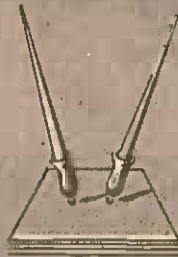




# WHITE

# COLLAR

Official Publication of the



Office Employees International Union



## AUTOMATION TO STEP UP ORGANIZING



### Office Employees International Union Participates In City of Hope Dinner Honoring Ted Gleason

Office Employees International Union President, Howard Coughlin addressed some 1500 representatives of the maritime industry who gathered together at the Waldorf-Astoria Hotel in New York City to honor Ted Gleason, General Organizer of the International Longshoremen's Association. The proceeds of this dinner, backed by all segments of the maritime industry, went to the City of Hope. Paul Hall, President of the Maritime Trades

Department; Joseph Curran, President of the National Maritime Union; Joseph Finnegan, Commissioner of Federal Mediation and Conciliation Services and Alexander Chopin, Chairman of the New York Shipping Association, also addressed the gathering and praised Ted Gleason's activities on behalf of longshoremen on the Atlantic Seaboard. The Torch of Hope was thereafter presented to Ted Gleason by Michael Mann, Regional Director of the AFL-CIO.

ALL reports indicate that automation is rapidly spreading in the offices of the United States and Canada. Investments in electronic computers, bookkeeping machines and new devices for filing and storing are running into millions. The companies producing these machines are showing increasing profits. Insurance companies, banks and large office establishments are installing electronic data processing machines at a rapid rate. The Bank of America in California is increasing its use of ERMA. It is now performing more and more of the functions of the branch offices of the largest bank in the United States.

The Office Employees International Union is continuing to receive an increasing number of leads in these automated establishments. The University of Michigan, after a five-year study of employee reaction to the switch-over to electronic data processing, came to the conclusion that it will bring greater emphasis on group action as opposed to the previous individual status. The study, which covered approximately 800 white collar workers directly affected by automation and 1,500 whose routine was changed substantially by the introduction of these machines, was recently published in the Administrative Science Quarterly, some of which was reproduced in B.N.A.'s WHITE COLLAR. The research stated:

tant, regardless of how the job had been going, or how the personnel and equipment were performing. Absences and tardiness became increasingly important, because of their detrimental effect on the group's ability to complete their portion of the job. Greater interdependence also resulted in greater vulnerability and a greater need for coordination. A breakdown in one phase of the work flow soon stopped the whole operation. Since a change in one section quickly affected another's ability to do its job, new procedures and centers for coordination were required."

It is easily seen, therefore, that employees who must depend on one another during the regular course of their everyday work will look towards one another in planning their economic future. Without making a formal study of the effects of automation on white-collar workers in general, spokesmen for the Office Employees International Union for the last several years have freely predicted that it will bring an upsurge in the number of white-collar workers organized. When mass production hit the factories of the United States and Canada these workers did not hesitate to organize. Automation will bring exactly the same result to office workers.

"Long service employees were stripped of many of their responsibilities at a time when the right and ability to make such decisions was the principal reward of the job."

They further explain:

"The new more highly integrated work process allowed less autonomy for setting work pace for both individual employees and work groups. Work could not be held over from one day to the next. Each group had to process a specific number of accounts every day or perform specific operations. Deadlines themselves became more impor-

### Labor Department Study Says Least Family Income \$5,370

(See Table, Page 3)

After some intensive research, the Bureau of Labor Statistics of the U. S. Department of Labor has released a series of estimates of required income for a four-person family in 20 large cities as of Autumn, 1959. The study shows that a family of four needs an income ranging between \$5,370 and \$6,567 per year.

The study is entitled "The City Worker's Family Budget" and was originally developed by the Bureau of Labor Statistics in 1946 and 1947 at the request of Congress and with the assistance of a technical advisory committee. The family used for study is composed of four persons, consisting of an employed husband, aged 38, with a wife who is not employed outside the home, and two children—a girl of eight years and a boy of thirteen years. This typical family resides in a rented dwelling in a large city or one of its suburbs.

The study is designed to estimate the income which will be required by such a family to maintain an adequate living, according to prevailing standards, and for some participation in social and community activities. This level of living described by the budget standard is neither "minimum maintenance" nor "luxury." The budget is not intended to be an indication of how an average family spends its money, nor is it a recommendation as to how the average family

should spend its money. It is rather an estimate of the total cost required by a four-person family living in the city to maintain an adequate living standard, in accord with prevailing standards in the United States.

The budget assumes that this family resides in a separate rented house or apartment in which there are no lodgers or co-tenants. The husband's only dependents are his wife and two children. Their residence consists of five rooms, including a kitchen and bathroom. The wife does all the cooking, cleaning and laundry without assistance of paid help. Their home is equipped with house furnishings and mechanical equipment usually considered to be necessities, such as gas or electric stove, mechanical refrigerator and washing machine.

There is strong evidence that the purchasing power and levels of American living since pre-war years have undergone a tremendous increase. Statistics reflect that average family purchasing power has increased 75 per cent or more since the late 1930's. This increase alone has naturally increased prevailing standards of living appreciably.

The total cost of goods and services for 1959 is approximately 40 per cent higher than the amounts for these same cities in 1951.

More than half of this change represents the increase in the standard of living which has occurred during the post-war period.

### L. U. 74 Negotiates Wage Improvements

A new contract has been negotiated between Local 74 in Cornell, Wisconsin, and the Cornell Paper Board Products Co. effective August, 1960. O.E.I.U. members employed by the company will benefit from a general wage increase of 8 cents per hour as a result of this new contract.

In addition, other non-wage improvements were added to the contract. Employees with 20 years' service will be able to enjoy a four-week vacation. An additional half-holiday was added which the employees may take either on Christmas Eve or New Year's Eve. Due to business demands the office must remain open on mornings of these two holiday eves.

Participating in these negotiations on behalf of Local 74 were: Bernice Swanson, Vernice Olmstead, Kathryn Hewitt, Janet Power and Nancy McEathron, President of Local 74. International Representative Art Lewandowski lent his assistance to the negotiators.

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### Skilled Workers in Defense



Rear Admiral William F. Raborn, USN, Director of the U. S. Navy's Polaris missile program, presents model of the "U. S. S. George Washington," an atomic submarine capable of firing the Polaris missile, to U. S. Secretary of Labor James P. Mitchell. The models will be part of a Labor Department exhibit depicting the theme "Skilled Workers Defend America." Members of the Office Employees International Union, Local 106 are on the team that helped produce the mobile atomic submarines at the Electric Boat Division of General Dynamics Corporation in Groton, Conn.

**WHITE COLLAR**

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

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POSTMASTER, ATTENTION. Change of address Form 3579 should be addressed to Office Employees International Union, 1012 14th St., Washington 6, 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

**NLRB**

The NLRB reported that Union successes in NLRB elections during the fiscal year ending July 31, 1960 were at an alltime low. Unions in that period won only 58.6 per cent of the elections conducted. It is noteworthy that the Board conducted 6,380 elections, a record high for a one-year period. In view of the fact that the pro-business NLRB has eliminated almost every previous precedent which gave an even chance to those seeking unionization and collective bargaining, it is surprising that organized labor has been able to maintain a winning percentage of elections conducted.

**STOCK OWNERSHIP**

If we were to believe the articles published in the financial sections of most newspapers today we would get the idea that the majority of American families own stock in one or more corporate enterprises. In a survey published by the University of Michigan it was found that approximately 14 per cent of American families own publicly traded common stock and 86 per cent of all families own no publicly traded stock. It is also interesting to note that less than 2 per cent of all families have stock holdings worth more than \$25,000. One would not receive the impression that such a small percentage of the American public was affected when revisions in the tax laws passed in 1954 by the present Administration gave this small segment of American citizens a twofold tax break; first, a deduction of the first \$50.00 (\$100 if married) of dividend income and, second, a 4 per cent tax credit on dividend income.

**NLRB DOES IT AGAIN**

In a recent case decided by the NLRB in Washington a decision was handed down which said in effect that supervisory employes who voted in an election over the protests of the union involved did so illegally and their votes counted simply because the union did not spot these individuals on an eligibility list. In this case the local Regional Board held that the votes of nine supervisors should not be counted. The National Board overruled the Regional Board.

It is difficult to understand how the National Labor Relations Board can rule that supervisory employes who are excluded from voting by virtue of the law can have their votes counted for purposes of defeating a union.

**Registration Deadlines**

STATE	DEADLINE	STATE	DEADLINE
Alaska	At time of voting	Nebraska	Lincoln & Omaha: Oct. 28
California	Oct. 24		elsewhere: Oct. 29
Connecticut	Oct. 15	Nevada	Oct. 8
Colorado	Oct. 24	New Hampshire	cities: Oct. 2
Delaware	Oct. 15	New Hampshire	cities: Oct. 29
Florida	Oct. 8		large towns: Nov. 5
Hawaii	Oct. 18	New Mexico	Oct. 8
Idaho	Nov. 5	New York	Oct. 15
Illinois	Oct. 10	North Carolina	Oct. 29
Indiana	Oct. 10	North Dakota	No Reg.
Iowa	Oct. 29	Oklahoma	Oct. 28
Kansas	Kan. City: Oct. 18	Oregon	Oct. 8
	Wichita, Topeka: Oct. 28	South Carolina	Oct. 8
	others: Oct. 28	South Dakota	Oct. 31
Louisiana	Oct. 8	Tennessee	counties and over 25,000 pop.: Oct. 19
Maine	Varies by city, generally one week before election	Utah	Nov. 2
Massachusetts	Oct. 7	Vermont	Nov. 5
Michigan	Oct. 10	Washington	Oct. 8
Minnesota	Oct. 18	West Virginia	Oct. 8
Missouri	Kan. City: Oct. 12	Wisconsin	Oct. 26
	St. Louis: Oct. 15	Wyoming	Oct. 24

**Local 95 Signs One-Year Pact**

O.E.I.U. Local 95 has signed a one-year agreement with the Nekoosa-Edwards Paper Company of Nekoosa, Wis. Included among the improvements and gains contained in the new contract was a general wage increase made retroactive to June 6, 1960, of 4 per cent. The vacation clause was improved to include a four week vacation for employes with 20 years of employment with that company.

The personal time off clause was liberalized to provide eight days of personal time off yearly rather than five days as in the past. The company agreed to make up the difference of any loss in pay incurred by employes who serve on jury duty.

The contract also calls for two hours call-in time with a guaranteed minimum of four hours. Security in the way of promotions was strengthened by improvements in the promotional procedures.

**Contract Committee Named**

Local 95 members negotiating this agreement included John Bull, Union Chairman, and committee members Harry Allworden, Tom Bowes, Arnold Brost, Jerome Nash and Edward Ristow. The committee was assisted by International Representative Art Lewandowski.

**Local 281 Signs Utica Agreement**

Local 281 in Utica, N. Y., has concluded a three-year agreement with the Chicago Pneumatic Tube Co. of that city. The contract calls for a 2 per cent general increase during the first year of the agreement. In addition, however, present wage rates were increased so that the actual general increase will amount to 2 1/4 per cent. Cost of living increases which went into effect under the old Cost of Living clause have also resulted in increases of 8 cents being frozen into the wage rates. The Cost of Living clause will be continued in the new contract.

A 2 per cent general increase has also been provided for in the second year of the three-year agreement. During the third year of the agreement, a pension plan to be paid for by the company will call for the contribution of \$2.25 monthly by the employer for each year of service, with a maximum of thirty years.

**Retire at 50**

Disability retirement will be possible at age 50 and an early optional retirement is possible at age 60. Retirees will be provided with a paid-up life insurance policy in the amount of \$500.00. Vesting rights are also provided after 15 years of service, or upon the employe reaching age 40. Half holidays will now be enjoyed by the employes on Christmas Eve and New Year's Eve.

The employer will also make payments to employes on jury duty service. Employes with ten or more years of service will receive three additional vacation days. Increased cost of hospitalization and surgical insurance will be paid for by the employer.

Negotiating this very beneficial contract for Local 281 were Emily Syczylo, President of Local 281, Julie Thomas, Joyce Nelson and Madelyn Diel. Leo J. Wallace, International Representative and O.E.I.U. Vice-President, lent his able assistance to the negotiators.

**Texas Members Win Back Pay Award**



Ray Norman, Jr., left, President of O. E. I. U. Local 277 in Fort Worth, Tex., presents a check representing remuneration award for wrongful discharge to Owin Roberts, second from the right, Local 277 member and employe of Convalr. The award of \$1,790.64, less \$488 unemployment benefits which were drawn, was decreed as the result of a recent arbitration between Local 277 and Convalr over the wrongful discharge of two members of the local after they had been promoted to new positions in the company. Details of the arbitration were reported in the September issue of "WHITE COLLAR." Other Local 277 members pictured above are, left to right, J. B. Moss, Mrs. Dorothy Hill, and Ed Hancock, of the Grievance Committee.

**Local 29 Negotiates Ten New Contracts for 250 Members**

Negotiators from Local 29 in Oakland, Calif., have had a busy time negotiating 10 new contracts during the past month. The new contracts will mean increased benefits for almost one-tenth of Local 29's 2,500 members. Each of the new contracts includes substantial wage increases.

The employes of McKesson & Robbins, drug and liquor divisions, will receive wage increases retroactive to August 1st amounting to 9 per cent. These increases were agreed to by the management only after a strike vote was taken among the Local 29 members employed by the company. These wage increases will bring average monthly wages up \$30.00 for the 22 members employed by the company. Local 29 was represented in the negotiations by Representative Ann Hollingsworth who was also assisted by a staff member from the local Central Council.

A new two-year agreement between Local 29 and the Langendorf Bakeries and the Continental Bakeries will provide a general weekly wage increase of \$5.60 effective as of August 1, 1960, with an additional across-the-board increase of \$5.40 during the second year of the agreement, effective August 1, 1961. These increases will affect all classifications and all Local 29 members employed by these wholesale bakeries. In the area of fringe benefits, the employer has now agreed to contribute up to \$15.00 per month for the Employee Health & Welfare Plan covering the employe and his or her dependents. John Kinnick of Local 29, Business representative, negotiated this contract for Local 29.

Local 29 members employed by the Durkee's Famous Foods received wage increases averaging

\$19.00 per month since August 1st as a result of negotiations with that company. In addition to this substantial wage increase the employes benefited by an additional monthly payment of \$3.50 by the employer to cover additional Health & Welfare Plan benefits as of September 1st.

Other Local 29 contracts negotiated during the past month bring increased wages and fringe benefits to Local 29 members included in a contract with the Contadina Cannery, San Jose, Calif., covering 50 members, effective September 1st. These employes will receive \$18.00 per month more in wages. Contract gains including a 5 per cent wage increase were also registered in a new agreement with the Vallejo Housing Authority.

The Alum News Agency, a wholesale distributor of periodicals, agreed to a \$4.50 weekly wage increase as of August 1, 1960 and a \$2.00 weekly wage increase during the second year, effective August 1, 1961.

The contract with the Jewelry Stores will bring a \$3.00 weekly increase to Local 29 members, effective June 1, 1960. An additional \$3.00 weekly increase is called for during the second year, plus the establishment of an employe pension plan.

Effective as of August 1st employes of the Discount House won a \$3.00 weekly wage increase with a similar wage increase to be effective during the second year of the agreement.

Oakland Sheet & Metal and Benner-Nauman employes received a \$15.00 per month increase this year and will receive another \$15.00 monthly increase next year as a result of the new two-year agreement negotiated with this employer.

**Jury Pay in New Pact**

Local 158, Aurora, Ill., has just concluded negotiations with the Thor Power Tool Co. of that city. A new one-year contract resulted which will reflect a 5 per cent across-the-board wage increase. This will mean a monthly wage increase for Local No. 158 members employed by the company ranging from \$11.00 to \$22.50, depending on present salaries. Fringe benefit improvements were also negotiated so that employes will now receive compensation from their employer when they are on jury duty service. Call-in pay is now provided for so that employes will be guaran-

teed a minimum of 2.7 hours pay at the overtime rate. Insurance coverage payments for the employes was also increased 15 per cent. In the event of furloughs, the employe must receive a forty-hour notice.

Local No. 158 was represented by a negotiating committee consisting of Kenny Rueter, Chuck Abel, James Abel, Don Meyer and Margaret Kaiser. The committee was assisted during the negotiations by O. E. I. U. International Representative Eugene J. Dwyer and AFL-CIO Representative Hal Bradt.

## Food Prices Due For Seasonal Drop

By Sidney Margolius

LIVING WILL BE a little easier in October as prices of food, and especially meat, decline seasonally. The supermarket won't take as big a cut of your income. You'll also be able to buy family clothing for a little less in the Fall sales beginning with the Columbus Day coat sales.

A curious situation has developed in cars enabling sharp buyers with a little cash to pick up 1960 new models or a good used car at especially deep price cuts. Over 700,000 new 1960 models are still in dealers' and factories' hands although the 1961 models are ready to come out October 15—two weeks earlier than usual.

Dealers also are loaded up with used cars. The new compacts have taken away many sales from the used-car markets. Now many dealers can't take in any more used cars until they move present inventories.

So dealers are cutting prices on both the 1960 leftovers and their used cars, and in many cases also are offering easier credit terms. (This is not necessarily to your benefit since additional finance charges will cancel out potential savings on the price cuts.)

The year-end price cuts on the 1960 models are made possible by the extra allowances of \$150-\$200 that factories give dealers at this time of year to move leftovers. That's why you now see dealers offering in their ads new 1960 models "at wholesale prices."

THESE REALLY ARE the old wholesale prices, with the dealer's profit consisting of the year-end merchandising allowance. The sale of additional accessories and equipment also bolsters dealers profits.

Usually a car loses 29 per cent of its value each year. Thus a car worth \$2,000, when new, normally will be worth \$1,420 at the end of the first year. The second year it loses 29 per cent of that \$1,420, or about \$410, and would have a market value of about \$1,010. Much of course depends on the condition of the used car and prevailing market conditions.

Equipment prices listed by Car Fax, the car-price publication, indicate that dealer's profit margin on automatic transmissions runs about 17-19 per cent. For example, the Ford automatic transmission has a wholesale price of \$172 including federal excise, and a factory-suggested list price of \$211.

On the other accessories the dealer's margin often runs 20-27 per cent. For example, the Rambler heater has a wholesale cost of \$59 and a list price of \$76. These figures can help you evaluate how much of a price cut a dealer offers on optional equipment.

**FOOD BUYS:** Meat is a little cheaper this month. Pork, which has been high this summer, will be arriving in greater supply from now on through winter. The less-expensive cuts, such as the Boston butt and picnic ham, are usually the lowest-cost sources of lean meat, advises the New York Cooperative Extension Service. Whole hams sometimes sell for less than the total of the parts. If a whole ham is too big for you, the butt half has a higher proportion of lean meat than the shank. When the two halves are priced about the same per pound, the butt thus is better value.

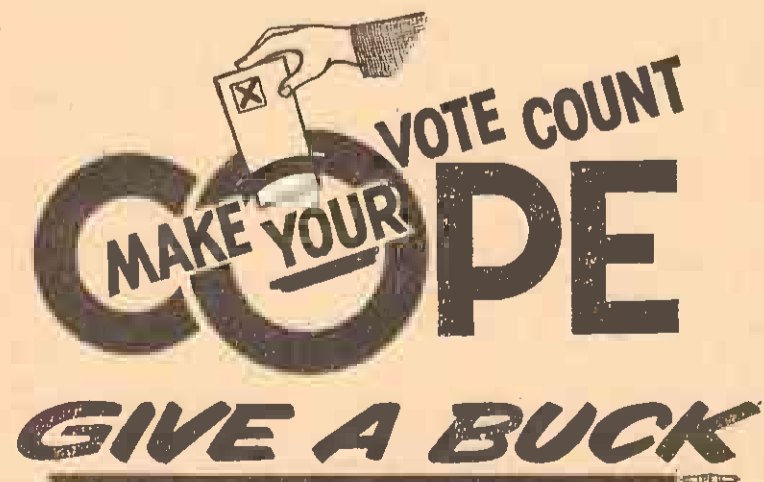
Merchants also push cheese in October. Many people pay more than they need to. Government studies have found that when pre-packaged cheese and in-store packaged cheese are displayed together, almost two out of five people buy the pre-packaged even though it costs ten cents a pound more.

Lamb has been reasonable this fall. One money-saving idea, the extension service advises, is to buy the whole leg and ask the butcher to cut it this way:

- cut through the shank bone, leaving about a pound of meat on the bone which you can cube later to make a stew or curry;
- cut off several lamb steaks at the sirloin end of the leg;
- reserve the center section for a roast.

Broilers also are cheap this year, and supermarkets are featuring specials on beef since marketings are increasing.

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## LABOR DEPT. STUDY SHOWS FAMILY OF FOUR NEEDS INCOME OF \$5,370-\$6,567 PER YEAR

The following table, prepared by the U. S. Labor Department, shows the government's estimates of the annual costs of the City Worker's Family Budget, based on a four-person family, in 20 large cities as of autumn 1959.

City and Suburbs	Total budget	Goods, Rents and Services					Personal taxes
		Total	Food and beverages	Rent, heat and utilities	Other goods and services	Other costs	
Atlanta	\$5,642	\$4,840	\$1,514	\$1,151	\$2,175	\$258	\$544
Baltimore	5,718	4,580	1,525	1,004	2,321	258	610
Boston	6,317	5,334	1,857	1,240	2,237	258	725
Chicago	6,567	5,607	1,751	1,386	2,470	258	702
Cincinnati	6,100	5,163	1,734	1,203	2,226	258	679
Cleveland	6,199	5,305	1,695	1,191	2,419	258	636
Detroit	6,072	5,201	1,761	1,040	2,400	258	613
Houston	5,370	4,622	1,486	941	2,195	258	490
Kansas City	5,964	5,090	1,631	1,117	2,342	258	616
Los Angeles	6,285	5,325	1,747	1,178	2,400	294	666
Minneapolis	6,181	5,165	1,647	1,150	2,368	258	758
New York	5,970	5,048	1,853	1,013	2,182	273	649
Philadelphia	5,898	4,970	1,825	954	2,191	258	670
Pittsburgh	6,199	5,264	1,889	1,012	2,363	258	677
Portland, Oreg.	6,222	5,182	1,746	1,046	2,390	258	782
St. Louis	6,266	5,271	1,694	1,298	2,279	258	737
San Francisco	6,304	5,341	1,795	1,079	2,467	294	669
Seranton	5,693	4,834	1,758	871	2,205	258	601
Seattle	6,562	5,602	1,844	1,293	2,465	258	702
Washington, D. C.	6,147	5,199	1,684	1,226	2,289	258	690

## 2,000,000 Workers Won 'Agency Shop' Law Defined by Court Wage Boosts in 1960

Major collective bargaining settlements concluded during the first half of 1960 brought either immediate wage increases or increases within 12 months of the contract date for about 2 million workers.

New or liberalized supplementary benefits were negotiated in settlements affecting about 1.7 million workers, or approximately 80 per cent of the 2.1 million workers covered by major contracts concluded during the 6 months, according to the Bureau of Labor Statistics.

First-year increases averaging 9 but under 10 cents an hour accounted for about 3 out of 10 workers affected by all major collective bargaining settlements reached in January-June of this year. Most of these workers are in the basic steel and related industries.

About 14 per cent of the workers were covered by increases averag-

ing 10 but less than 11 cents an hour. A majority of these workers were in non-manufacturing industries, including most members of the railroad operating brotherhoods. Another 13 per cent received raises of 8 but less than 9 cents.

All the workers who did not get first-year pay increases under the settlements were employed where improvements in supplementary benefits were agreed to. Health and welfare provisions were liberalized more often than any other benefit, with pension liberalization being next most common. Workers covered by major agreements during the 6 months, in addition to basic steel and railroad operating employees, included men's clothing and glass container industries, aircraft, communications, East Coast shipbuilding, West Coast longshoring and paper, and northern textile industries.

## Labor Support Urged, for United Funds, Community Chest Drives

AFL-CIO President George Meany has called on all AFL-CIO members to lend their full support to this year's United Fund and Community Chest campaigns.

The AFL-CIO president predicted that the 13½ million men and women of the federation would give their whole-hearted support just as will other good citizens.

Urging all union members to "give generously," Meany said the campaigns have "the official endorsement of the AFL-CIO."

"The AFL-CIO, through its Community Service Activities, participates officially in United Fund and Community Chest affairs on a day-to-day, year-round basis," he

pointed out, adding, "This continuing cooperation is necessary in order to get the job done."

In a letter to Oliver G. Willits, national chairman for the United Community Campaigns of America, Meany noted that the contributions of union members "are one of the chief sources of support of United giving." He added, however, "To us, it is not only a matter of giving, but of working as well, just like good citizens of the community.

"We in the labor movement believe strongly that we should be—and we want to be—part of the community in which we live. We want to carry our share of responsibility in community affairs."

### Good Friday Holiday

Local No. 95 members employed as technical employees at the Wausau Iron Works in Wausau, Wis. have ratified a new collective bargaining agreement for the ensuing year, to be effective September 1, 1960. The contract will reflect wage gains of 10 cents an hour for all employees.

Other improvements negotiated

by the local 95 Negotiating Committee include a section calling for a dues check-off. The existing merit review system was improved so that employees will be graded for wage increases every six months. Paid time off provisions were also improved by the addition of a rest period and a provision for time off for religious observance on Good Friday.

## 'Agency Shop' Law Defined by Court

"Right-to-work" laws are generally limited to prevent the requirement of union membership as a condition of employment. Do they extend also to the agency shop provision of union contracts? These simply require employees who do not belong to the union to pay initiation fees and dues, thus doing away with the "free rider."

An Indiana Appellate Court has held that Indiana's "right-to-work" law only forbids arrangements requiring union membership. As an agency shop does not require union membership, the Court found, the statute did not apply to an agency shop agreement.

General Motors is charged by the UAW with violating bargaining provisions of the Taft-Hartley Act by refusing to negotiate over an agency shop agreement for the company's Indiana plants. General Motors claims that an agency shop agreement would violate Taft-Hartley and, therefore, contends it has no obligation to bargain on the subject.

Stuart Rothman, NLRB General Counsel, supported by the union, contends: 1) Congress contemplated that agency shop agreements be legal as a solution to the free-rider problem; 2) the Board in the past, both under the Wagner Act and the Taft-Hartley Act, has found agency shop pacts to be valid.

## Harry O'Reilly

Harry E. O'Reilly, executive secretary-treasurer of the AFL-CIO Maritime Trades Dept. and a veteran of more than 40 years in the labor movement, died October 2 at his home in Chicago—three days after his 61st birthday.

From 1948 until the AFL-CIO merger in 1955, he had served as director of organization for the former AFL. His death was mourned by AFL-CIO President George Meany and Secretary-Treasurer William F. Schnitzler in telegrams to his widow.

"Harry O'Reilly's untimely passing has taken from the labor movement a man whose qualities of leadership have contributed immeasurably to the well-being of American workers," said Meany.

"He brought to every task the complete dedication to principle that represents the highest ideals of our cause. As you know, he was not only my colleague but a valued friend of many years."

from the desk  
of the

**PRESIDENT**

**HOWARD COUGHLIN**



## "What Has the Union Ever Accomplished for Me?"

**D**ELEGATES to our organizational conference meetings which deal solely with educational subjects are more and more convinced that the conduct of our union business, and in particular our membership meetings, has a decided effect on our success or failure in the organizational field.

For example, we have found that numerous local unions depend solely on the memories of those for whom past collective bargaining agreements were negotiated, for purposes of continuing the future appreciation of the Union's place in a given office.

Many of our local leaders have felt that employes with many years of service will bring newer employes up to date on the past gains attained by the Union in years gone by. Suddenly, however, they are shocked into the realities of the situation when a newer employe stands up at a shop meeting and says bluntly, "What has the Union ever accomplished for me?"

The representative handling the meeting may not be the same individual who led the prior negotiations and thus finds himself in an embarrassing position, particularly when the older employes are not present or possess only a vague recollection of the previous contract gains.

Organizational conference delegates in discussing this subject arrived at the inescapable conclusion that the Union must keep a running record of improvements gained through collective bargaining done through the years for each and every shop under contract to the local.

This record is then taken to all meetings of our shops under contract to the O.E.I.U. for purposes of reminding the older employes and acquainting the newer employes with the Union's important place in the economic picture in the particular office.

Organizational conference delegates have also arrived at the conclusion that all membership meetings must be planned. They should not be long or tedious. Reports at all times should be short, concise and interesting.

Officers of the Union, particularly the President who conducts the meeting, should be fully aware of the reports of standing committees so that he can properly plan the meeting. Such things as roll calls and lengthy introductions should be eliminated. Time limits should be strictly adhered to.

The subject matter of guest speakers should be of such a nature that it will surely be of interest to the general membership. Newer employes appearing at the membership meeting for the first time should leave the meeting with a strong desire to attend subsequent meetings.

Communications should be acted on through the Executive Board. The membership in turn should adopt or reject the Executive Board's recommendations through actions on the minutes themselves. Separate action by both groups is repetitive and unnecessary.

Delegates to organizational conferences are demanding and getting more attention paid to these basic and elementary trade union subjects at the organizational conference meetings.

## Arbiters Assist Local 247

Local No. 247 in Holyoke, Mass. has successfully negotiated a one-year agreement with the American Writing Paper Co. providing for a general wage increase of 6½ cents per hour. Additional wage improvements have been provided through the addition of automatic increases from the minimum wage rates. As a result Local 247 employes of the company will receive automatic increases every three months through the first 18 months of employment.

Fringe benefit provisions were also improved by adding a third week of vacation after ten years

of service, to be effective during the current year. Employee benefits under the existing pension plan were also increased. In the course of negotiating this contract the Union found it necessary to use the services of the Federal Mediation and Conciliation Service and the Massachusetts Board of Arbitration.

Local 247 was represented by a committee composed of David Johnston, President of the Local, and members Mrs. Ellen Thompson and Francis Donahue. The committee was assisted by Leo J. Wallace, International Representative.

## Local 153 Members Attend Benefit



Rev. Philip A. Carey, S.J., director of the Xavier Institute of Industrial Relations in New York City, confers with Ben J. Cohan, left, secretary-treasurer of Local 153, and Howard Coughlin, right, International President, during intermission of benefit performance of "Ben Hur." Local 153 sponsored the performance for the benefit of the non-sectarian Xavier Institute at New York's Loew's State Theater on September 27. The Institute recently celebrated its twenty-fifth year of public service, educating union members through training courses in such practical subjects as Labor Law, Parliamentary Procedure and Collective Bargaining.

## Eisenhower Signs Bill:

# GOP Health Plan Hit Again by Labor

President Eisenhower has signed into law the 1960 amendments to the Social Security Act which an AFL-CIO spokesman has called "keenly disappointing" to organized labor.

Although the amendments afford "some liberalizations" in social security coverage, said Nelson H. Cruikshank, director of the AFL-CIO Department of Social Security, they "fall far short of meeting the needs of workers and their families."

Included in the amendments were those setting up token medical aid for the aged, pushed through Congress by the Administration and a coalition of conservative Republicans and southern Democrats. The AFL-CIO had supported a broad plan for health care, financed by increased social security contributions, instead of the limited plan for federal-state grants finally enacted.

In a statement issued following the White House signing, Health, Education & Welfare Secretary Arthur S. Flemming called the amendments "another forward step" for the social security system. He said the medical care provisions of the bill would become available October 1.

Flemming, in letters to the governors of the 50 states, made it plain, however, that state legislative action is still necessary before federal grants will be made to provide modest health care for senior citizens who can provide proof of poverty.

Pointing out that the "intent" of the new law is "to encourage the states to establish, improve or extend their programs of medical services for the aged," Flemming told the governors:

"If this intent is to be fully realized, each state must determine

whether the legal base now supporting its various assistance programs can encompass the new provisions of law. If new legislation is required in your state, I hope that you will make the necessary recommendations to your legislature at the earliest possible date."

Only three of the state legislatures currently are in session. Two others have recessed at least until December.

In New York, Governor Nelson A. Rockefeller (R), issued a new criticism of the Administration's medical care program and hinted his state would delay participation in the plan until it knew whether the next Administration would change it. The Republican presidential nominee, Richard M. Nixon, has indicated his support of the Administration plan, while Democratic presidential nominee John F. Kennedy has vigorously supported the social security principle.

### No Real Solution

Rockefeller assailed both the "needs test" required under the Administration bill and the method for financing out of general revenues instead of by social security contributions of workers and employers. "Frankly," the governor said, "I do not regard it (the Administration plan) as any real solution to the great human problem of assuring that the nation's senior citizens have adequate health insurance."

In addition to the modest health provisions, the social security amendments signed by the White House:

- Eliminated the 50-year age limit for disability benefits, making 250,000 additional persons eligible for benefits.

- Reduced the quarters of coverage required for eligibility, bringing the ratio to 1 out of 3, instead

STATEMENT REQUIRED BY THE ACT OF AUGUST 24, 1912, AS AMENDED BY THE ACTS OF MARCH 3, 1933, JULY 2, 1946 AND JUNE 11, 1960 (74 STAT. 208) SHOWING THE OWNERSHIP, MANAGEMENT, AND CIRCULATION OF

WHITE COLLAR, published monthly at Washington, D. C. for October, 1960.

1. The names and addresses of the publisher, editor, managing editor, and business managers are: Publisher, Office Employees International Union, Washington, D. C.; editor, Howard Coughlin, New York, N. Y.; business manager, J. Howard Hicks, Washington, D. C.

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5. The average number of copies of each issue of this publication sold or distributed, through the mails or otherwise, to paid subscribers during the 12 months preceding the date shown above was: (This information is required by the act of June 11, 1960, to be included in all statements regardless of frequency of issue.)

J. HOWARD HICKS.

Sworn to and subscribed before me this 10th day of September, 1960.

(SEAL) NANCY L. BUTRICK.

(My commission expires November 7, 1960.)

of 1 out of 2, for employment since 1950.

- Improved benefits payable to children in certain cases, with some 400,000 children expected to receive an increase, and provided benefits for certain wives, widows, widowers and children not previously eligible.

- Modified the retirement test so that a beneficiary can earn up to \$300 additional each year—above the previous \$1,200 ceiling—while losing only 50 cents in benefits for each additional dollar earned. Above \$1,500, each dollar earned will result in a loss of \$1 in benefits.

## Largest Labor Day Parade

Toronto members of Local 343 joined with other white collar workers to lead the largest Labour Day Parade in Canada.

For the first time since this demonstration began in 1872, members of the various white collar unions in Toronto got together to form a separate section in the Parade. Their aim was to impress on the general public the fact that there is a place for office and technical workers in the trade union movement.

Many members turned their hands to constructing and painting floats and their efforts were rewarded with a first honorable mention.

### Every Convenience

Overheard in a fashionable sports car salon: "This model has a top speed of 155 miles per hour, and she'll stop on a dime."

"What happens then?"

"A small putty knife emerges and scrapes you off the windshield."