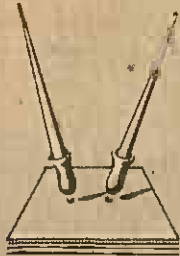




# WHITE

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# COLLAR

Office Employees International Union



No. 157

APRIL, 1958

## In Gatlinburg Address to Cooperative Conferences

# Coughlin Cites Long Accord With Tennessee Valley Mgt.

OEIU President Howard Coughlin addressed the TVA 9th Annual Valley-Wide Meeting in Cooperative Conferences in Gatlinburg on February 28th, 1958.

His talk, which was the principal speech of the closing luncheon session of the two-day meeting, dealt with the value of collective bargaining to both management and Office Employees International Union members at TVA. He stressed the fact that the management of TVA had gained the complete cooperation of all of its employes by virtue of its excellent collective bargaining relationship with the OEIU and other Unions in the TVA area.

President Coughlin particularly emphasized the gains obtained through collective bargaining by the clerical staff of the TVA. He gave specific examples of the affirmative results of our collective bargaining relationship to the TVA management. He stated that he saw numerous examples of the existing cooperation resulting from collective bargaining during the two-day session.

He explained the stand of the OEIU with respect to automation. The Office Employees International Union is not fearful of automation but rather feels that after training and retraining of present employes in electronic devices, our members through acquisition of more technical skill will demand and receive increased salaries.

He was emphatic in stating that our future wage proposals will depend on our organiza-

tional success in the Valley area. He explained that we are in the process of a nationwide organizational campaign which is producing results in all parts of the country, including the South. The success of these campaigns will have a direct bearing on future collective bargaining with TVA.

Coughlin stated: "I have studied the matter of relationships between management and unions for a number of years and I think you will agree with me when I say that where you find a poor relationship you will find poor production, featherbedding and all of the other ill practices that result from a poor relationship between unions and management. We're proud of the good relationship that exists here in TVA and we're certain that by virtue of this relationship, TVA has gained a most efficient operation."

## Montreal Local 57 Names Business Agent



As a result of the OEIU organizing program launched in Chicago in March, Local 57, Montreal, has appointed Brother Blaise Daigneault, originally employed as a cost clerk at Canadian Car in Montreal, to serve as business agent. This is the first Canadian organizing Conference local to make such an organizing effort and it is hoped other locals will follow in this endeavor.

# Consent Election Won At Maine Paper Plant

## Even for NLRB, This Ruling's Bad

The National Labor Relations Board went even beyond its usual extreme anti-union decisions in a case involving the A. O. Smith Corp. and OEIU Local 311 at Kankakee, Illinois.

The Union was certified several years ago for the clerical employes of that Company which included the Sales Department. At the time of the initial contract, there were no eligible office and clerical employes in the Sales Department. As a consequence, the contract omitted the listing of the Sales Department in the recognition clause. Subsequently, when the Company hired clerical employes in the Sales Department the Union, at contract negotiations time, asked for the inclusion of these employes. The Company refused and claimed that it was not intended in the original certification.

Both the Company and the Union agreed to ask the Board for a clarification order. The Board then held that in view of the fact that the parties had contracted for a unit which did not include the Sales Department which was originally intended in the certification, it would punish the Union by withdrawing its certification.

This latest act of a pro-business Board is an example of the ridiculous lengths it will go to deprive Unions of their legitimate rights even under the Taft-Hartley Act.

International Representative Leo Wallace announced an important OEIU victory at the Eastern Paper Company in Bangor, Maine.

The clericals of that company voted 74 to 42 in favor of the Office Employees International Union in a National Labor Relations Board consent election.

This victory is particularly important because the paper industry in the United States and Canada has already been organized to a great extent by the OEIU in conjunction with other International Unions in the same industry.

## Find No Substitute

In addition, the OEIU, under the direction of International Representative Leo Wallace, pursued an organizational campaign which resulted in a rejection of the Union by the employes. In the intervening period, however, the clerical employes involved came to the conclusion that there is no substitute for unionism and collective bargaining so far as the attainment of improved wages, hours and working conditions is concerned.

Wallace kicked off this second campaign several months ago and, as a result of the reception of the OEIU by these employes, he quickly petitioned the National Labor Relations Board.

## Campaign Tactics

Conference Organizer John Fitzmaurice assisted International Representative Wallace in the closing weeks of the campaign.

As is usually the case in the last several years, this campaign consisted of meetings, home visits and telephone contact.

The following employes of the Eastern Paper Company were instrumental in this successful campaign: Andrew Verrow, Jack Libby, Sr., Charline Paradis, Helen Grover, Alex Weatherbee and Mrs. Haynes.

The Paper Makers' Local Union, headed by President Harold Noddin, was particularly effective on behalf of the OEIU.

International Representative Wallace gave much credit to the Maine State Federation of Labor, represented by Ben Dorsky and Hugh Thompson, Regional Director of the AFL-CIO Regional Office.

## Coughlin Cites Labor-Management Accord



OEIU President Howard Coughlin addressing the TVA Ninth Annual Valley-Wide meeting of Cooperative Conferences.

Rochester, N. Y.—Betty Moriarty reports the renewal of the agreement between Local 34 and the Bastian Bros. The new agreement provides for a \$3.50 across-the-board increase retroactive to January 1, 1958 and provides that all employes with one year of service shall receive 3½ hours' pay plus pay for the hours worked on the day before Christmas.

Miami, Fla. — Representative Bloodworth announced the extension of the Tamiami Trail Tours, Inc. contract to cover the employes of that Company at its Miami, Florida, operations. This extension to the contract was made possible through the organization of the employes of the Miami area. The newly organized employes, as a result of this contract, will receive 20c per hour increase across-the-board with 10c retroactive to January 10, 1958 and an additional 10c effective May 7, 1958.

## Bill Would Put Teeth in Arbitration

Ludwig Teller, a member of Congress from the 20th District in New York City, introduced a bill known as HR 10308 which is designed to amend the arbitration act so as to facilitate labor arbitration enforcement.

At the present time, in certain  
(Continued on page 4)

**WHITE COLLAR**

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## Unfair Labor Practices on Increase

**M**ORE cases of unfair labor practices were filed during the period of October through December 1957 at the National Labor Relations Board than in any three-month period since the Labor-Management Relations Act took effect in 1947.

Two thousand and ninety-five cases were filed in this quarter as compared to 1,208 cases filed during the corresponding quarter in 1956. This represents a 73 per cent increase.

The vast majority of these cases filed were against employers. The pro-management attitude of the National Labor Relations Board has tended to bring about a situation whereby management commits many unfair labor practices, such as, demotions and discharges, particularly during organizational campaigns and too frequently gets away with it.

A less biased Board could have prevented these actions through decisions which would have made employers more respectful of the law.

## Await High Court's Decision

**T**HE United States Supreme Court has agreed to accept an appeal of the Hotel & Restaurant Employees International Union in cases involving the hotel industry in Miami, Florida.

In a decision, the Court of Appeals of the District of Columbia ruled that the National Labor Relations Board lacked jurisdiction over the hotel industry.

It will be recalled that in those cases where the employees struck for improved wages, hours and working conditions, the local Courts in that State issued injunctions within hours after the strikes were called.

When the cases were brought to the attention of the Board, the N. L. R. B. ruled that it lacked jurisdiction over the hotel industry.

It is interesting to note that in a dissent from the District of Columbia Court of Appeals decision, Judge Fahy stated that the decision of the U. S. Supreme Court in the OEIU case against the Teamsters demonstrated how wrong the Board was in its whole line of discretionary jurisdiction.

We stated at the time of our victory in the U. S. Supreme Court would be of help to the entire Labor Movement. We are happy to learn that U. S. Court of Appeals Judge Fahy agrees with us.

## Kohler Company Admissions

**T**HE Kohler Company, during the investigations instigated by the Senate Select Committee, admitted that they hired labor spies and purchased guns to be used by scabs against the strikers represented by the United Auto Workers.

The newspaper headlines did not reflect this testimony. If the investigation revealed that the Union had purchased guns for the protection of strikers, we are certain that this would have resulted in glaring headlines condemning the Unions.

AFL-CIO Vice President George Harrison recently called the attention of the press of this country to the fact that they have been completely one-sided in their coverage of these investigations.

This is only another instance of the biased press. We agree with Vice President Harrison.

## N. L. R. B. vs. Building Trades

**N**ATIONAL Labor Relations Board's General Counsel, Jerome Fenton, recently announced that the Board is ready to inflict severe penalties against Building Trades Unions unless hiring practices are brought into conformity with the Taft-Hartley Act by June 1, 1958.

The Act which became effective in 1947 fails to recognize realities. Building Trades employers have stated time and time

## Members Meet 50 Miles from Union Headquarters



Local 29, whose headquarters are in Oakland, California, has members over a large area of the state. Over one hundred members live and work in Santa Clara and Monterey Counties, 50 to 100 miles from Oakland; nearly one hundred more members are in Sacramento County, 85 miles from Oakland; and over fifty more work in Solano County, 25 miles from union headquarters. Area meetings are held quarterly in San Jose (one of which is shown above), Sacramento, and Vallejo, in order to keep the 250 members in closer touch with Local 29 activities. President John Kinnick reports that the meetings are attended by at least 25 per cent of the area members and sometimes by as many as 50 per cent. This is a much higher percentage than is attained at the regular Oakland meetings. Each area group elects delegates to the Central Labor Councils and in addition elects a recording-secretary. Membership has nearly doubled in these areas since the three Office Employees International Union locals merged with Local 29 several years ago.

## Compulsory Open Shop Goal Of 'Right-to-Work' Campaigns

The following article is excerpted from "The Compulsory Open Shop" by Clair M. Cook, executive director of the Religion and Labor Foundation, which appeared in the Jan. 1 issue of *The Christian Century*.

Today's campaign against "compulsory unionism" is the latest phase of a drive against what labor students call "union security." The drive dates from 1903, when forces seeking to weaken and destroy labor unions were first organized. The current phase is a no less powerful, albeit more subtly disguised, effort to curb the "increasing aggressiveness of organized labor."

That familiar-sounding phrase was enunciated in 1903, in the address of Pres. John E. Edgerton to the National Association of Manufacturers, then eight years old. At its convention that year the NAM adopted its often reaffirmed "Declaration of Labor Principles."

Point 3 of that 10-point statement declares: "No person shall be refused employment or in any way discriminated against on account of membership or non-membership in any labor organization." Point 9 underlines this policy: "This association declares its unalterable antagonism to the closed shop and insists that the doors of no industry be closed against American workmen because of their membership or non-membership in any labor organization."

### 41 Years Later in Florida

Forty-one years later, Florida passed a constitutional amendment whose wording, strikingly similar, is repeated in numerous so-called "right-to-work" laws: "The right of persons to work or not to work shall not be denied or abridged on account of membership or non-membership in any labor union or labor organization."

Three years later the Taft-Hartley Act forbade the closed shop on a national scale and specifically permitted states to forbid, if they wished, the modified form of union security known as the

union shop. Now there is a widespread, highly organized campaign to make these further restrictions federal law—in short, to promote the open shop by compulsion.

If the phrase "closed shop" was not used for the first time in the 1903 NAM declaration, at least the drive for an "open shop" which followed succeeded so well in supplanting the older nomenclature that even labor was compelled to accept the repugnant, emotionally colored term.

By 1907, Samuel Gompers was commenting to the AFL convention: "Those who are hostile to labor cunningly employ the term 'closed shop' for a union shop because of the general antipathy which is ordinarily felt toward anything being closed, and with the specious plea that the so-called open shop must necessarily be the opportunity for freedom."

In the pattern Gompers had discerned, the "specious plea" was for the open shop as the "opportunity for freedom" (a theme whose changes are being rung again today). The open shop was proclaimed as the "American plan," so that opposition to it was made to look unpatriotic and even treasonable. The NAM's new department assiduously courted support from every possible quarter (as Fred Hartley's "National Right to Work Committee" is doing now).

But what about this business of "compulsory unionism"? Is it any worse, practically and morally, than a "compulsory open shop," which is the legal objective of those who raise the issue, purportedly for the good of the worker?

As a matter of fact, the "open shop" is the vital opening wedge for anti-unionism, as the NAM saw in 1903. Certainly the "open shop" is not open to every applicant for an available job; the "right-to-work" is never more than a right to apply for work.

The strongest "compulsory unionism" possible in any state since Taft-Hartley outlawed the closed

(Continued on page 4)

## TVA Adopts Reverse Suggestion Box

Bill Woodall, an employe of TVA and a member of the Office Employees International Union, presented to TVA management an idea which called for the establishment of a suggestion box. This suggestion box is different from those which are common in most establishments.

The suggestion box provides for numerous questions prepared by management wherein it asks its

employees for labor saving ideas.

For example, several of the questions presented to the employes are as follows:

(1) We need a better method of cleaning the walls in the showers. We need a method that would improve the cleanliness of the shower rooms and at the same time we should bear in mind the labor involved by the janitors.

(2) Can you think of some way

to determine the amount of dry fly ash in the silo without the operator having to climb to the top of the silo?

(3) What would you suggest doing to keep the building heating steam coils from freezing? We have had 10 to freeze this year.

Initially, however, all employes received a memo with their pay checks telling them about the plan. This alerted the employes to watch for the questions posted on the bulletin boards.

### 20 Solutions Given

Within a week after the above questions were posted a total of 20 solutions had been received.

TVA management is extremely enthusiastic about this new idea and had publicly commended OEIU member Bill Woodall for his proposal of these suggestion boxes which have been adopted and are now in use.

again that they cannot hire skilled help except through Building Trades Unions.

For the past 11 years both the employers and the Unions have been in violation of the Act because there is no alternative. Congress has closed its eyes to these violations because it had no alternative.

General Counsel Fenton would be better off to call the attention of Congress to the fact that it has passed bad legislation rather than to try to enforce the law which is unworkable to begin with.

**Coughlin Is Advisor**

**Commission to Study Health Personnel Need**

The National Health Council recently announced the formation of a National Commission on Health Careers to study ways and means of meeting the acute need for qualified health personnel.

The Commission is headed by Dr. Leonard A. Scheele, former Surgeon-General of the United States Public Health Service. The membership of the Commission has been drawn from leaders in American life: Former Senator Herbert H. Lehman is also a member of the Commission. Howard Coughlin, President of the Office Employees International Union, represents Labor's point of view on the Commission.

The general task of the Commission is as follows:

1. Sparking and giving added impetus to all kinds of health career programs at local, regional and national levels.

2. Investigating the possibilities of careers in the health field, not only for young people, but for other potential health workers.

3. Assembling information vital to the full staffing of the health services by conducting fact-finding studies on health manpower problems and by encouraging and offering guidance in the conduct of such studies by other groups.

4. Focusing on such specific issues as educational facilities and programs for potential health workers, the availability of scholarships and loan funds, aptitude testing, salary ranges in the health field, etc.

5. Encouraging further studies of the work done by highly trained people and ways of utilizing their skills most effectively.

6. Stimulating public recognition of the need for adequate staffing of health services.

At a meeting held on March 6th at the Essex House Hotel in New York City, the way was paved for a study of specific needs in each of a number of key health careers.

**Continental Can Signs Agreement**

After two meetings of negotiations, Local 57, OEIU, has accepted a one year renewal with Continental Can in Montreal, Office Plant 59-276 Sales. The new contract provides for weekly wage increase ranging from \$4.74 to \$7.14. The minimum rate is for the messenger who will receive \$71.26 per week and the maxi-

mum classification provided in the contract is \$152.42. The negotiation committee was composed of Roger Jeanneau, Owen Prince, Diana Leger, Raoul Paquette assisted by Romeo Corbeil, organizer.

Richmond, Calif. — Mabel De Forrest, Secretary Treasurer of Local 243, announced that as a result of negotiations with the Brookside Hospital the employees will be covered by a Pension Plan. This new Plan included a contribution of from 3½ to 8 per cent by the employees depending on the employee's age. In order to offset this contribution, Local 243 was able to negotiate an 8 per cent increase for all employees with more than six months' service. The Pension Plan is not available to employees until they complete six months' service with the company. The introduction of this Pension Plan and the negotiated increase will not effect the normal negotiations for the renewal of the agreement in June of 1958.

**Status of Recession Measures**

Here is the status of major anti-recession measures and proposals in Congress:

- Tax reduction. Action postponed until after Easter recess and Apr. 10 report on March joblessness. Pres. Eisenhower and Republican leaders seek delay "at least" until mid-May.
- Jobless compensation. Hearings now scheduled on Kennedy-McCarthy bill establishing permanent federal standards below which states could not fall.
- Supplementary unemployment insurance. Administration program of grants to states to supplement benefits to jobless workers whose compensation is exhausted, delayed by state commissioners' lobby opposition.
- Speed-up in spending. Resolutions approved expressing "sense of Congress" that spending should be expedited for civil and defense

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**Canadian Corner**

By LLOYD CHAPMAN  
President, Canadian Organization Conference



**White Collar Organizing**

**Canadian Labour Congress Adopts 9-Point Program**

Since the end of last year a series of conferences have been held in Ottawa under the auspices of the Canadian Labour Congress to deal with the matter of 'White Collar Organization' in Canada; in attendance at such meetings have been all the affiliates of the Congress having an interest in 'White Collar Organization' including The Office Employees International Union. Upon the direction of President Coughlin, organizers MacArthur and Corbeil have represented our International Union in order that our keen interest in this matter might be protected and enhanced in all the phases of our jurisdiction.

The Canadian Labour Congress appreciates that the largest remaining segment of our work force that remains relatively unorganized is that of the white collar worker; also that there is a desire and need for organization in this field. That it is only in an organized way, in the complex industrial economy that exists today that all workers in our industries may move forward together through the medium of collective bargaining by their respective unions in order to enjoy more fully the fruits of their labour.

The Conferences have been chaired by President Jodoin and Director of Organization MacKenzie, thereby giving the necessary impetus to coordination of effort and the keen interest of the Congress in this field. One point stressed by President Jodoin was that the Congress was not dictating policy or jurisdiction, but rather attempting to reach understanding on projecting plans for

an overall campaign whereby the fullest resources of the Congress could be utilized in assistance to its affiliates in this field. Considerable discussion also took place on the current problems of automation and technological development in industry and its impact on the White Collar Worker.

A program has been developed subject to the approval of the International Union that will provide for the following:

1. Establish arrangements for periodic meetings of representatives of Unions active in the field for review of progress in organization and negotiations.

2. Establish through the Canadian Labour Congress, a co-ordinated campaign aimed at the rapid expansion of organization in the field of office and clerical workers.

3. Each individual union concerned shall through organizational efforts clearly establish their jurisdictional claims in the field.

4. Consideration shall be given to a general public relations and publicity program.

5. Consideration shall be given to a broad educational program directed initially at organized groups of workers for the purpose of activating support for the over-all program. As the campaign progresses, this program is to extend to unorganized workers.

On points 4 and 5 it was felt, after considerable discussion with Jack Williams, C. L. C. Director of Public Relations, that there should be more detailed proposals on these matters. To this end, it was agreed that a sub-committee composed of Webster Cornwall, U. A. W.; A. F. MacArthur, O. E. I. U.; and Don Taylor, U. S. A., would meet with Brother Williams prior to the next meeting of

this committee, to draft such proposals.

6. Consideration shall be given to a special training program for staff working in this field.

7. For the purpose of establishing a co-ordinated campaign to organize office and clerical workers, the Unions participating in this conference state that they are not surrendering any claims they may have with respect to jurisdiction. In cases where a dispute arises between Unions, the matter shall be reviewed by a tribunal established by the C. L. C. President Jodoin, and recommendations made, if no agreement is reached.

8. Subject to jurisdictional claims made by the affiliated unions concerned in this program, the Congress will assist the Office Employees International Union to organize office and clerical workers connected with production or service units operating under direct charter from the Congress. The staff of the Congress will assist in this.

9. The Congress will endeavour to establish a liaison between the O. E. I. U. and other affiliated unions of the Congress, who do not organize office and clerical workers. It will try to develop co-operation between staffs to promote the organization of office and clerical workers in this category into the O. E. I. U. Congress staff will assist in this.

Sub committees have been struck off in which our International Union is represented for the purpose of developing publicity and for coordinating efforts in establishing jumping off spots and beachheads in any given area that might be selected for the commencement of the organizing drive. It was also decided that the fullest use should be made of the forthcoming convention of the Canadian Labour Congress to be held in Winnipeg in April for the purpose of drawing the attention of all Trade Unionists and indeed the public at large to the lack of organization in the White Collar Field and the need of emphasis by the Congress and its thousands of affiliated unions in extending organization.

The Office Employees International Union having without doubt a greater stake and keener interest because of its basic jurisdiction in this field is prepared to enter enthusiastically into any campaign that will extend the field of Office or Clerical Organization primarily within the framework of our International Union.

**Contract Covers CBRE Offices**

A one-year agreement effective from February 1, 1958, was recently signed by Office Employees International Union, Local 225, and the Canadian Brotherhood of Railway Employees and other transport workers. The agreement covers office workers in CBRE offices in Ottawa, Montreal, Toronto, Winnipeg and Moncton.

The contract provides salary increases in the \$11.25 to \$17.00 range; an eleventh statutory holiday (Remembrance Day); and twenty days paid vacation after fifteen years' service (previously twenty years).

Iris Martin, Myrlah Pranschke and Laurette Emery signed on behalf of the union, and William J. Smith, National President, D. N. Secord, National Secretary-Treasurer, and Elroy Robson, National Vice-President, signed for the CBRE.

**Salesmen's Division of Local 153 in Session**



Local 153, New York City, held a special meeting of its Salesmen's Division, pictured above, which as usual resulted in a packed assemblage. Problems particularly pertinent to the 1500 unionized salesmen of Local 153 were discussed by Acting Business Manager Ben J. Cohan and Business Representatives John Fleming, James Hayes and Al Addeo.

For the most part, these problems dealt with the possibility of the introduction of driver salesmen by many of the companies under contract to Local 153. If such a program were adopted, numerous salesmen would be in danger of losing their jobs.

This important problem was the major topic of the meeting. These salesmen, who under the guidance of Local 153 have achieved substantial incomes, good commission rates, welfare and pension plans, do not intend to relinquish these gains through a system of driver sales.

Local 153 will be unyielding in its fight against the abolishment of advance salesmen.

Numerous other important problems were discussed at this meeting including the possibility of a special insurance program designed for the Salesmen's Division of Local 153.

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**PRESIDENT**

HOWARD COUGHLIN



**Anti-Recession Program**

THE AFL-CIO, concerned over figures which indicate that we are in a recession which is rapidly getting worse, called a three-day meeting at the Sheraton Park Hotel in Washington, D. C., March 11th through the 13th.

It was noted that the number of unemployed, now 5.2 million, is the highest in 16 years. It was also noted that industrial production has dropped constantly since December 1946. This production has declined 12 percentage points since that date. There has been a continuing decline in new orders placed with manufacturers. In addition, business investments for new plants and equipment has also declined.

We are also faced with lower retail sales, a continuing slide in hours worked per week in manufacturing industries and a constant increase in unemployment compensation claims.

President Meany stated that "the recession has not hit bottom but after reviewing the economic indicators it is even plainer that things are not growing better; they are in fact growing worse."

The conference was attended by nearly two thousand representatives of City Central bodies, State Federations of Labor and International Unions. After the plain facts of the economic picture were presented to the assembled delegates, they were asked to meet with Senators and Congressmen from their respective areas for purposes of discussing a solution. Many of the delegates reported that the reception was good and that numerous Congressmen and Senators were ready to adopt an affirmative program aimed at alleviating the recession.

On the other hand, some reported that various legislators were perfectly willing to adopt a "let's wait and see" attitude. Others felt that the country would have to pull itself out of this recession without any help insofar as government spending is concerned.

A major objective of the AFL-CIO program is relief to the lower and middle income families through increased personal exemptions from \$600 to \$700. The AFL-CIO has also called for the elimination of income taxes on contributions to government retirement funds. It also seeks to recapture revenues by closing legal tax loopholes. The AFL-CIO also feels that the tax burden should be eased on small corporations.

If such a program were to be adopted immediately by Congress and signed into law by the President of the United States, billions of dollars would immediately be put into the economic stream which would bring about much additional purchasing power on the part of the average consumer. It will be remembered that immediately after the recession of 1949-50 hit the country, a tax reduction was put into effect and it thereafter reversed the tide.

**Closing Tax Loopholes**

It is the feeling of the AFL-CIO that a similar move today would have a similar effect. At the same time, we think it is necessary to do away with many of the tax loopholes presently existing in the Law which deprives the government of important revenue which could be used for the benefit of the country as a whole. This revenue, lost to the government through tax loopholes, includes dividend credits, stock options, depletion allowances such as the 27½ per cent allowed to oil and gas producers, depreciation and gifts.

The AFL-CIO has also called attention to the advantages which have been deprived by those in the upper brackets through the granting of the split income provision. One example of how this arrangement helps the upper income groups and how little it helps the middle income taxpayers is as follows: A person earning \$5,000 per year can reduce his taxes about 2 per cent by filing a joint return. A person receiving \$100,000 a year can reduce his taxes 27 per cent by filing a joint return. The AFL-CIO feels that our tax laws should be changed to create a more equitable tax system.

More important, however, the AFL-CIO is continuing its never ending service to every citizen of the United States by insisting on action now to reverse the present recession.

**Both Hands Needed for This Job!**



**Goal of The 'Right-to-Work' Campaigns**

(Continued from page 2)

shop (i.e., one requiring union membership prior to hiring) is the "union shop" in the modern sense, which still allows the company to hire anyone it pleases, union or nonunion. For a specified period, usually 30 days, the new employe is subject to the company only, not at all to the union. But if he is satisfactory to the company and is still at work at the end of the probationary period, he must become a union member to hold his job.

The religious leaders who support "compulsory unionism"—i.e., union security—are probably aware of these findings. Thus it was only after the most intensive and prolonged study that the executive board of the National Council of Churches' Division of Christian Life and Work declared that "union membership as a basis of continued employment should be neither required nor forbidden by law: the decision should be left to agreement by management and labor through the process of collective bargaining."

"Compulsory unionism"—using the term accurately instead of as propaganda—would seem to require

a law compelling workers to join unions, something that we do not have and that no one is proposing. The compulsory open shop, under the deceitful name of "right-to-work" laws, is equally undesirable.

**Arbitration**

(Continued from page 1)

States, it is illegal to enforce arbitration procedures even though the contracting parties have made provision for mandatory arbitration in the event of disputes. In those instances, the bill will give the Federal Courts the right to act where the State Courts are not so permitted.

Congressman Teller also introduced HR 10650 which, if adopted, will provide social security coverage for Federal Employees who are not at the present time allowed such coverage.

In presenting this proposal, Congressman Teller stated that if his bill is enacted it will repeal the discriminatory provision in the Social Security Act which now denies coverage to two million members of the Civil Service Retirement System and several other retirement systems of the Federal Government or its instrumentalities.

He stated that millions of American workers in private industry now enjoy both Social Security and private pension plans. He feels that his bill, if adopted, would do away with the discriminatory practices which now apply to Federal employes.

**Status of Recession Measures**

(Continued from page 3)

projects already appropriated for, are in committee.

- Housing. Sparkman bill to increase home construction passed. Hoped-for effect will be 200,000 more housing units, 500,000 jobs.

- Highways. Senate action near on bill to increase by \$1.5 billion early expenditures on federal interstate highway program, despite Administration opposition to measure

as too big. Action previously completed on step-up in regular federal road-construction aid.

- Public works. House action completed on \$1.5 billion rivers and harbors authorization bill after Administration substitute beaten. Bill returned to Senate for concurrence in amendments. Measures to increase expenditures for hospitals and other public works are still in committee.

**It Happened in California**

Tom Garrett was laid off on January 3rd. During his waiting period for unemployment insurance, Garrett and three members of his family were held prisoner in their home for 23 hours by two escaped convicts.

When Garrett went to the unemployment compensation office to receive his \$40.00 compensation check, the office turned him down because he was not available for work every day of the normal work week. The unemployment insurance office ruled that despite the fact that he was held a prisoner in his own home, he was unavailable for work that day and, therefore, ineligible for compensation.

Governor Goodwin J. Knight of California sent his personal check for \$40.00 to Garrett to make up for the compensation that Garrett couldn't collect because of this strict interpretation of the Law.