and apparently a number of Senators who say they are for repeal are unwilling to make the sustained effort necessary to overcome the obstacle of the rules and obtain a vote.

As the battle was joined, U. S. Department of Labor data showed that the AFL-CIO has good reason to make repeal of 14(b) its foremost legislative goal.

The department's Bureau of Labor Statistics reported that the proportion of non-farm workers who are organized averaged 34 per cent in the 31 states without "right-to-work" laws and only 15 per cent in the 19 "right-to-work" states.

Barring the union shop and putting obstacles in the way of union organizing and activity, the "right-to-work" laws are a major weapon in the hands of anti-union employers. They are also used as bait to draw industry from states where unions are strong and wages therefore higher.

Repeal of 14(b) would wipe the "right-to-work" laws off the books at one stroke.

The House approved repeal in a rollcall vote last July and it is a foregone conclusion that the Senate would do likewise if the issue came to a vote. A filibuster last fall led by Senator Everett Dirksen, Republican Minority Leader, prevented a vote and now the same band of Senators is trying the same thing again.

More on the 14(b) issue, in the form of questions and answers, appears on page 4.

Enact H.R. 10676

OPEIU in Fight for Tax Bill To Aid Working Mothers

The Internal Revenue Service allows working mothers a tax deduction of $600 a year for child care expenses.

That's $50 a month, and it's perfectly obvious that this amount is as obsolete as the five-cent Coke.

The $600 limit is becoming a greater injustice with every year that passes as the value of the dollar declines and as the number of working mothers increases.

In 1950 married women made up 22 per cent of the U.S. work force. By 1960 they were 31 per cent of it. Now some eight million women with children of school or pre-school age are on the job.

The OPEIU is pressing for a legislative remedy to the raw tax deal that is adding to the burden on working mothers.

In response to its request, Representative Hugh Carey (D-New York) introduced a bill in the last session of Congress which would amend the Internal Revenue Code of 1954 to provide for full tax deduction for child care expenses.

Designated H.R. 10676, this measure is now in the House Ways and Means Committee.

It will take a sustained effort to get the bill turned into law. Every Local Union and every member is urged to publicize the issue and to make known their support of H.R. 10676 to their Congressmen and to the members of the Ways and Means Committee.

These are the committee members:

Wilbur D. Mills, Chairman (D-Ark.)	Frank Karsten (D-Mo.)
Hale Boggs (D-La.)	A. S. Herlong, Jr. (D-Fla.)
Eugene Keogh (D-N.Y.)	John Watts (D-Ky.)

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Executive Board Calls Three-Day Chicago Conference To Plan Major Organizing Drive

The OPEIU Executive Board as it met in January in Miami Beach, with President Howard Coughlin, right, presiding. Reading clockwise from him are Director of Organization Henderson Douglas, Vice Presidents J. E. Corum, Sarah E. Keenan, John B. Kinnick, William J. Mullin, Donald R. Hilliker, George P. Firth, J. O. Bloodworth, Frank Morton, William A. Lowe, Gwen Newton, Leo J. Wallace, John P. Cahill, Edward P. Springman, and Secretary-Treasurer J. Howard Hicks.

Full-time Local Union and International Union Representatives — some 75 in all — have been called to a three-day conference in Chicago March 4-6 to prepare for the organizing campaign which will be the OPEIU's prime undertaking for many months.

Decided on by International Union's Executive Board at its meeting in Miami January 8-12, the conference will discuss in detail ways of meeting the challenge which President Howard Coughlin thus summed up in his New Year column in WHITE COLLAR: "We must raise our sights to big companies."

A highlight of the conference will be an address by William L. Kircher, newly appointed Director of Organization of the AFL-CIO. An old friend of the OPEIU, Kircher is thoroughly familiar with the problems of white collar organizing and is convinced that the time is ripe for a stepped-up effort.

Also on the agenda are reports by Joseph E. Finley, OPEIU General Counsel, and Raymond Nathan of Ruder and Finn, public relations firm. Finley will give a rundown on recent court and National Labor Relations Board rulings affecting organizing, and Nathan will discuss the effective public relations activities that are an important part of organizing drives.

Such topics as organizing techniques and target selection will be talked over by the Representatives in round-table discussions.

In setting specific targets in the United States and Canada, the focus will be on companies employing large numbers of office and professional workers.

"We have reached a point in the life of our union where it becomes necessary to focus our attention on larger groups of unorganized white collar workers such as are employed in banks, insurance companies, and large companies engaged in manufacture," Coughlin declared last month. "These larger companies have a great bearing on the wages we will receive in the future in organized establishments.

"Today, more than ever, wages are determined on the basis of surveys made in given industries or areas. Organized companies will fight to remain competitive. They would rather risk a strike than pay wages in excess of those paid by companies with which they are in competition. Other companies insist on not endangering the local labor market by paying wages which may be in excess of area wage rates.

"If we are, therefore, to guar-

(Continued on page 2)

61-5 Vote at Freight Firm Brings Victory to Local 153

After a determined two-year effort Local 153 has organized ABC Freightways in New York City.

In an election conducted by the National Labor Relations Board January 18, the union won by an overwhelming majority of 61 votes out of 72. Only five of the employees voted "no." Six ballots were challenged.

It was far from being as easy as ABC, for the company did whatever it could to keep Local 153 out.

When the union began its organizational effort in 1963, it soon found that some of the employees were responsive. But the company immediately countered with an invidious campaign against unionization. Many employees were temporarily taken in by company arguments or became discouraged.

But one group remained steadfast, and Local 153 kept in contact with it, awaiting a favorable opportunity for a renewed effort.

That came last September. Under the leadership of John Kelly, Director of Organization, and Business Representative John Ciaramella, a well-prepared campaign was launched. Leaflets, house calls and phone calls, and a succession of meetings brought results and it was apparent that success was at hand.

As it had done before, the company moved to quell the spirit of unionism, isolating members of the organizing committee and threatening to fire employees known to be for Local 153 representation.

(Continued on page 4)

From the Desk of the President:

Is the Threat of Automation Exaggerated?

In a recent news article, datelined Washington, the New York Times featured a story, "Federal Panel Discounts Job Peril In Automation."

If one glanced at the headline and read a part of the 5-column story, the impression may be gained that technological change and automation present no serious threat to employment.

After studying the article, however, we gained exactly the reverse impression. In effect, the Majority Report of the Presidential Committee on Automation has found that automation is not a threat to employment providing there is enough demand for consumer goods to support an economic growth rate of about 4.5% a year to hold unemployment at present levels. It is also noted that the economy has never grown faster than 3.5% a year for any length of time.

The report also says that the challenge of automation can be met providing more tax cuts are enacted and more is spent on such public needs as housing, health and transport.

The Commission further recommends that we meet our unemployment problem by direct government or institutional employment of all workers unable to find jobs and a negative income tax or some other "income maintenance" device be established. This would replace or supplement present welfare programs by paying families whose breadwinners are unemployable.

The Commission reported that in order to achieve a 3.5% unemployment rate by 1968, we require the addition of $10 billion a year in total federal spending for goods and services and $7 billion a year in tax cuts. To reduce the jobless rate to 3% after that would require an additional government outlay of $4 billion a year.

The OPEIU delegation at the recent AFL-CIO convention. From left, Secretary-Treasurer J. Howard Hicks, Vice-President John Kinnick, and President Howard Coughlin.

In effect, therefore, the Presidential Panel's report discounts the possibility of unemployment due to automation if Utopia is achieved in the way of federal outlays and continuous tax reduction.

Many of the recommendations of the Federal Panel are desirable. One of these included a federally supported nationwide system of free public education through 14 grades, which would include two post-high school years of vocational training or community college.

Another recommendation calls for the retraining of 750,000 workers a year through federal manpower programs. It should be noted that thus far only 150,000 workers have been retrained in three years.

While the unemployment rate in the United States has been reduced in the last few months to a five-year low of 4.2%, our economy still faces a year by year increase in the number of teenagers seeking employment due to the postwar baby boom.

We have been the beneficiaries in the last year of the economic results of two tax cuts and unforeseen heavy spending due to the Vietnam war.

There is a tendency on the part of some therefore to arrive at the conclusion that automation and technological change have been overplayed in its impact on employment. But if the United States government is unable to provide more money through tax cuts and if a peace is achieved in the Vietnam war, we believe that the impact of automation and technological change will be keenly felt.

It is noteworthy that the report forecasts that technological change is causing and will cause displacement of workers in many industries.

The report, however, is largely concerned with the overall impact of automation on the economy insofar as total employment is concerned and does not involve itself with the anguish caused individuals who have spent years in an occupation now eliminated because of automation or technological change.

We believe that in general the recommendations of the Presidential Commission are sound.

We would caution our membership, however, not to become complacent because of the unusual favorable economic factors of the past year and in the immediate projected future.

Automation is still a monumental problem facing the workers of our nation.

Charlotte Bachman, Local 212 V. P.

The OPEIU is grieved to report the death of Charlotte Bachman, Vice President of Local 212 in Buffalo, New York.

Sister Bachman had been employed in the accounting offices of the Systems Division of Remington Rand for 27 years.

A staunch believer in the need of white collar employees for union representation, she played a major role in the successful organizing drive at the company.

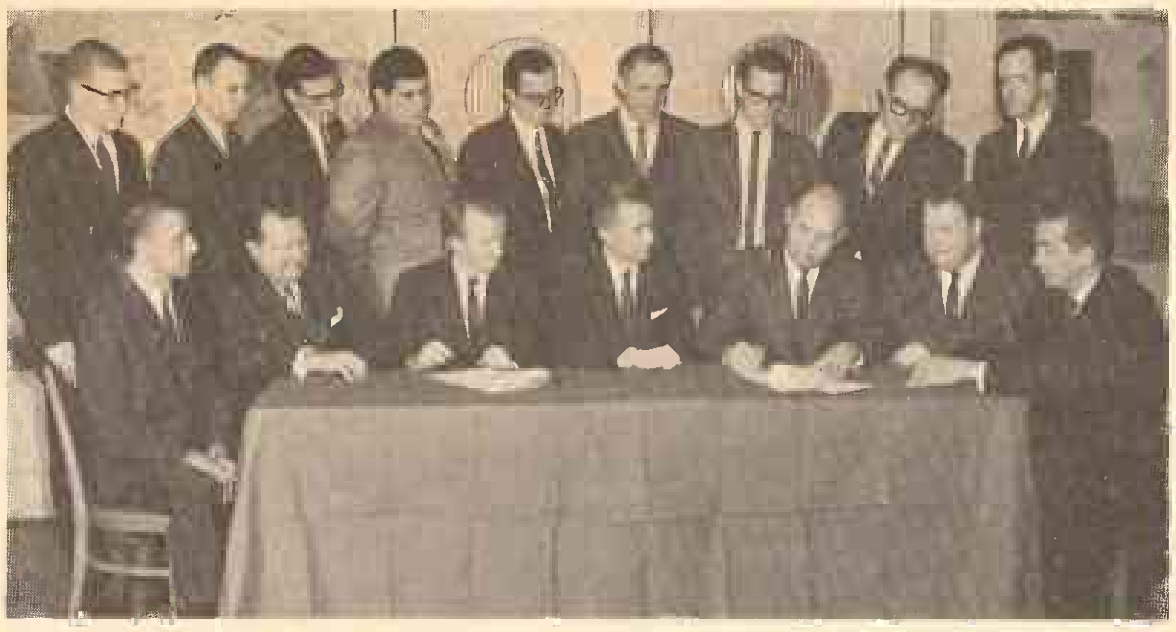
We extend our condolences to her family and her host of friends.

★ *Enact H.R. 10676*

(Continued from page 1)

Al Ullman (D-Ore.)
James Burke (D-Mass.)
Clark Thompson (D-Tex.)
Mrs. Martha Griffiths (D-Mich.)
W. Pat Jennings (D-Va.)
George Rhodes (D-Va.)
Dan Rostenkowski (D-Ill.)
Charles Vanik (D-Ohio)
Richard Fulton (D-Tenn.)
John Byrnes (R-Wisc.)
Thomas Curtis (R-Mo.)
James Utt (R-Calif.)
Jackson Betts (R-Ohio)
Herman Schneebeli (R-Pa.)
Harold Collier (R-Ill.)
Joel Broyhill (R-Va.)
James Battin (R-Mont.)

Local 153 Signs Sea-Land Services Contract



OPEIU Director of Organization Henderson Douglas, seated at far right, watches Local 153 Business Representative George Rochedieu sign pace-setting four-year contract with Sea-Land Services in the presence of shop stewards and Sea-Land personnel. In addition to Local 153 members at Sea-Land, settlement covered OPEIU employees in Houston, Texas; Oakland, California; and San Juan, Puerto Rico. Douglas and Rochedieu led negotiations which won a package costing the employer $57.42 weekly in the final year of the contract.

★ *Executive Board Calls Conference*

(Continued from page 1)

antee continued wage improvements to the organized and accelerate our organizational growth, we must begin to think in terms of tackling companies which employ thousands of white collar workers."

The calling of the Chicago conference was but one of a series of Executive Board actions to expand and strengthen the union and advance benefits to members. Among the other actions:

- The Martin E. Segal Company was authorized to explore the practicality of a national pension plan in which all Local Unions may participate.
- Two mergers of Local Unions were approved. Local 29, Oakland, California, will join with Local 400 in Las Vegas, Nevada, the united organization to be Local 29. Local 11, Portland, Oregon, similarly will be enlarged to take in Local 288 in Pocatello, Idaho. By consolidating resources the mergers will strengthen the organization and promote their future growth.
- The Eastern Canada Educational Conference was established, its exact area to be decided at the next meeting. (See Canadian News, page 3.) All educational conferences this spring are to concentrate on proper contract drafting and on public relations problems.
- A new Local Union label and a new seal to match the changed name of the International Union were approved. The seal appears in the WHITE COLLAR nameplate.
- The rules and regulations for the administration of the OPEIU Strike Benefit Fund were deliberated at length. General Counsel Finley will be invited to attend the next meeting of the Board to advise it on legal aspects.

The next semi-annual meeting of the Executive Board will be held in Minneapolis.

Add to 'Don't Buy' List: Tyson Poultry

OPEIU members can help a hardy group of Arkansas poultry workers win a bitter strike against an employer for whom this is still the 19th century.

The man leading the picket line outside Tyson Poultry Company in Springdale, Arkansas, is a veteran employee who in 20 years has been given one five-cent raise. That's the situation in a sentence.

Rising up against grossly substandard working conditions, the Tyson employees voted in an NLRB election last May to join Food Handlers Local 425 of the Amalgamated Meat Cutters.

But the company, a major poultry producer, did not abandon the all-out anti-union policy which for years had kept the workers from organizing. It refused to yield an inch in bargaining, forcing a strike last August.

Under the Arkansas "right-to-work" law it is a simple matter for companies like Tyson to recruit strikebreakers, and it is such who are now plucking the poultry.

Tyson poultry is sold in major grocery chains nation-wide under a variety of labels. But it can be identified by the U.S. Department of Health inspection numbers: P-481 or P-607.

OPEIU members can help by jotting down the numbers and making sure poultry so designated does not grace their tables.

CANADIAN NEWS

Local 219 Wins Contract, Honors Russell Harvey

International Representative Russell Harvey, second from left, accepts Local 219 gift of attache case. At left is W. W. Milne, past president of Local 219, and to right are Vice-President A. D. Skinner and President G. M. Heitanen. Jottings on blackboard refer to new three-year contract negotiated with Marathon Corp.

Local 219 in Marathon, Ontario, has signed a new contract with the Marathon Corporation of Canada, Ltd., providing for wage raises and pension and vacation improvements.

Ratified at a recent meeting of the local, the contract runs for three years, expiring April 30, 1968. The wage increases won range from $86 to $109 a month.

At the ratification meeting Local 219 expressed its appreciation of International Representative Russell Harvey's devoted work in the field of white collar unionism by presenting him with an attache case big enough to hold dozens of union contracts.

Start of National Health Plan Made Labour's Priority Goal

The Canadian Labour Congress has made enactment of a national health care program by the 27th Parliament its foremost legislative goal.

The start of "a comprehensive program of health services for all Canadians would mark a fitting celebration of Canada's centennial," CLC President Claude Jodoin declared in a recent statement.

He said that the CLC "believes that the four principles—universality, public administration, transferability of coverage and full physicians' services—enunciated by the Prime Minister last July, must be enshrined in any medicare legislation."

Jodoin also voiced labour's demand that pending legislation on collective bargaining in public service not be unfairly restrictive. He said it ought to assure government employees of as much protection as is enjoyed by those in private industry and government-owned corporations.

Other issues before Parliament of vital concern to unions include improvement in the system of social assistance, amendment of the Unemployment Insurance Act, minimum wage advances, and work safety legislation, President Jodoin also pointed out.

Eastern Conference Meets February 26

The newly-formed Eastern Canada Educational Conference will hold its initial meeting at the Laurentian Hotel in Montreal on February 26 and 27.

Decided on at the January meeting of the Executive Board of the OPEIU, the establishment of the Conference reflects the union's rapid progress in eastern Canada.

OPEIU Representative Romeo Corbeil has planned an interesting and challenging agenda for the large number of delegates expected.

Grievance machinery, arbitration, and parliamentary procedure are among the subjects to be dealt with. The Conference will also review the activities of the Local Unions and make recommendations for improvement.

Gilles Beauregard, newly-appointed representative of the Quebec Regional Conference, assisted Brother Corbeil in preparing the program and will attend.

Local 229 Wins Pact Expansion

Two annual wage increases totaling 6.9 per cent and the addition of two jobs to the unit were among the advances won by Local 229 in a new contract with the Emhart Corporation's Savage Arms Division in Chicopee Falls, Mass.

The issue that for a time was a stumbling block in the way of a settlement was the inclusion in the unit of a position being created by the installation of a 1440 IBM computer.

At one point International Vice President Leo J. Wallace, guiding the negotiations, filed a petition with the National Labor Relations Board asking the inclusion of the job of Computer Console Operator. A hearing date was set, but as the talks proceeded the company agreed to the inclusion of the job in the unit. The union withdrew its petition.

In addition to the Computer Console Operator, a secretary who had been excluded as "confidential" joined the unit. The union successfully showed that she had no access to confidential labor-relations information.

For the Computer Console Operator job a new classification was created with a minimum of $16.50 and a maximum of $17.50 above the previous highest grade.

A wage increase of 3.6 per cent was won for the first year of the two-year contract. The second increase will be 3.3 per cent.

Other gains include a fourth week of vacation after 25 years and company absorption of the increased costs of Blue Cross and Blue Shield protection of the employees.

The language in the contract pertaining to vacation qualification periods was clarified.

The negotiating committee working with Wallace consisted of Mrs. Margaret Gagnon, Lillian Benoit, Mrs. Dorothy Mruk, Mrs. Blanch Menard, and Dorothy Shanahan.

Montreal Local Membership At New Peak

Local 57 in Montreal has signed a first agreement with Expo-67 and thus taken its membership beyond the 1,200 mark for the first time in its history. The membership now totals 1,215.

Pressing for further gains, Serge Beaucage of Local 57 has filed a petition of certification covering 35 employees at Asbestonos.

Gilles Beauregard led the successful organizing campaign at Expo-67.

WHITE COLLAR

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

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Growing Problem

Supplying temporary help is getting to be big business—and the problem it creates for unions is in proportion.

Our union has a twofold policy, which in part has already been turned into reality. It aims to further implementation in the months ahead.

- It seeks, and this is essential, contract provisions preventing subcontracting on the premises of the employer.
- In situations where the taking on of temporary help is required, it seeks a guarantee that this help will work at the same wages and under the same conditions as permanent employees.

Today some 500 firms are engaged in supplying temporary help in the United States. Many operate on a national basis through franchises, company-owned branches, or licensing agreements. The total volume of business is in excess of a quarter of a billion dollars annually.

The success and profits of temporary help services are possible because the hiring company is legally able to subvert an existing collective bargaining agreement and/or evade payments for holidays, vacations, sick leave, pensions and the fringe benefits usually paid to directly employed workers.

The temporary worker loses important benefits—and regular employees lose because union-won standards are undercut and the number of permanent jobs is reduced.

Hence the imperative need to write fully protective clauses in contracts. They must be put on every bargaining agenda.

Medicare Reminder

With the March 31 deadline for enrolling in Medicare approaching, the OPEIU urges all members 65 or over, whether retired or still working—and their eligible wives and husbands too—to sign up.

Persons receiving Social Security benefits are automatically enrolled for the free hospital benefit part of Medicare, but those still on the job must sign up for it. And everybody must enroll in the voluntary medical plan, which costs $3 a month but is well worth it.

"No other insurance policy could provide the comprehensive coverage this policy offers except at a vastly greater cost," President George Meany of the AFL-CIO observed recently. "It would be tragedy if the Medicare program, for which the AFL-CIO fought so long and so hard, should fall short of its objectives because its intended beneficiaries are unaware of the facts."

Layoff Notices

"The time-honored contract clause calling for one or two weeks' notice is no longer sufficient to meet the serious layoff problem of the 1960s," AFL-CIO Economist Rudolph Oswald noted in a recent article. "While it might do for temporary, short-run or seasonal furloughs, it is completely inadequate for prolonged or permanent layoffs."

His point deserves underscoring.

Jobs and lives are directly affected by shutdowns, removal of work to other locations, or the installation of new machinery and equipment. Workers are at least entitled to notice of such changes far in advance of the day when the blow falls.

A good number of OPEIU unions have already negotiated contracts which provide protective clauses in the event of automated equipment.

But our responsibility to the membership will not be fully met until all Local Unions have won guarantees of really adequate notice of plant closings and the opportunity to bargain before such management decisions are made.

Labor and the Law

By Joseph E. Finley
OPEIU General Counsel

Arbitration Versus NLRB

Should you take your case to arbitration or take it to the National Labor Relations Board? This question has bothered many OPEIU locals, and aside from the obvious answer that it may depend upon the kind of case you have, what are some of the guidelines which will help you make a sound judgment?

A Texas employer, at the start of the second year of a contract with a union, gave pay increases which appeared to be in excess of the maximums under the contract. The contract contained a broad grievance procedure clause affecting "any dispute which may arise between the parties." The union filed a grievance, even though the raises benefited its members, claiming a violation of the agreement (hoping to have a chance to negotiate if there was money available). After taking the case through each step of the grievance procedure short of arbitration, the union withdrew it. A refusal to bargain charge was filed with the NLRB, where the company vigorously defended on the ground that this was a contract claim which must be decided in arbitration. Which was the right move for the union to make?

In another case, an employee did a great deal of complaining both to his union and his employer. When one of his gripes was not settled, he told his boss he was going to the Labor Board. The NLRB agent properly informed him that the Board did not deal with violations of contracts. The employee was then called in by his boss, given a stern lecture, and fired. The union filed a grievance over the discharge and took it to arbitration. The arbitrator ruled that the discharge was proper because the employee had sought the assistance of a federal agency in his original grievance rather than his union. After he was fired, the employee went back to the NLRB and filed a new unfair labor practice charge. The company defended on the grounds that the arbitrator had already ruled the discharge was proper. Could the employee win his case?

Now, let's go back several years. The NLRB, in a landmark ruling in 1955, established certain principles in dealing with arbitration awards which might also involve unfair labor practices. As you know, many violations of contracts or grievances might also be unfair labor practices, and frequently you will face the problem we have outlined at the beginning. The Board ruled in its 1955 *Spielberg* case, 112 NLRB 1080, that it would follow an arbitration award where (1) the proceedings were fair and regular, (2) all parties had agreed to be bound, and (3) the arbitrator's decision was not clearly repugnant to the policies of the Act.

In the Texas case, the Board did examine the contract, and admitted that it had to do this. Having looked at the contract, the NLRB said that to claim a contract dispute did no make it so. The contract language was too plain to require an interpretation. By granting a wage increase above the contract's maximum rates, the company had refused to bargain in good faith, and the union had a right to abandon the grievance procedure and arbitration. The company was ordered to bargain with the union. Of course, the company's increases were not taken away from the employees, and if the union could negotiate any increases, there might be a retroactivity claim.

The case of the contentious complainer was also won. The employee had a right to go to the NLRB in the first instance, even if he were mistaken about what relief the Board could give him. The NLRB ruled that, since Section 8(a) (4) of the law makes it an unfair labor practice to discriminate against an employee because he may have filed charges or given testimony under the Act, it was a violation to fire him because he went to the NLRB to complain about a grievance. Even though the arbitrator had said his discharge was proper, the NLRB refused to follow it, saying it was repugnant to the policies of the Act. The employee had two full turns at bat and scored the second time around.

Now, what should you do? First, when a grievance arises under your contract, be as certain as you can whether or not it is also a violation of the National Labor Relations Act. If you think it may be both a violation of the contract and the law, you can get much quicker relief by going to arbitration, since appeals and long delays before the NLRB, plus the right of court appeal, may prolong your remedy considerably. But the cost of arbitration is far greater, since the NLRB will fight your case if you file charges. Also, if you delay your grievance beyond time limits in your contract, and if the NLRB fails to issue a complaint, you will have lost both chances. In most cases, therefore, your best bet is to follow your grievance procedure since, if the arbitrator goes astray, you can still go back to the NLRB. But if you are certain you have an unfair labor practice charge, then the NLRB may be your best hope. If you're in a very tough one to decide, and many of these problems can be extremely difficult, don't hesitate to turn for help to untangle the problem.

What Do You Tell Them About 14(b)?

Your friends and neighbors, even your wife and children, will be asking you what 14(b) is all about. Here are some of the questions you can expect — along with answers that may be helpful.

What's so important about the union shop, which "right-to-work" laws ban?

A union shop—which requires every worker who is protected by the union contract to be a member of the union—protects the union from being undermined by the employer; assures it of enough income to do its job; and helps it to be strong enough to live up to the terms of the contract.

That sounds all right for the union as an organization, but what do the workers get out of it?

The workers get better representation from a stronger, more secure union. And they have the satisfaction of knowing that everyone in the workplace is paying his fair share toward the costs.

Why can't unions just depend on workers to join because the union does a good job?

Lots of employers, where there is no union shop, actively discourage workers from joining. In anti-union communities, some workers who vote for the union in a secret ballot do not join because they are afraid, or because they are currying favor with the boss. Some don't join because they think it's smart to get something for nothing.

But isn't it un-American to force a worker to join a union if he doesn't want to?

It isn't anymore un-American than taxes. A home-owner may be opposed to a plan to build a new fire house in town. But if he is out-voted, he still has to pay his share of the taxes.

That's all right for government; but why should a union have that kind of authority?

Because the government has assigned a specific obligation to unions which they are legally bound to fulfill. A union that is the established bargaining agent for workers must provide equal protection to *all* workers, even those who are against the union. This obligation can be enforced through the labor board and the courts.

Isn't a lot of dues money spent on politics and other activities, besides just union affairs?

No. By far the greatest share of the dues dollar is spent on direct trade union activities. But beyond this, the labor movement has realized that it cannot live apart from the rest of the country. Education, social security, medicare, minimum wages, unemployment insurance, housing, hospitals, highways—all these are as important to the well-being of workers as the terms of their contract. So politics and legislation are also "union affairs." Finally, no dues money at all is contributed to political candidates in federal elections; the law forbids it.

Just the same, won't repeal of 14(b) force millions of workers into unions they don't want?

Not at all. The only union shops that will go into effect automatically will be in companies where union and management had earlier agreed that they would have a union shop as soon as the law allowed it. Elsewhere in the 19 states that now have compulsory open-shop laws the issue will be the same as it is in the rest of the country—a matter of negotiation and agreement between the employer and the union.

If Section 14(b) is harmful and most people favor its repeal, then who actually wants it kept in the federal law?

Support comes primarily from the selfish interests who have utilized "right-to-work" laws as a means of keeping unions weak, wages and social conditions poor and as a lure to bring industry into their areas. These same persons who claim to seek "freedom" for the worker are, for the most part, the same groups and individuals who have opposed all forward-looking legislation.

New York Baby 'Signs Up'

When recent New York City transit strike kept her baby sitter away, Mrs. Emily Carazo simply packed up four-month-old JoAnn and brought her to work. A member of Local 153, she is employed at the Sheraton-Atlantic Hotel. Holding the baby is OPEIU Hotel Representative Frank Jarvis, who just happened to have outsize union buttons with him. Several New York newspapers ran photos of mother on the job with baby beside her.

★ *61-5 Vote*

(Continued from page 1)

This time such tactics failed. The organizing drive continued to gather momentum, and in mid-October Local 153 filed a petition for an election.

The company then resorted to the time-dishonored tactic of stalling. By failing to attend hearings and devising this or that excuse for rescheduling meetings, it managed to put off an election until January.

But as the 61-5 tally showed, the company's behavior only served to enhance the understanding among the employees of the need for representation.

With a solid shop behind it, Local 153 has submitted contract proposals to ABS Freightways and union-management meetings are now going on.

The ABC success is a good sendoff for an ambitious Local 153 organizing campaign now building up full steam.

The half-dozen immediate targets include shipping lines and trucking firms.

John Hyland and John Gonzales have been placed on the staff for a period of six months to work full-time under Kelly on the drive.