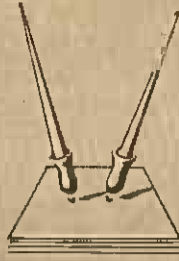




WHITE

Official Publication of the



COLLAR

Office Employees International Union



Following signing of strike settlement and memorandum of agreement, Local 286 officers and official of Kennecott Copper Corporation posed for this photo at Bingham Canyon, Utah. From left are Ben Redman, secretary-treasurer, Arden E. Webb, president, and James E. Peterson, director of industrial relations for the company. Story on settlement appears below.

Reach Settlement With Kennecott Copper

Local 286's new agreement with Kennecott Copper Corporation calls for 7 cents per hour increases in wages effective January 2, 1960 and another increase of 7 cents per hour effective July 1, 1960 with a 3 cents increment increase between grades each time.

Improvement in the coverage of the health and welfare plan already in existence is also noted.

The new agreement includes new provisions of one additional holiday (making a total of 9), 2½ times pay for holiday worked, double time for all hours over 12, makeup pay for jury duty, and a severance plan. The company granted two reclassifications: One was a steno-clerk from grade 3 to grade 7 and the other one was eight warehouse helpers from grade 3 to grade 6. The local established a new job on grade 7, and made many valuable changes in the grievance procedure, seniority, promotions and transfers, reduction of forces, work schedules, overtime transportation, overtime distribution, occasional time off, and assignment of persons outside bargaining unit articles. Also negotiated were new articles: Rate establishment and adjustment, non-discrimination, and no-strike, no-lockout.

The new agreement will be effective to June 30, 1961 and the cost value of the agreement to the

Support Your Heart Fund

Your attention is called to the annual Heart Fund campaign to be conducted in February. Dr. A. Carlton Ernstone, president of the American Heart Association, has asked me to write to you about it. The need to exert every effort to overcome the terrific toll caused by diseases of the heart and circulation is most urgent.

The American Heart Association and its local affiliates have worked closely with organized labor to develop programs which will help workers with cardiac conditions return to their jobs. It is my hope that all local organizations and members will respond as generously as possible to the 1960 Heart Fund Campaign.

HOWARD COUGHLIN,
President.

local is in excess of 26 cents per hour.

Retained also were many valuable benefits that the company proposed eliminating. Included in this category was the vacation plan and sick leave plan. These two provisions were the ones the membership was the most upset over and were willing to go on strike for.

Committee Appointed to Study, Publicize Automation Findings

A resolution submitted to the recent convention of the Office Employees International Union at Montreal, Canada, dealing with the subject of automation was referred to the International Union Executive Board. At its recent meeting, the Board dealt with this problem.

As a result of the discussions which took place, President Cough-

lin appointed a committee composed of H. B. Douglas, director of organization, Vice President Nicholas Juliano and himself to study the subject of automation, particularly, electronic data processing installations, and publicize such information for the benefit of OEIU Local Unions. Consistent with that action, it will be the committee's intention to publicize

OEIU Again Leads All Unions in Organizing in White Collar Field

IN accordance with a survey published by the Bureau of National Affairs, in its popular "White Collar Report," the Office Employees International

Union for the third straight year participated in more National Labor Relations Board elections involving white collar workers than any other un-

ion, won more elections and gained bargaining rights for more clericals.

Results follow:

Results of NLRB Elections Last Year

Union	Total elections		Number in bargaining units		Number in bargaining units
	Won	Lost	Won	Lost	
Office Employees, AFL-CIO	51	22	1435	29	2655
Int'l. Bro. of Electrical Wkrs., AFL-CIO	26	12	180	14	360
Teamsters	26	17	300	9	150
United Auto Workers, AFL-CIO	9	6	130	3	70
United Steelworkers, AFL-CIO	7	3	155	4	305
Int'l. Union of Elect. Wkrs., AFL-CIO	6	2	310	4	430
Insurance Workers, AFL-CIO	5	1	10	4	720

It is interesting to note that while large industrial unions such as the United Automobile Workers and the United Steelworkers have, for many years, been highly publicized insofar as their activities in the white collar field are concerned, the results for the past three years indicate that the OEIU is the Union most sought after by unorganized white collar workers.

The Office Employees International Union participated in elections involving more clerical workers than the IBEW, the Teamsters, the United Auto Workers, the United Steelworkers, the I. U. E. and the

Insurance Workers combined.

The OEIU in the year 1959 participated in elections involving 4,090 workers while all of these other unions participated in elections involving only 3,120 workers. Most important, however, is the fact that the OEIU won elections covering 1,435 clerical employees as compared to a total of 1,085 for the I.B.E.W., the Teamsters, the U.A.W., the United Steelworkers, the I.U.E. and the Insurance Workers.

While organizational activity in the white collar field did not increase noticeably in 1959, with the OEIU participating in approximately the same num-

ber of elections as in 1958, the activity and the results again prove that white collar workers need and want a white collar union.

The survey reveals that despite the fact that the Office Employees International Union does not have the financial resources and the manpower of some of the giant unions, it is still more successful than all of these unions combined.

It should become more and more apparent to the AFL-CIO that it ought to look more favorably into the possibility of helping the most successful union in the white collar field with money and manpower.

information of interest dealing with this subject in this and succeeding editions of "White Collar."

While we have had calculating and computing machines in offices for many years, these machines differ primarily with electronic computers in the speed of operation.

A modern electronic computer has a basic pulse rate of two megacycles which means that two million pulses can reach one point in one second. It is, therefore, capable of performing, for example, 300,000 additions, or 2,400 multiplications, of 10 digits by 10 digits, in one minute. The accuracy of the timing and the precision with which a computer works is close to 100 per cent.

The second basic difference between the modern electronic computer as opposed to the old mechanical type machine is the storage element or the "memory drum" in which relevant data can be retained for use as necessary. Information is fed into the elec-

tronic mechanism through punch cards or magnetic tape from which the computer can "read" the necessary information expressed in perforations or magnetic spots which activate the computing mechanism. Similarly, the "output" unit receives the results of the calculations and produces it in a form which is understandable or can be translated into understandable form for the needs of the office personnel through cards or tapes, which then can be converted into written information on the appropriate machines.

Recent developments include high speed printers which can be attached to the computer itself and permit the outcoming data in a readable form at speeds up to 600 lines a minute. A new type of electrostatic printing makes possible a much higher speed of 3,000 lines per minute. Such apparatus is already in production in Great Britain.

A striking example which will illustrate the possibilities of this

type of equipment can be found in the banking industry. An electronic machine for banking operations has recently been perfected in the United States, capable of performing in one single automatic operation the sorting of checks of different sizes, registering of amounts, adding of sums, and the establishment of statements of accounts for each client. It processes 900 checks per minute and can register in its "memory" data pertaining to 40,000 separate current accounts.

Originally, giant electronic data processing machines with extensive "memory" capacity suitable for complex scientific calculations were introduced on the market. As each month passed, the problems presented by these expensive installations were solved by the firms producing this equipment to the extent that small, more easily adaptable machines appeared on the market. In Great Britain, for example, there is a machine called

Continued on page 3

WHITE COLLAR

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

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The Forand Bill

The Forand Bill (HR 4700) would pay in full 60 days of hospital care for all persons eligible for old age and survivors benefits. It would also pay for the costs of combined nursing home and hospital care up to 120 days a year in addition to certain surgical expenses. The cost of the program would be covered under the social security taxes levied on both employers and employees.

Unlike the contentions of the American Medical Association, this is not socialized medicine. It is purely an extension of the social security system to provide hospitalization and attendant services to those retired under the system including the dependent children of widows. There can be no sincere opposition to this measure.

The great majority of retired persons over 65 receiving social security benefits have no protection whatsoever at a time when their income is far too small to pay for hospital and surgical costs.

The Forand Bill deserves the support of the Office Employees International Union.

* * *

The Drug Industry

The Senate Anti-Monopoly Sub-Committee, headed by Estes Kefauver, has published figures which indicate that a major drug company sold drugs at a 7,000 per cent mark-up. The president of that company in 1959, in addition to a salary of \$75,000 per year, was given, or exercised, options to buy company stock that would have given him a profit of \$332,450 at the price listed for the stock in December 1959. On top of this, profit on stocks he already holds for two years are taxed at no more than 25 per cent.

Meanwhile, the Social Security Administration has reported that the American people in 1958 paid more for drugs than they did for doctors' bills. The total outlay for medical drugs came to \$4.4 billion, or one third more than the outlay for doctors' services which totaled \$3.3 billion.

Drug companies are attempting to excuse the high cost of their products by claiming they spend 7 per cent of their income on research. However, scientists have pointed out that many popular drugs including penicillin were discovered and developed in foreign countries and not by the United States drug industry.

These abnormal costs are not only affecting the pocketbooks of the wage earner but also add to the constantly rising costs of hospital care.

* * *

Landrum-Griffin Bill

During the time of debate on the provisions of the Landrum-Griffin Bill, the public and union members were told that it was necessary in order to bring about labor union reform. Certain isolated excesses committed by labor union leaders in the United States were given as the principal reason for this needed reform.

At the same time, the makers of the legislation threw in prohibitions against secondary boycotts, organizational picketing and hot cargo. Union members who have been engaged in strikes recently are beginning to feel the effects of injunctions granted against this legitimate type of union activity.

Sooner or later the American public will wake up and realize that the intent of the legislation was aimed at crippling the collective bargaining powers of organized labor and had very little to do with curbing excesses of some union leaders.

* * *

Scholarships

The AFL-CIO is offering these scholarships worth up to \$6,000 each to high school students throughout the United

Small Local Improves Position

Local 341, Shreveport, La., held a dance and cake walk November 21, 1959, which was an overwhelming success.

Local 341 has only 14 members at the present time, and from dues money it could barely operate. The local had leads on two good organizing campaigns but had no money for stationery, mailing, etc., hence a means of raising funds was sought.

Fire Fighter's Local 514 in Shreveport offered Local 314 the use of the firemen's camp house on Cross Lake free of charge and a dance and cake walks, with tickets at \$1.00 each, seemed to be the best way to raise money.

This was only a short time before the Democratic primary elections in Louisiana, so we sent two tickets to each candidate for public office with a letter saying each candidate at the dance would be introduced. Even some of the "anti" candidates returned their two dollars in the self addressed envelope we enclosed. We also sent five tickets to each local union and a letter asking for their support. Each member then took tickets and sold them to individuals.

When our brothers and sisters supported us to the tune of \$258 clear profit and their smiling presence at the dance, it really gave us a boost financially and spiritually.

We take this means of expressing our appreciation to the labor movement in Shreveport for its support.

We were honored by the presence of Mr. E. H. "Lige" Williams, AFL-CIO staff, Mr. Victor Bussie, president of the Louisiana State Labor Council and Mrs. Bussie, and Mr. Dan Powell, Area 5 Director of COPE, who was in this area at the time. With the profits from this dance we now have one campaign in full swing and two others ready to launch.

—s/ Organizing Committee, Local 341.

Local 9 Signs Two Agreements

Milwaukee, Wis.: OEIU Local 9 has just signed a new contract with the Patrick Cudahy Company which provides for a 3 per cent general increase retroactive to September 1, 1959. In addition to the general salary increase, the new agreement also provides for an increase in the meal allowance when overtime is worked from \$1.25 to \$1.50.

The night shift differential was increased from 10c to 12c per hour. The company has also agreed to extend the insurance from \$2,000 to \$5,000 with the company paying half of the premium.

The negotiating committee representing Local 9 was comprised of Carol Kaemlein, Evelyn LaVigne and Mae Tinsen and was assisted by Business Representative Harold Beck.

Local 9 has also renewed its agreement with the Miller Brewing Company with a new contract that will run through March 1, 1962.

This agreement calls for an increase of 3½ per cent retroactive to December 1, 1959 and an additional 3 per cent across-the-board increase on March 1, 1961. The number of holidays was increased to 11½ by adding Good Friday to

States this year. Qualifying tests for applicants can be taken on March 8, 1960 or March 19, 1960, whichever is agreed to by the school principal.

Anyone interested in the details of this scholarship program is invited to write to the AFL-CIO Department of Education, 815 16th Street, N. W., Washington 6, D. C.

Can You Afford to Be 65?

Art you retired, or near retirement?

Do you have aging parents whose health and happiness is your concern?

Do you agree that workers who have earned honorable retirement should be protected from the crushing costs of illness?

Then you have a stake in the Forand bill (HR 4700).

The Forand bill attacks the most tragic unsolved social welfare problem of our day—the human and financial disaster that illness imposes upon the aged.

This problem can no longer be brushed aside.

THIS CONGRESS must act.

This Is What Happens Today

Let's see what a pensioner or a retired couple can do now to guard against "medical indigence," as the doctors call it.

Buy private, commercial health insurance, says the insurance lobby.

It is true that such insurance is now available for the 65-plus group. But one fact stands out:

Where the cost of private insurance is within reason, the benefits are meager; where the benefits are adequate, the cost is out of reach.

This is bound to be true of a plan under which the aged are insuring themselves. To be workable, any insurance plan must be broad enough to include good risks as well as bad risks—the young as well as the old. Private insurance can supplement a federal program; it cannot replace it.

Ask for public assistance, says the doctors' lobby.

Public assistance is the free care available to the poverty-stricken through state and federal funds. It is necessary, it is worthy and it should be improved. Many doctors, to their credit, donate heavily of their services to this work.

But public assistance is public relief. Those who get it must prove their poverty—often to the point of taking a pauper's oath. They must exhaust their savings and in many states sell their modest possessions—their cars, their TV sets, even their homes—to become eligible.

Get their children and grandchildren to pay the bills, say the reactionaries.

Unquestionably there are millions of emergencies solved in this way. But a medical catastrophe to the parents is in most cases beyond the means of willing children.

the holidays already received by the employees. The vacation plan in the new contract provides for 4 weeks' vacation after 9 years of service instead of 12 years, and changes the semi-monthly pay days to weekly pay days.

Assisting Business Representative Beck in these negotiations was the committee composed of Gene Lee, chairman; Gus Manz, Glenn Zimpelmann, Kathleen Rickert and William Hintze.

Maine Agreement

Vice President Leo J. Wallace has recently completed a new agreement between Local 192, Millinocket, Me., and the Great Northern Paper Co.

The new agreement provides for:

- Present agreement to run until July 1961.
- No reopener.
- No additional fringes.
- A renewal of the present pen-

At best, such help is a sorry reward for pensioners who have earned their independence.

Clearly, none of these alternatives is acceptable in a free society of free independent citizens.

But It Could Be Like This

The Forand bill does not pretend to solve the whole problem of medical care for the aged. It does guard against total disaster.

The bill would:

- Pay in full for 60 days of hospital care for all persons eligible for old-age and survivors benefits. (Note that this would include the dependent children of widows.)
- Meet the costs of combined nursing-home and hospital care up to 120 days a year and cover certain surgical expenses.

Social security records would be used to establish the rights of applicants. The bill includes standard safeguards as to the quality of care, negotiation of rates and the freedom of cooperating institutions from government interference.

The program would cost about \$1 billion a year at the start. This would be met by a rise of only a quarter of one per cent in social security taxes on employers and employees, and three-eighths per cent on the self-employed. The most any worker would pay (if he makes \$4,800 or more) would be \$12 a year.

The Forand bill puts this program where it belongs—in the social security system.

Whether retired workers, now or later, must seek public relief or become burdens to their children when severe illness strikes.

Your Letter May Decide

Whether those who have earned the right to independent retirement will lose that right because of illness.

Whether you, in your turn, can look forward to retirement without fear of illness.

The Forand bill (HR 4700) has been analyzed, examined and discussed over a period of several years.

Will Congress vote it into law?

The answer to that question is in your hands.

Your letters, to your Congressman and your two Senators, will decide the issue.

If YOU tell them that YOU want the Forand bill, it will pass.

Write—and Write Today

Wage increase:

- 3½ per cent on Jan. 1, 1960.
- 2 per cent additional on July 1, 1960.
- 2 per cent additional on January 1, 1961.

When each of the above increases are put into effect the new weekly salary in the contract will be rounded to the nearest multiple of \$.50.

The committee was comprised of George Bissonette, pres. Raymond Paoletti, vice pres.; Owen L. Toussaint, Lowell R. Nason, Lawrence A. Baker, Ernest S. Vagoris, Minnie E. McCann, Stanley R. Nason, Robert A. Mackin, and Lawrence Vagoris.

The same increase will apply to the employees of the Great Northern Hotel who are members of Local 192. Eleanor LaGasse negotiated for the hotel group with the assistance of Leo Wallace.

Harold Whitehead

Harold Whitehead, former president of Local 192, Millinocket, Me., died on Dec. 2, 1959. Harold had been delegate to the Central Labor Union, State Federation of Labor, OEIU Conventions and the NEOC.

1960 COPE Area Conferences

(Note: At each COPE area conference, registration will open at 8:30 a. m. of the first day, and it is anticipated that the program will continue until approximately 5 p. m. of the second day. A definite portion of the program will be directed towards fuller participation on the part of the wives in COPE's political education program. Therefore, COPE invites all delegates to bring their wives who will be most welcome at all of the sessions.)

February 13-14 (Saturday-Sunday)	Savannah, Georgia DeSoto Hotel	Georgia Florida
February 16-17 (Tuesday-Wednesday)	Durham, North Carolina Washington Duke Hotel	North Carolina South Carolina
February 20-21 (Saturday-Sunday)	Nashville, Tennessee Andrew Jackson Hotel	Alabama Kentucky Tennessee
February 27-28 (Saturday-Sunday)	Baton Rouge, Louisiana Bellemont Motor Hotel	Arkansas Louisiana Mississippi
February 29-March 1 (Monday-Tuesday)	Dallas, Texas Adolphus Hotel	New Mexico Oklahoma Texas
March 4-5 (Friday-Saturday)	Boston, Massachusetts Somerset Hotel	Connecticut Maine New Hampshire Rhode Island Vermont Massachusetts
March 7-8 (Monday-Tuesday)	Philadelphia, Pa. Bellevue Stratford Hotel	New Jersey New York Pennsylvania
March 12-13 (Saturday-Sunday)	Washington, D. C. Mayflower Hotel	Delaware District of Columbia Maryland West Virginia Virginia
March 19-20 (Saturday-Sunday)	Indianapolis, Indiana Sheraton-Lincoln Hotel	Indiana Michigan Ohio
March 22-23 (Tuesday-Wednesday)	St. Louis, Missouri Chase-Park Plaza Hotel	Illinois Missouri
March 27-28 (Sunday-Monday)	Omaha, Nebraska Fontenelle Hotel	Iowa Kansas Nebraska North Dakota South Dakota
March 29-30 (Tuesday-Wednesday)	Minneapolis, Minnesota Leamington Hotel	Minnesota Wisconsin
April 23-24 (Saturday-Sunday)	Denver, Colorado Cosmopolitan Hotel	Colorado Utah Wyoming
April 27-28 (Wednesday-Thursday)	San Francisco, California Whitcomb Motor Hotel	Arizona California Hawaii Nevada
April 30-May 1 (Saturday-Sunday)	Portland, Oregon Multnomah Hotel	Alaska Idaho Montana Oregon Washington

Committee on Automation To Publicize Findings

Continued from page 1

"LEO". It is a computer designed for a chain restaurant and catering company in the United Kingdom which takes over its payroll, sales account and other performances. We, in the United States, have already read about "ERMA" which is used in the Bank of America in California.

In each succeeding month, we are apprized of newer and smaller machines of the electronic variety which are adaptable to the more modest types of operations. A new accounting machine, for example, consists of an electric typewriter attached to a small desk-size electronic calculator which is capable of carrying out a complete set of bookkeeping, billing and recording operations on simple instruction from the operator. A small sized company reports that with one such machine, it increased its output of invoices from 120 to 200 per day, while at the same time cutting the cost per unit in half.

Companies in the United States and Canada, after initial enthusiasm, have yielded to a more cautious mood in the installation of electronic data processing machines. One large company in the United States, for instance, after making a two year preliminary sur-

vey decided to introduce a long range program. It began with a limited application of automatic processing and inventory control of finished goods. The execution of the entire program, beginning in 1955, is expected to take from five to ten years. The change-over in the automatic system, even in the limited area where it was first applied, took much longer than anticipated. Unexpected difficulties were encountered in the centralization of data and its transfer from files and records to magnetic tapes for the computer to use. The new system was not operating efficiently until two years after its installation began.

It is generally agreed that the approach to the change-over to automation must be slow or major expensive mistakes can be made.

We, in the Office Employees International Union, are gaining much information not only through expensive mistakes made by companies surveyed, but also through the affirmative, constructive experience attained by our Local Unions with companies under contract to our organization.

In continuing to publish information dealing with this subject in succeeding editions of "White Collar," we are certain that we will be consistent help to all of our Local Unions in this field.

Give to Fight Cancer

The Office Employees International Union, AFL-CIO has again given its endorsement to the American and Canadian Cancer Societies' Annual Crusades.

Cancer is a problem which affects so many, striking in two out of three families. The American and Canadian Societies are the only national cancer organizations with unified programs of research, education and service. Mainly through its efforts, great strides have been made in cancer control in recent years. This work must be continued and accelerated. It should have full and active support.

During April, the American Cancer Society conducts its annual Crusade and has designated this month as Cancer Control Month.

Labor has contributed generously in the past through local units of the society. This year every union member should again as in the past contribute generously to help fight cancer.

Montreal Election

Local 57, Montreal, elected the following officers at its January 20 meeting: President, John Tunney; vice president, Roger Jeanneau; sec-treas., Donald Benoit; rec.-sec'y, Solange Lemay; trustees, Donald A. Martin, Harold Boyes, Gisele Provenca; sgt. at arms, Jean St. Denis; representative, Romeo Corbeil.

The Canadian Scene

Canadian International Paper

Office Employees' Int. Union Local 110, 154, 265, 165, 114 and Canadian International Paper, Gatineau, Temiskaming, Three Rivers, Que., Hakesbury, Ont., Dalhousie, N. B., have reached settlement on an 18 month agreement effective Nov. 1, replacing existing contract due to expire May 1, 1960. The contract calls for increases of \$24.35 to \$39.01 per month (\$11.35 to \$16.25 Nov. 1, 1959; \$6.50 to \$11.38 Nov. 1, 1960); 3 weeks vacation after 10 years instead of 15 (effective Jan. 1, 1961); 1 more non-scheduled paid holiday. New maximum weekly scale: typist—\$65.24 (\$66.74 May 1, 1960; \$68.24 Nov. 1, 1960); stenographer—\$65.24 to \$90.00 (\$66.74 to \$91.00; \$68.24 to \$92.40); cost clerk \$137.00 (\$140; \$142.30).

Improvements in the seniority clause were also negotiated. It was agreed a conference would be called in October 1960 and discuss pension, life and hospitalization insurance plans.

Relatively the same settlement has applied for separate agreement for Gatincau Boon Co. Ltd., Local 110 and Camp Clerks of C. I. P. in Dalhousie, N. B. Local 114.

The negotiations were conducted for the Union by Romeo Corbeil, International Representative; Victor Gandy, Donald Lee, Barney O'Farrell represented OEIU Local 110; Albert Presseault, J. H. Ryan, Local 154; W. Mullins, L. Berthiaume Local 165; Robert Hennessy, Roger Plouffe Local 265; and Emile Normandeau, R. W. Taylor, Lucien Pelletier Local 114.

It is expected all Canadian locals in the paper industries will be seeking similar improved conditions for their members.

Industrial Cellulose Research Ltd., Ontario

Local 165, OEIU in Hawkesbury has reached settlement for an 18 months agreement effective Nov. 1, 1959, and replacing existing contract with Industrial Cellulose Research Ltd., due to expire May 1, 1960.

The agreement provides for male employes 5 cents Nov. 1, 1959; 3 cents May 1, 1960; 4 cents Nov. 1, 1960; additional readjustments rang-

ing from two to five cents per hour were negotiated retroactive to November 1, 1959.

For the female employes a gradual reduction of hours from 40 to 37½ hours to take effect during contract term with increase of 7 cents effective Nov. 1, 1959; 4 cents May 1, 1960; 4 cents Nov. 1, 1960.

The agreement provided for three weeks vacation after 10 years instead of 15—one more non-scheduled holiday and improvement in the seniority provisions.

Christie Brown Company Ltd. Montreal

Romeo Corbeil, International Representative, announced certification has been received December 20, 1959, from the Quebec Labour Board for the employes of Christie Brown Co. in Montreal.

Negotiations are underway and it is expected settlement for a first agreement should be reached shortly. Main demands are \$7.00 per week general increase, automatic progression, new job classification, maintenance of all existing privileges; seniority and grievance procedure clause, new provisions for time and one-half for overtime.

Yvon Tousignant, Clement Blondeau and Andre Pare have been elected as officers and negotiation for the group.

U. S. Investment In Canada Rises

Ottawa, Ont.: Americans own more than ever of Canada's economic resources, according to the latest survey by the Dominion Bureau of Statistics.

U. S. capital now accounts for 52 per cent of the total investment in Canada's manufacturing, mining, smelting, and oil and gas, a gain of 6 percentage points since 1954, the bureau reported. Capital coming into Canada from other foreign countries increased from 7 per cent to 10 per cent of the total during the same period. In the three years ending with 1958 new foreign capital averaged 35 per cent of net capital formation.

Local 2 Veteran Retires



Helen Link, first secretary-treasurer of Local 2, Washington, is shown with President John Cahill, left, and three former presidents of the local, Robert Greenwood, Robert Probey, and Paul Hutchings.

Local 2 Veteran Takes Retirement

Sister Helen Link, a long-time member of Local No. 2, OEIU, Washington, D. C., has joined the growing number of former members now living in Florida. She and her husband, Everett, moved to a new home in Sarasota in October.

Shortly before they left Washington, they were honored with a party given by a group of members of Local No. 2, with most of whom Helen worked in Local No. 2 activities during her 25 years of membership in the local.

Helen served as financial secre-

tary of old Federal Labor Union No. 11773 from 1939 until Office Employees International Union came into being. The Washington, D. C., local, one of the first Federal Labor Unions to affiliate with the new International Union, became Local No. 2, OEIU, and Sister Link was elected the first secretary-treasurer of the local. She served in that office until the Autumn of 1947. She had also served on various committees, as a delegate to conventions of the Maryland-D. C. Federation of Labor, and to conventions of Office Employees International Union. She was one of the delegates representing Local No. 2 at the 1945 charter convention.



from the desk
of the
PRESIDENT

HOWARD COUGHLIN



Tough Sledding in '59

DURING the year 1959, our International Union experienced greater opposition to our organizational efforts in the United States and Canada than ever before in our history.

Much of this opposition in the United States was inspired by the bad publicity which resulted from the Senate Committee hearings. In addition, the organizational atmosphere was contaminated by the passage of the Landrum-Griffin Bill. In Canada, we witnessed the enactment of another anti-union measure in British Columbia and a drive to enact similar legislation in the Province of Ontario. While labor laws in the United States and Canada differ to some degree, there is a remarkable similarity in the methods used by the Manufacturers Associations and the Chambers of Commerce to blacken the reputation of organized labor in both countries and destroy the effectiveness of organizational campaigns.

The success or failure of efforts to organize in the United States and Canada in companies which are common to both depends to a great degree on the success or lack of success in the initial effort in either country. We find that the major companies organized in the United States have similar installations in Canada, and vice versa. Our organized paper companies, can companies and large industrial firms are located in both countries.

In order to protect the gains we have made for OEIU members in the Canadian paper companies, we have instituted campaigns designed to organize office and clerical workers in their American counter-parts. For example, we are in the process of instituting a campaign to complete the unionization of the International Paper Company in the southeastern and southwestern areas of the United States. American Can, which is under contract to the OEIU in several places throughout the United States, owns the Marathon Paper Company in Canada which is also under contract to our organization. In a strike called against a truck manufacturing company at Toronto, our International Union proved of greater value through its contacts with unions located in the United States which supplied this company.

In a recent study completed at International Union headquarters, we find a remarkable similarity in the conditions existing in utilities throughout the United States with those that we have organized in Canada.

In a survey recently published by the Dominion Bureau of Statistics at Ottawa, Ontario, it is indicated that American ownership of Canada's economic resources is on the increase. U. S. capital now accounts for 52 per cent of the total investment in Canada's manufacturing, mining, smelting and oil and gas. This is an increase of six percentage points since 1954. Our organizational campaigns in both countries, therefore, are interdependent.

In your President's Report to the last convention of the Office Employees International Union held in Montreal, Canada, it was indicated that our Canadian membership since 1953 has increased by 130 per cent. This compares more than favorably with the percentage of OEIU successes in the United States. On the other hand, in the years 1957 through 1959, the Bureau of National Affairs, based on a survey of NLRB elections in those three years, points out that the Office Employees International Union is by far the most successful union in the white collar field in the United States.

In those years, we have had to add to our staff in the United States and place three full time representatives in Canada. Prior to 1953, we did not have a full time OEIU representative in Canada.

The Canadian organizational climate during the past six years has been more favorable than that of the United States. However, in view of the passage of legislation in British Columbia and proposed anti-union measures in Ontario, in addition to the recently publicized set backs in Newfoundland, we anticipate that our future organizational campaigns in that country will be more difficult.

It may be necessary in the near and distant future to use

13-Week Strike at Knights of Columbus Headquarters Ends; Improvements Won

OEIU members at the Knights of Columbus home office in New Haven, Conn., ratified the terms of a contract by a vote of 264 to 31 after a 13-week strike. The terms of the settlement were worked out by a committee consisting of Margaret Coates, Margaret Egan, Helen Tully, Edward Himes, OEIU International Representative Justin Manning and International President Howard Coughlin and a committee led by Supreme Knight Luke Hart. Federal and State Mediators were also present throughout the negotiations sessions.

After a marathon session on January 29 and 30, an agreement containing the following improvements was referred to the membership for action:

An increase of \$3.75, retroactive to October 31, 1959, and an additional \$2.75 effective October 31, 1960. Automatic progression increases will average \$1.10 per person each year of the two-year agreement. A new vacation schedule calls for an additional day for each year of service between 10 and 15 years, up to a maximum of three weeks' vacation. The old agreement provided for two weeks' vacation up to 10 years and three after 15 years with no credit for the intervening years between 10 and 15 years of service.

Sick leave pay for extended illness was increased from \$40.00 to \$50.00 weekly. The Knights of Columbus has also agreed to notify the Union of newly-created jobs. All newly-created jobs including those created by automation will be subject to job bidding procedures and present employees will be trained to fill them. Job bidding previously was confined to a departmental system and now will be widened to allow for applicants from other department before the Order will consider filling vacancies from the outside. Any employees downgraded will retain their present pay rate and will be given a priority of one year for bidding into jobs of the former labor grade.

One of the factors in dispute was the question of six jobs which were unilaterally removed from the bargaining unit by the Knights of Columbus. The Union was determined to negotiate a settlement with respect to this dispute. However, during the closing hours of negotiations, it was agreed to submit all of these cases to the NLRB for a determination.

The final negotiating sessions took place on Friday and Saturday, January 29 and 30. OEIU members employed by the Knights of Columbus met at 8:00 a. m. on Monday, February 1, and after several hours of discussion ratified the proposed agreement and returned to work in a body at 1:00 p. m. of the same day.

OEIU members employed by the Knights of Columbus earned the respect of the entire labor movement in the State of Connecticut. They maintained their full strength throughout the long strike and picketed each day in large numbers despite the bitter cold weather during the winter months.

The labor movement contributed generously to the support of the strikers. Numerous other AFL-CIO unions set up procedures for striking members to collect strike contributions at the gates of the large organized companies in the area.

OEIU Locals throughout the United States and Canada continued a flow of contributions to Local 329 during the strike period.

Coughlin Thanks State Body for Strike Support

December 29, 1959.

Mr. Joseph Rourke
Secretary-Treasurer
Connecticut State Labor Council
2607 Whitney Avenue
Hamden 18, Conn.

DEAR BROTHER ROURKE:

As you know, our International Union is in close contact with all developments relating to the strike of OEIU Local 329 against the Knights of Columbus in New Haven.

I have, therefore, been apprised of your very generous gesture of this morning, in which you donated

your entire pay check to the striking employes of the Knights of Columbus. We certainly could not allow a gesture of this kind to go unnoticed.

We are not only appreciative of this latest contribution of yours but we are extremely grateful to you for the tremendous cooperation you have given us in numerous other ways. This cooperation included the use of your office, its equipment and printing.

Your display of trade unionism is further evidence of your humanitarianism.

With all best wishes for a happy holiday season, I am

Fraternally,
HOWARD COUGHLIN,
President, OEIU.

Women in Clerical Force Increase

Since the beginning of the century, clerical workers are now the largest single occupational group within the female labor force in both the United States and Canada.

In 1901, only 5 per cent of Canadian women workers held clerical jobs while in 1951 the proportion was 27 per cent. In the United States the percentage of clerical workers among working women rose from 21 per cent in March 1940 to 30 per cent in April 1956.

The proportion of women in the total labor force in clerical occupations has also risen. In the United States, women formed 53 per cent of the clerical force in 1940 and 67 per cent in 1956. In Canada, 21.4 per cent of the stenographers, clerks and other office workers were women in 1901 and over 58 per cent in 1951. The actual number of women clerical

workers in Canada more than doubled in the decade between 1940 and 1950. A survey made in 1954 of 46,000 workers in Canadian banks showed that 58 per cent of these employes were women. In 1955, a survey of 28 large life insurance companies in Canada showed that 64.4 per cent of these workers were women.

The high proportion of women workers in some clerical jobs is striking. While stenographers, typists and secretaries have almost always been female for many years, women have gradually taken over the functions of bookkeepers and cashiers which were originally performed by men.

Strangely enough, from 1940 to 1950, the proportion of women workers among office machine operators in the United States declined from 86 per cent to 82 per cent. However, the numbers of women office machine operators remains very high.

OEIU United States representatives in Canada where they have been successful in organizing a branch of the same company in the United States. Conversely, it may also be necessary to use our Canadian representatives occasionally in the United States when we have campaigns underway in companies located in this country which are already organized in Canada.

Needless to say, the close cooperation of our Local Unions in both countries will be needed to insure the success of organizational campaigns in the United States and Canada.

Tacoma, Wash.: Members of Office Employees Union No. 23 returned to work December 11 at the Tacoma Smelter of the American Smelting and Refining Co., after being out from August 21, 1959, with a two-year contract representing a package increase of 23.2 cents.

The long strike came to a sudden end for the office group after the plant union, the International Union of Mine, Mill and Smelter Workers, Local 25, informed the company their members would respect Local 23's picket line. In one seven-hour meeting the office employes won reinstatement of cancelled life insurance, reinstatement of pension system, payment by the company of complete medical and hospital benefits retroactive to July 1, inclusive of the months on strike.

The Union won the right to observe a Saturday holiday on Monday, and added from one to three additional seniority steps in the classifications. On wages for the 27 chemists and office workers the Union gained \$12.50 a month for each of two years. The actual raises this year range from \$12.50 to \$28.00 a month.

During the strike Local 23 paid benefits to members and their families in which no adult was working, of \$5.00 a week for each family member, to a maximum of \$15 a family a week. The Union also paid all but \$1.00 a month of all striking members' dues. Benefit payments totaled \$1,512.50.