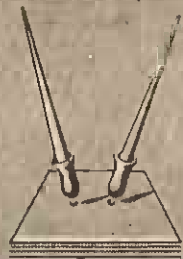




WHITE

Official Publication of the



COLLAR

Office Employees International Union



Memphis Local 367 Active in COPE



Members of OEIU 367, Memphis, Tenn., are all very active in COPE. Pictured are Senator Estes Kefauver, senior Senator from Tennessee; Barbara Hearn, and Thomas M. Taylor, President Memphis AFL-CIO Council. Local 367 members are donating time for mailing list purposes and are active in ward and precinct work. What time Barbara is not plugging for Senator Kefauver and working in the COPE office, she is busy writing magazine articles for entertainment magazine called "16". She is a personal friend of Elvis Presley, and goes back to the "I knew him when" days.

Spectacular Increase of Women In Clerical Field Is Shown

OEIU President Howard Coughlin participated recently in a panel discussion which was conducted in conjunction with the 40th Anniversary Conference of the Women's Bureau of the U. S. Department of Labor.

During the course of the panel discussions, much important statistical information relative to the place of the American woman in the working force was emphasized. The following are some of the salient factors relative to the increasing number of women in the American work force.

More than 24 million women are in the working force today; almost 2.7 million more than during the World War II peak and over four times the number in the working force in the year 1900.

In the clerical field, this increase has been more spectacular. Two out of three employees in the clerical field are now women. In 1910, only one out of three were women. Thirty per cent of the entire female

working force are now engaged in clerical jobs. In 1910, less than 10 per cent were in the clerical field.

There are over a million and a half women in the classifications of secretary, typist, and stenographer today, whereas in 1910 these classifications numbered approximately 300,000.

The female labor force today is composed of more married women than single women. Only one-quarter are unmarried, while about six out of 10 are married and five out of 10 are over 40 years of age. Nearly two out of every five mothers whose children are of school age are in the labor force. There are 2½ million working mothers with children under six years of age.

There will be 30 million women workers in 1970. This means that women will make up approximately one-third of the working force in 1970. Fifty-five per cent of the women between the ages of 45 and 54 will be in

(Continued on page 3)



(Left to right) Mrs. Alice K. Leopold, Assistant to the Secretary of Labor; Dr. Mary I. Bunting, President of Radcliffe College; Howard Coughlin, President, Office Employees International Union, AFL-CIO.

Board Supports Portland Strike, Sets Convention for the Midwest

The Executive Board of the Office Employees International Union concluded a four-day meeting at Los Angeles, Calif., on June 24th.

Highlights of the Board's discussion, held at the Hollywood Roosevelt Hotel, involved:

• An intermediate opinion of the Department of Labor that OEIU Organizational Conferences are covered by the Labor-Management Reporting and Disclosure Act of 1959. The Board instructed General Counsel Joseph Finley and International President Howard Coughlin to meet with representatives of the Labor Department for purposes of further exploring this decision. It was felt by the Executive Board that the Labor Department did not fully understand the workings of our Organizational Conferences.

Local 267 Renews With St. Lawrence Co.

D. S. Climie, president of OEIU Local 267, announced the signing of a renewal agreement between that organization and the St. Lawrence Corporation.

The new agreement provides for a general wage increase of 5½ per cent to 6 per cent, to be applied to the minima and maxima of the rate ranges, in addition to a 2 per cent increase effective November 1, 1960. An additional \$1.00 will be paid by the employer towards insurance and medical benefits.

The Union gained an additional statutory holiday with pay to be taken as a civic holiday in August. Vacation allowances have been increased to 3 weeks after 10 years of service and 4 weeks after 25 years of service. Any employee relieving departmental supervisors for a period of one week or more will be given additional remuneration for such service.

Sign Retroactively At Central States Paper

In an initial contract, OEIU Local 337 announced that it was successful in obtaining an increase of 16 cents per hour across-the-board, retroactive to March 22, 1960, the date of the NLRB election at Central States Paper Co.

Time and a half was achieved for all work performed on Saturday and double time on Sunday. Vacation benefits were improved and a job posting clause, which will give due consideration to seniority, in addition to numerous other changes in the existing working conditions, were also attained.

The Negotiating Committee consisted of OEIU Local 337 President Lewis Andia, George "Buck" Davis, Jr. and John Baggett. Vice President J. O. Bloodworth assisted the committee in these negotiations.

Gas Co. Signs At Portland, Oreg.

Office Employees International Union, Local 11 and the Northwest Natural Gas Company in Portland, Oreg., renewed their collective bargaining agreement for a two-year term.

The new agreement provides an across-the-board increase of 4½ per cent retroactive to April 1, 1960 and an additional 4½ per cent on the anniversary date of the agreement. In addition, all automatic increments will be increased by \$1.00 on April 1, 1961.

Some 225 clerical employees of the company covered by the agreement will benefit by a new system of proration of service for vacations. In addition to improved vacations, the sick leave clause in the agreement was strengthened.

Local 295 and St. Croix Paper Sign

A new agreement which provides for an increase of 5½ per cent on June 1, 1960, 2 per cent on January 1, 1961 and 4 per cent on June 1, 1961 was recently negotiated by Local 295 on behalf of the office employees of the St. Croix Paper Company in Woodland, Maine.

In addition to the above wage gains, numerous other improvements in the agreement were negotiated. These include improved vacation provisions, pay for jury duty, National Guard duty payment, check off of Union dues and initiation fees, training for present employees in the event of the installation of automation, and group insurance improvements.

Along with the wage increases negotiated across-the-board, individual adjustments were effectuated up to 20 cents per hour.

A committee consisting of Pauline Travis, President of Local 295, S. Louise White, Norman Sprague and International Representative Leo Wallace negotiated on behalf of Local 295.

Sign in Toledo

OEIU Local 19 in Toledo, Ohio, signed a new agreement covering the white collar force in the Toledo Edison Company.

The new agreement calls for a 4 per cent increase across-the-board effective June 6, 1960. The contract will run for one year only.

In addition, an extra holiday described as a "floating" holiday was attained which will be the day after Thanksgiving this year and July 3rd in 1961.

The new average bi-weekly salary achieved as a result of the new agreement is \$198.00.

• The Executive Board went on record supporting the ITU and all other crafts involved in the strike against the Portland Oregonian in Portland, Oreg. It authorized a contribution to be forwarded immediately.

• The Board discussed General Counsel Finley's report of the tendency on the part of the National Labor Relations Board to deprive office and clerical employees of their identity and collective bargaining rights by including them with plant clericals and other types of manuals for purposes of collective bargaining. General Counsel Finley pointed up recent hotel decisions which imperil our organizational efforts.

• The Executive Board empowered the Executive officers of the International Union to set the next Convention, to be held in June of 1962, in a mid-West city. The Executive Board felt that such a location would be more easily accessible to large numbers of OEIU Local Unions.

• The Executive Board discussed the problem of automation and its effect on office and clerical workers and directed the Committee on Automation to continue to make full reports to the membership through the medium of "White Collar."

• The Board took cognizance of the fact that a number of Local Unions of the Office Employees International Union have not responded to calls for assistance by strike bound Local Unions. It directed that a letter be forwarded to all Local Unions reminding them of the necessity for assistance in such cases. It also requested that Local Union Executive Boards be empowered to act on these requests immediately on receipt of same.

WHITE COLLAR

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

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New York, N. Y.

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



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Subscription Price \$1 a Year

Executive Salaries—Inflationary?

THE U. S. News & World Report said, on the basis of reports filed with the Securities & Exchange Commission, that 278 officials of top corporations earned more than \$100,000 last year. These executives received higher salaries and bonus checks in 1959 than they ever received in preceding years.

Nine of the highest paid officials of the Nation work for the automobile industry. Their salaries range from \$437,300 to a record level of \$670,350. The top 24 men in industry received salaries and stock option bonuses in 1959 totalling 9.9 million dollars.

The former Chairman of the Inland Steel Company, Clarence B. Randall, said that corporations are guilty of featherbedding at the top management level by overpaying their key executives.

We say "Amen" to that and add that these same executives are probably the first ones to say that the wage demands of their workers are inflationary.

* * *

More Medicos Needed

SECRETARY of Health, Education and Welfare Arthur Flemming stated recently that we "are heading towards an acute shortage of physicians unless we sharply increase the size of our graduating classes at medical schools."

Secretary Flemming explained that in order to maintain the present ratio of doctors to population, we will require at least 50 per cent more graduates in medicine. This will require the equivalent of 20 new medical schools during the next decade. In his recommendation, the Secretary asked that a bill be passed to provide 100 million dollars for a five-year program for medical and dental school construction with the Federal government paying up to half of the cost of such construction.

Some years back, Senator Robert Taft sponsored a bill providing for Federal help for medical school construction. The American Medical Association opposed it as socialized medicine. The bill died in committee.

It would be interesting, particularly these days in the face of a shortage of doctors, to observe the AMA's position in the event that Secretary Flemming's recommendations are incorporated in proposed legislation.

* * *

Political Courage?

REPUBLICANS and Democrats combined together to override the President's veto of a 7.5 per cent increase for 1 million white collar workers in the classified civil service and approximately 8 per cent for nearly 600,000 postal employees. President Eisenhower, in vetoing this measure, described the bill "as fiscal and legislative irresponsibility."

The day after the veto, the House, by a vote of 345 to 69, and the Senate with a 74 to 24 vote, over-rode the President's veto.

While we are happy to note this action on the part of Congress, we do remember that Congress did not so act on two prior occasions in non-Presidential election years.

It is apparent that the atmosphere generated in Presidential election years will tend to provide courage where it does not exist in non-Presidential election years.

Canadian British Aluminum Signs With OEIU



Pictured above is the Union Negotiating Committee, left to right: John Darby, Napoleon Russell, Ben Bernier, H. Caron, president of Local 361, International Representative Romeo Corbeil, Frank Penney, Antonin Denis and Francois Lalancette.

International Union Representative Romeo Corbeil announced the completed negotiation of a collective bargaining agreement between OEIU Local 361 and the Canadian British Aluminum Company in Baie Comeau, Quebec.

The agreement provides for a general increase of \$6.00 a week across-the-board for the first year of its terms and five per cent across-the-board for the second year.

One of the most important features of this new agreement is a clause which provides certain protection to all employees in the event of automation. The company has agreed to train its present staff in the use of any automative equipment used.

The agreement further provides for an additional holiday; three (3) weeks' vacation after ten (10) years of service; inequity increases for approximately 20 employees; improved sick leave protection; and a severance pay clause.

The agreement, which was unanimously ratified by the membership of Local 361, covers approximately 80 employees.

CLC Employees Sign for Increase

A wage increase and improvements in life insurance and severance pay are features of a collective agreement renewal signed recently between Office Employees International Union, Local 225, Ottawa, and the Canadian Labour Congress. The contract covers 42 employees of the CLC in the headquarters at Ottawa, and CLC regional offices in Moncton, Montreal, Toronto, Regina and Vancouver.

The agreement, which expires November 30, 1960, provides for a \$15 across-the-board monthly increase from May 1.

Life insurance coverage, with premiums paid by the employer, is doubled to a total of \$4,000.

In lieu of severance pay, 50 per

cent of accumulated sick-leave credits will be paid, to a maximum of 45 days' pay, upon the retirement of an employe with at least two years' service. Previously the maximum was 30 days' pay.

In addition to the new benefits, existing clauses of the agreement provide for: a 30-hour workweek; employer-paid Blue Cross, Physicians' Services Incorporated and provincial hospitalization premiums; time-and-a-half for overtime, with double time for Saturdays, Sundays and holidays; 11 statutory holidays plus such others as may be proclaimed by the Dominion, provincial or municipal government in the work area; one and one-half days paid sick leave per month; and a jointly-financed pension plan.

Representing the union during negotiations were: June Cassey, president of the Local, Kathleen Pender, Georgette Couillard and Dawn Dobson, assisted by Romeo Corbeil, Montreal, representative of the Office Employees International Union. Representing the CLC were: Claude Jodoin, president; Donald McDonald, secretary-treasurer; and Executive Vice Presidents Stanley Knowles and William Dodge.

Public Employes Sign for 4 Per Cent

A wage increase of 4 per cent, retroactive to May 1, 1960, and an additional 4 per cent effective May 1, 1961, was gained by the Office Employees International Union, Local 225, in a recently signed contract renewal with the National Union of Public Employes. The two-year agreement will expire on April 30, 1962.

A mutually contributory pension plan, which had already been in effect through verbal agreement, was written into the agreement.

An additional paid statutory holiday—Remembrance Day—was

gained, bring the total to eleven.

In lieu of severance pay, it was agreed that 50 per cent of accumulated sick leave credits will be paid upon termination of employment, to a maximum of six months' pay.

The contract provides for three weeks' paid vacation after two years' employment. Summer working hours will be from 9 a. m. to 4 p. m.

Representing the union during negotiations were June Cassey, president of the local, Margaret Hellard, vice president, and Gerry Charlebois. Representing the National Union of Public Employes were Robert Rintoul and Ben Coffey.

Improvements Won In Ottawa Contract

Wage increases of \$20 and \$35 monthly were gained by members of the Office Employees International Union, Local 225, Ottawa, in a recently-signed collective agreement renewal with the Association of Radio and Television Employes of Canada, their employer.

The salary range for a secretary to an executive officer is now \$285 to \$325, and for a membership secretary, \$265 to \$310, the maximum being reached in one year in each case.

Other improvements in the two-year contract, which expires on January 31, 1962, are a reduction in working hours for July and August from 32½ to 31¼; and an improvement in the severance pay clause, to give two months' pay to an employe leaving with from five to 10 years' service. (Previously, 10 years' service was the minimum requirement for severance pay.)

Existing clauses which were renewed include: time-and-a-half for overtime, with double time for Saturdays, Sundays and holidays; three

(Continued on page 3)

Vancouver Headquarters Dedicated



William Swanson, President of OEIU Local 378 in British Columbia, and President Howard Coughlin are pictured above as they prepare to enter the recently completed Local 378 Union headquarters.

The officers and membership of Local 378, long realizing advantages of their own Union building, took steps last year to make this project a reality.

Officials of the B. C. Electric Company and the

Executive Board of Local 378, in addition to leaders of the Vancouver Trades and Labour Congress, participated in the tape cutting ceremonies on Tuesday, May 17th.

The Office Employees International Union is very proud of this latest addition to buildings which house Local Unions of the Office Employees International Union.

Trends in Automation

Coughlin Views Impact of Computers on Business

(Testimony on automation by President Howard Coughlin before the Subcommittee on Automation and Energy Resources of the Joint Economic Committee on July 1, 1960.)

Since the testimony presented in October 1955, many developments have taken place in the field of automation which both substantiate the predictions and observations made at that time, but which also bring to the realm of possibility new and more far-reaching effects on the white collar class.

Due to the shortage of available office personnel, this was the area where the large-scale computer was first used. Much to the delight of business concerns, it was discovered that most office operations were of an essentially mathematical nature. Due to this fact, these operations were quickly and more easily adapted to computers. Large stores of file cabinets have disappeared and the information once stored there now resides in the form of binary numbers on magnetic tapes. Posting, billing and the figuring of discount rates became an easy matter of addition, subtraction and multiplication for these machines.

Although many jobs were eliminated due to the introduction of computers into the office, large scale layoffs did not take place. The positions that were eliminated were of the more simple variety and these classifications were readily adapted to the simpler operating positions on the computer. Essentially, the computers eliminated the need for additional office help at a time when shortages of such help existed and they created some positions which were filled by the people who had previously worked at jobs which were eliminated.

In some cases, the office staff actually increased but, for the most part, this was due to the reluctance of management to trust the new machine. Therefore, some processes were actually duplicated in order to check the ability of the machine to perform. Management is now convinced of the computer's reliability and we are quite certain that duplication of systems will be eliminated.

The past five years have essentially been a shakedown period. The computer positions have been created and filled. The slack has been taken up. The office personnel shortage is not so acute. I might paraphrase "Those machines have just begun to fight." I believe it is important to emphasize the fact that some shortages still exist in some categories of office employment which have not been affected by electronic data processing machines. These classifications include secretary, stenographer, sales personnel and all of those occupations which involve oral contact with other workers or the public.

Usually where an installation took place, it was to perform a specific operation. The computer was sold on this basis and was programmed for this operation. It has been discovered that the computer can do many more jobs in an office than that for which it was originally purchased or planned. Many concerns have hired their own programmers to get the maximum out of computer time. This is being done with little or no increase in machine investment. Here lies the greatest danger to the present jobs of most office personnel. The new machine jobs have been filled. The new operation will call for no increase in personnel. There is no longer an acute shortage in non-automated departments. What

will happen to these workers? It seems evident as the programmers catch up with their machines' capabilities, and the machines compute faster and faster, leaving more time for new operations, more and more jobs will be sacrificed with no increase in the operating complement.

A good example of the above took place in a New York City transit organization. A Univac had existed there for about two years doing more efficient equipment inventory checking and time schedules. The introduction of this system caused no loss of jobs although the clerical staff was reduced through attrition. The management hired a staff programmer in the Fall of 1959. By early 1960, the management was ready to put into effect a new payroll program that would have reduced the 1300 man staff by at least 250 persons. This was without an increase in the data processing staff.

To this date, automation has only affected those offices with large staffs. Due to the expenses involved, it is not economical to install such devices if they can complete the operation in minutes and then sit idle. To overcome this and to make these machines available to smaller companies, two new developments are taking place.

First, a large computer is either purchased or rented by a company for its own purposes and for rental to others in the same or similar industry. Sometimes the work of other firms is performed on the premises of the landlord firm without the necessity of resorting to constant direct communication with the secondary firms. Thereafter, information is forwarded to the firm where the computer is housed through telephone lines or micro-wave signals. The use of telephone lines is quite costly at this time, and this method of communication is not widely used because of the expense involved. However, the telephone companies are constantly working on ways and means of making their facilities available to computer centers at lower rates.

The second development that will revolutionize the work of smaller offices is the advent of the "small computer." With the rapid advance of the transistor, the computers' size and power requirements have been drastically reduced. International Business Machines Corp., National Cash Register and others have announced that small computers are now available. I.B.M. stated that these small computers can be rented for approximately \$1100 per month. These small computers are of desk size and can perform every function of the present large computers without the need of special air-conditioned quarters and expensive power requirements. The complete operation of the small computer can be performed by one operator and is well within the price range of small businesses. Actually, the information stored in the smaller computers will be retained on tiny magnetic cores or glass disks that will be more economical than punch cards or magnetic tape.

With these innovations not only will the computer become smaller but due to the electronic properties of transistors and magnetic cores, it will be much faster in its calculations.

Thus, it is easily seen that for the first time, computers will affect the lives of clerical workers in establishments employing only a relative few such workers. This is

a development which we will have to watch very closely during the next three to five years.

The impact of electronic automatic devices will also have an effect on retail clerical jobs. The R. H. Macy Company is trying out its first electronic salesgirl. This machine is smart enough to dispense thirty-six different items in ten separate styles and sizes. It accepts one and five dollar bills in addition to coins and returns the correct change plus rejecting counterfeit currency. Universal Match Corporation manufactured the machine and expects to produce it in large numbers as soon as possible. This machine, as yet unnamed, will also be available on a rental basis.

We have often heard people say that the office computer will make new positions for the people it displaces. To a large extent this has been true, but as we pointed out, the computer has begun to encompass more and more office operations without an increase in the operating force. Now to carry out the logical development of the computer, we find that even the new jobs it created are in danger. These positions basically serve three functions in a data processing operation. They code and prepare information for input to the computer, operate the computer, and handle the output of information. The first is by far the largest operation. It presently consists of operating such equipment as coders, key-punch, sorters, and card-to-tape converters. In the foreseeable future, the input data will automatically be inserted at the origin of this data.

Presently a payroll operation consists of personnel information and the total hours worked in a week, punched on cards. Soon this punch card process will be eliminated. This will be accomplished by storing in the computer the time recorded on the employee's time card as he punches it. At the end of the payroll period, the computer will read out the stored information and make the necessary computation and will print the amount due on the employee's pay check. This is just one example of automation beginning to eliminate the jobs it once created.

We have noted the effects of the computer on the office employees working for a company, which had previously installed this electronic device.

However, the impact on blue collar workers will even be greater. A computer will keep a close and accurate control of inventories. It will prevent over-production and eliminate large stockpiles. Thus, when the business cycle requires accelerated production, the computer will automatically produce a speed-up.

In review of the effects of office computers, I would list them as:

- 1) The new automation positions have been filled. Any increase in the operation will not create new jobs.
- 2) Programming techniques are just beginning to tap a computer's real capabilities.
- 3) Development of smaller and more economically operated computers will begin to affect smaller office staffs.
- 4) Small businesses will begin to use cooperative computers.
- 5) New techniques will begin to eliminate the newly created positions.
- 6) Low inventory requirements will affect business as a whole.

It is, therefore, apparent that training and retraining of clerical

OEIU Signs With Electric Boat

OEIU Local 106 signed a new two-year agreement with the Electric Boat Company, a Division of General Dynamics, in New London, Conn.

The new agreement provides for a 7 cents per hour increase, effective July 1, 1960, and 8 cents per hour effective July 1, 1961. Pension benefits were increased from \$1.75 per month for each year of service to \$2.25 per month for each year of service, both past and future.

Major medical coverage has

been increased from a maximum of \$5,000 to \$7,500. Each employee's contribution will be reduced from 25 per cent to 20 per cent.

Certain inequity increases were also agreed to.

The Negotiating Committee for Local 106 included Joseph Choiniere, Maisie Ware, James Whitehead and International Representative Leo Wallace.

The rates achieved on behalf of the membership of Local 106 are the highest in the Connecticut area.

OEIU Wins At Roosevelt University

The employees of Roosevelt University, former members of LIU 1645, AFL-CIO, in an election conducted by Representatives of AFL-CIO Region XIV, chose to affiliate with the Office Employees International Union by a vote of more than 7 to 1.

Approximately 84 employees of

Roosevelt University in Chicago displayed their confidence in the OEIU through this overwhelming vote in a secret ballot election.

Representative Eugene Dwyer is presently meeting with these new OEIU members for purposes of completing all details connected with their affiliation.

Strike Benefits Ruled Not Taxable

President George Meany of the AFL-CIO has called our attention to the fact that in a recent case, the U. S. Court of Appeals for the Seventh Circuit held that strike benefit payments are not taxable income.

Until this decision was handed down, the Internal Revenue Service has generally held that strike benefits must be included by the individual in computing his income tax liability.

In view of the fact that many of our members, who have received strike benefits from our local un-

ions, may have paid income tax on these benefits, it will be necessary for such members to file for refunds prior to the expiration of the Statute of Limitations. The time for filing such a claim is generally three (3) years from the time the tax was paid.

In some instances, our members have been refused refunds by the Internal Revenue Service because of prior rulings. In such instances, it will be necessary to file a suit in court in order to collect these refunds.

If the Internal Revenue Service refuses to enter into agreements to extend the period for filing these suits, the taxpayers must file within two (2) years after a disallowance notice.

OEIU Wins at Mt. Carmel

The office employees of the Snap-On Tool Corporation, in a National Labor Relations Board election, chose the Office Employees International Union as their collective bargaining agent by a vote of 21 to 9.

Rudy Eskowitz, AFL-CIO Organizer, worked closely with OEIU Representative Gene Dwyer in this campaign which culminated in an NLRB election success.

Brother Dwyer reports that the employees of the Snap-On Tool Corporation are now in the process of negotiating their initial agreement.

Local 376 Installs

OEIU Local 376 in Bristol, Conn. recently held a dinner at which the newly elected officers were installed. Those installed to serve a one-year term were Mary Belcinski, president; Ruth Reposo, vice president; Margaret Paolucci, recording secretary; Gladys Vassallo, secretary-treasurer, and Jane Hackett, Corrine Iacovino and Rozella Karas as trustees.

Improvements in Ottawa Contract

(Continued from page 2)

weeks' paid vacation after three years' service; one and a quarter days' paid sick leave per month; one day's special leave per month; maternity leave, without pay, of one year or less.

The contract was signed at a luncheon at La Touraine, with June Cassey, president of the Local, Connie Wilson, Gerry Charlebois and Pauline Ceresino signing on behalf of the union; and President O. C. Higgins, Executive Vice President E. F. Wilcox, National Vice Presidents O. Reichman and M. Trotter, and Treasurer A. Donommée signing on behalf of ARTEC.

Women in the Work Force

(Continued from page 1)

the labor force in 1970. Over 45 per cent in the age bracket of 35 to 44 years will be in the work force.

Sixteen per cent of women college graduates are employed in clerical occupations. Fifty per cent of women having between one and three years of college training are likewise employed in clerical occupations.

The demand for the college-trained executive secretary continues to outweigh the supply. The increasing compensation for these jobs reflects the chronic shortage.

personnel affected by the introduction of computers and other automatic equipment is imperative. State and government funds can well be used in guidance centers and public employment bureaus towards this end.

Employers must be made to realize their tremendous responsibility in achieving a change to automation without layoffs, and with due regard to possible displacement of personnel.

We further believe that government, management and labor should, by working together, insure the fact that workers share in the increased gains, through the greater productivity accruing through automation.

from the desk
of the

PRESIDENT

HOWARD COUGHLIN



Write to Washington

THE organized labor movement, from the early days of the American Federation of Labor through the years to the present time, has always been in advance of the Nation in seeking the enactment of legislation of benefit to all workers whether organized or unorganized.

It is a well known fact that the American Federation of Labor led the hue and cry for the establishment of the public school system in the United States. It is also true that Workmen's Compensation, child labor laws, unemployment insurance and Social Security became the law of the Nation and the various States only because the need for these measures was brought forcibly to the attention of the public and the Congress by the organized labor movement.

The membership of organized labor in the Canadian Provinces had similar experiences with their respective Provincial legislatures and the Canadian government. They, too, found themselves leading the Nation in the demand for much needed social attainments.

During the years prior to the enactment of the unemployment insurance program, many labor unions taxed those who worked in order to support their unemployed members. This was particularly true in the skilled crafts. If such voluntary plans had not been adopted by these trade unions, it is very doubtful that we would have had the tremendous supply of skilled tradesmen available for the war effort in the early 1940s. Many of these Unions were forced to put these voluntary unemployment insurance programs into effect in the early 1930s.

It was only as a result of the success of these programs and lobbying by A. F. of L. representatives that the Roosevelt administration pushed through our unemployment insurance laws. We often stop and wonder whether or not some of the recent recessions would have been major depressions if it was not for the cushion established by unemployment insurance and Social Security.

We well remember that workers were not favorably inclined towards Social Security when it became apparent that 1 per cent of their salaries would have to be paid towards this fund in the mid-depression years, when wages were small and needs were great. Despite the reluctance engendered at that time, a politician who advocated the end of the Social Security system would soon find himself unemployed today. The success of the Social Security program is recognized even by the most conservative of politicians.

Sickness and Disability

Our Unions were able to convince the majority of the States in the United States that sickness and disability payments were a must. This was brought about principally because of the establishment of our welfare funds which recognized the difference between the need for payment due to illness as opposed to payment for injury on the job. Our Union welfare funds provided for these types of payments before sickness and disability laws were enacted in the respective states. The trade union movement, again in advance of the Nation as a whole, instituted medical care programs which, in many instances, provide for home and office doctor visits, hospitalization and surgical care for the member and often for his dependents. The need for this type of program is recognized by all to the extent that a Union would find it very difficult to exist if it did not provide such medical care coverage.

Some Unions have gone even further in this field and are providing dental care in addition to glasses to correct eye deficiencies. Other Unions today are looking into ways and means of cutting down the tremendous cost of prescription drugs. Some of the studies that are being made are quite revealing. We are quite sure that prepaid drug plans sponsored by Union Health and Welfare Funds will become the order of the day within the next five years.

Again, however, we find ourselves in advance of the government and we are forced to do everything possible to initiate a program to provide these benefits for the aged. The AFL-CIO is solidly supporting the Forand Bill which, if enacted into law,

NLRB Holds Automative Positions to Be in Bargaining Unit at M-G-M

OEIU Local 174 in Hollywood, Calif., won an outstanding victory as a result of a National Labor Relations Board decision issued recently.

One part of the decision which will have national ramifications deals with the Board's declaration that a programmer employed in conjunction with an IBM 650 computer and a systems and procedure analyst in the same system were neither professional nor technical and were, therefore, included in the Metro-Goldwyn-Mayer bargaining unit.

The significant statement of the Board's opinion was as follows: "We find no merit in the employer's apparent contention that it can unilaterally remove employees or jobs from a unit such as that involved herein namely by changing their

departmental assignments and job titles."

This decision is important to the Office Employees International Union because it rejects an attempt by an employer, through the introduction of an electronic computer to set up new jobs and remove them from the jurisdiction of the OEIU.

In addition to this precedent making decision, the Board also held that two Internal Auditors and a Budget Analyst were neither managerial, professional, nor technical and properly belonged in the appropriate bargaining unit.

Max Krug, Business Representative of OEIU Local 174 discussed this matter with the Executive Board of the International Union at the time that Metro-Goldwyn-Mayer was

taking the position that the above-mentioned jobs should be excluded from the existing bargaining unit because of the introduction of the IBM computer and a change in the accounting procedures of that company.

Because of the importance of this case and any resultant precedent, International President Coughlin assigned General Counsel Joseph Finley to the formal hearing in Los Angeles and Culver City on February 8, 9 and 10, 1960.

We are quite certain that this important precedent set in the M-G-M case will once and for all do away with possible attempts by employers, through the National Labor Relations Board, to remove automative positions from collective bargaining units.

Salary Council Signs With TVA



James Whitson, President of the Tennessee Valley Salary Policy Council, A. R. Carson, Business Agent of the Council, and other officers, including Vice President Bloodworth, are shown after negotiating a renewal agreement with the TVA. Ben Man, AFL-CIO Industrial Union Department and Richard Beman, industrial engineer, assisted unions in negotiations.

Brother A. R. Carson, who recently returned as Business Agent of the Tennessee Valley Salary Policy Council, led our committee at the 9th annual salary negotiations with the T. V. A.

President Coughlin, through the IUD, was able to obtain the assignment of Ben Man and Richard Beman who assisted with research and statistical information.

An over-all increase which covers all rate schedules of approximately 3.41 per cent was effectuated as of June 26, 1960. Shift differentials were increased from 10 cents and 15 cents to 12 cents and 18 cents per hour.

Meal time pay for certain overtime work and increased TVA contributions to Blue Cross and Blue Shield from \$2.50 to \$2.95 for in-

dividual employees and from \$6.50 to \$7.00 for family coverage was also achieved.

The OEIU salutes the return of A. R. Carson to the ranks of the OEIU Representatives. Brother Carson will be remembered by large segments of our organization as a former vice president of the Office Employees International Union in the southeast area.

Jobless Rate Leaps to 5.5%

The nation's rate of unemployment in June hit the third highest level for the month in the postwar years, according to the government's report on the job situation. The key rate of unemployment,

adjusted for seasonal influences, jumped from 4.9 per cent in May to 5.5 per cent in June.

This was exceeded in postwar Junes only by the 7 per cent and 6 per cent in the recession years of 1958 and 1949, respectively, and matched the 5.5 per cent of 1954, also a recession year.

The Labor Department reported that unemployment increased by 964,000 over the month to a total of 4.4 million, while employment rose to a record high of 68.6 million.

The 4.4 million jobless was the second highest total in postwar Junes, topped only by the 5.4 million jobless in 1958. It compares to 4 million jobless in June 1959.

The department attributed the sharp increases in the job and jobless totals to the entrance of 2.2 million teenagers into the workforce and the coincidence of the survey week falling at the latest possible time in the month after most students had left school.

A companion report on unemployment compensation claims revealed that workers drawing jobless benefits totaled 1.7 million in mid-June, a level nearly 20 per cent higher than a year ago.

would provide medical and surgical benefits for all Social Security recipients. It has been pointed out by numerous statistical sources that three out of five people over 65 years of age are without adequate medical care.

Just as the American Federation of Labor encountered reactionary opposition to unemployment insurance, Social Security and numerous other social advancements, we are experiencing the same type of opposition from the same sources in attempting to have a Forand type bill enacted into law. At the present time, there is a possibility that such a bill may be passed through the Senate and the House of Representatives when Congress reconvenes after the National Convention recess.

It is imperative, therefore, that the membership of the Office Employees International Union make its feelings known relative to the need for the passage of a Forand type bill. Communications should be forwarded to your Senator and Representative in the House in care of the Congress of the United States, Washington 25, D. C.