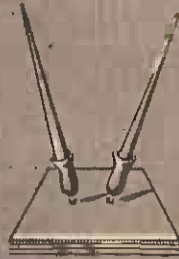




WHITE

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17

Discussing Blue Cross Campaign



George T. Brown, center, special assistant to the President of the AFL-CIO, as he pledged complete cooperation to OEIU's Director of Organization Henderson Douglas and President Howard Coughlin in organization's renewed drive in Blue Cross field.

George T. Brown, AFL-CIO President George Meany's special assistant who has been appointed to act as liaison between President Meany and the Office Employees International Union in coordinating the AFL-CIO facilities to support OEIU organizational campaigns, recently conferred with Director of Organization Douglas and President Howard Coughlin in the New York office of the OEIU.

Discussion of the use of AFL-CIO publications, education and research material was held, and an OEIU drive to organize the office and clerical employees of Blue Cross throughout the nation was singled out for special attention. The Office Employees International Union represents the staffs of Blue Cross in

a number of cities in the United States and Canada.

Brother Brown expressed surprise when told of the opposition of some of the managements of Blue Cross to OEIU organizational efforts and to the desires of the office and clerical employees of these organizations for collective bargaining. He said he could not conceive of Blue Cross organizations, which for the most part are dependent on the organized labor movement for their members, fighting unionization of their office and clerical staffs.

Brown pledged the complete cooperation of the AFL-CIO State and City Central Bodies in the renewed drive of the Office Employees International Union in this field.

Discuss Drive in Wilkes-Barre



AFL-CIO Special Assistant George Brown is pictured above with Wilkes-Barre area labor leaders discussing OEIU's drive to gain recognition for the white collar staff of Blue Cross. Pictured above, front row, left to right: Fred Blair, Secretary-Treasurer of RCIA 1687; Henry Depolo, Secretary of the Wyoming Valley Building Trades Council; Eugene J. Considine, President, Greater Wilkes-Barre Labor Council; George T. Brown; John F. Fitzmaurice, OEIU International Representative; Eugene A. Burke, Chairman of Greater Wilkes-Barre Organizing Committee. In the back row, left to right are: S. D. Lewis, President of RCIA 1687; Paul H. Shovlin, Business Agent of Plumbers & Steamfitters 147; Joseph Bellas, Business Agent of United Textile Workers; Edward McHugh, Business Agent of Structural Steel & Iron Workers; Paul Totin, Business Agent of Roofers 124; Edward Jones, Business Agent of Painters and Decorators Local 41; and, Thomas J. Austin, Business Agent of Sheet Metal Workers Local 44. (Story at right)

Automation's Best Jobs Going to the Educated

With the introduction of office automation, a number of new office positions have been created. These new positions are generally slotted high in the pay grade structure for office employees and would include such jobs as programmer, console operator and electronic auxiliary machine operator.

For example, console operators and programmers have been classified 5% above the rate for the highest paid accounting clerks. In another office, monthly rates for console operators ranged from \$397 to \$654, senior programmers from \$459 to \$770.

Since most often these positions are filled from within the ranks of the existing office staff, special retraining is required for the programming and operating of the computer. This retraining is necessitated by the great difference between the job content of the newly created positions and the former jobs of the office employees selected for training.

In an effort to ascertain what steps were being taken by employers who had recently automated their office operations, the Bureau of Labor Statistics made a survey of training programs inaugurated to train old employees for the new automation jobs.

It should be noted that employees selected for the automation positions had attained a substantially higher level of formal education than those in the general white collar positions.

For example, 95% of those in the automation positions were high school graduates while only 83% in the general clerical categories were high school graduates. Similarly, 42% in the automation positions were college graduates or above, while only 7% of the general clericals had attained this education level. The need for increased education for the new positions is evident.

The results of the survey indicated that the training ranged from a brief period of on-the-job training for some auxiliary equipment operators to a formal 12 week period of classroom training supplemented by extended on-the-job training for programmers.

Most companies also provided a program of instruction for console operators which was similar to the training provided for prospective programmers. The purpose in this extensive training for console operators is to provide a general orientation of the process of preparing instructions and to train a reserve group for programming.

The formal instruction in the surveyed companies was generally provided by manufacturers' representatives, though in some cases by experienced programmers. The classroom instruction was held at the manufacturers' offices or at the office site where the computer was being installed.

The classroom instruction consisted of lectures and demonstrations of the new equipment. Trainees also had the opportunity of writing, coding, and testing instructions on the electronic computer.

Cost of the training was paid by the companies and included tuition, salaries during the training, transportation and related expenses.

Training for auxiliary equipment operators was usually limited to on-the-job training developing skills on such equipment as printers and card-to-tape converters. Demonstrations were first performed by manufacturers' representatives for the benefit of the trainees.

All employees in the new automation positions continued to receive further on-the-job training in preparation for still added responsibilities and promotions in the field of automation as openings occurred.

Resistance Encountered in First Recognition Attempt

George Brown, Special Assistant to AFL-CIO President George Meany, met with OEIU representative and numerous officials representing a cross section of the labor movement of the AFL-CIO in the Wilkes-Barre area of Pennsylvania to discuss expediting the recognition of the OEIU by the Hospital Service Association of Northeastern Pennsylvania, usually known as Blue Cross.

Thereafter, a meeting was arranged with George Bell, President of the Hospital Service Association of Northeastern Pennsylvania.

Despite the fact that the trade union movement in that area of the country makes up the largest total of Blue Cross membership, Mr. Bell refused to comply with organ-

ized labor's request that an expedited recognition procedure be effectuated.

Instead Mr. Bell insisted on his right to invoke the delayed procedures of the National Labor Relations Board. His attitude was reminiscent of the experience of the OEIU in Dallas, Texas where the infamous firm of Nate Shefferman was successfully employed to block the desires of Blue Cross employees for collective bargaining.

Mr. Brown's entrance into the picture at the request of AFL-CIO President George Meany signals the all out efforts of the AFL-CIO to gain collective bargaining for Blue Cross employees throughout the United States.

WHITE COLLAR

official Organ of
OFFICE EMPLOYEES INTERNATIONAL UNION
affiliated with the AFL-CIO

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Southwestern Organizational Conference



The Southwestern Organizational Conference recently held a two-day meeting at the Huckins Hotel in Oklahoma City, Oklahoma.

After a welcoming address by Speaker J. McCarty of the Oklahoma House of Representative, the Conference proceeded to split up into study groups. Groups discussions were held at each table on:

1. The organizational process.
2. Grievance machinery and arbitration.
3. The use of government agencies.

International President Howard Coughlin conducted the first session with J. B. Moss of Local 277 acting as Resource Leader. International Vice President Frank Morton led the discussion on grievance machinery and arbitration with Doris Cates serving as Resource Leader. International Representative Fred Dennington chaired the meeting dealing with the use of government agencies and Larry Green of Local 87 acted as Resource Leader.

The following served as Chairmen of the respective study groups: J. O. Walker, Local 66; Larry

Green, Local 87; Doris Cates, Local 277; Alma Herring, Local 129; William Speers, Local 5; Edsel Gunn, Local 277; and, Daisy Rich, Local 341.

Delegates agreed that the two-day Conference was most educational.

Doris Cates and Edsel Gunn were re-elected as President and Secretary-Treasurer, respectively, to the Southwestern Organizational Conference.

It is expected that the next meeting of the Southwestern Conference will be held in Fort Worth, Texas.

Committee on Automation

President John F. Kennedy has announced his intention of appointing a committee of 21 representatives of labor, industry, and the public to act in an advisory capacity on the subject of automation and matters effecting the economy in general. President Kennedy's announcement closely followed a similar recommendation by newly appointed Secretary of Labor Arthur Goldberg. The tripartite idea was successfully used during both World Wars and also during the Korean struggle.

We believe that representatives of labor, industry and the public can be of inestimable value in assisting the President in his monumental task of again moving the economy forward.

The problems attendant with automation require the full cooperation of labor, industry and the government. Without such cooperation, large scale dislocations of personnel will result.

Lost: 4,000,000 Jobs

A subcommittee of the House Education and Labor Committee, headed by Representative Elmer J. Holland of Pennsylvania, announced that machines will eliminate 4 million office and clerical jobs in the next five years.

In his report to President Kennedy, Representative Holland called the attention of our Chief Executive to the threat of the loss of jobs in all sectors of our economy in the coming years. Representative Holland believes that the government must use its influence to do everything possible to alleviate the possible disastrous results of automation.

We wholeheartedly agree with Representative Holland.

We Were Wrong

Certain electrical corporations and individual company officers have been slapped with fines totalling \$1,900,000. A number of the officers received 30 days' suspended jail sentences and a few were required to serve the 30 day sentences. Most individuals escaped criminal punishment.

We had previously stated that we did not think criminal penalties of any consequence would be invoked.

These penalties were levied as a result of bid rigging and price fixing totalling more than one billion dollars.

We wonder what the penalty would have been if the defendants were labor leaders rather than business men? We are sure that suspended sentences of thirty days would not have been the order of the day.

Beat Teamsters In Milwaukee

A decisive and important organizational victory has been won by OEIU Local 9 in a head-on contest with Teamsters Local 200 of Milwaukee.

On January 5, 1961 the NLRB conducted a union representation election among the office and clerical employees of the Gateway Transportation Co. and the Northern Transportation Co. (a division of Gateway). The vote was 22 for OEIU, 14 for the Teamsters, 2 challenged ballots and 1 vote for neither union, in an overall bargaining unit of 41 people.

International Representative Art Lewandowski and Local 9 Business Representative Harold E. Beck, worked together on all phases of the campaign. After the unit was

certified by the NLRB, a special meeting of the employees of both terminals was held at which time excellent contract proposals were drawn up and joint bargaining committee members were elected.

Following this, Representative Lewandowski was able to sign up the 6 Gateway office employees at the firm's Janesville terminal, obtained recognition and agreement to negotiate this contract in conjunction with the Milwaukee negotiations. The employees then voted to join Local 9 as well.

Under Wisconsin statutes, a negotiated union security clause cannot become effective unless and until the Wisconsin Employment Relations Board conducts a secret-ballot referendum among the employees involved, and they must favor it by a 2/3 margin. This all-union shop referendum was held on February 2. The Gateway and

Northern Division employees voted 32-2 in favor of the union shop. This assures Local 9 of continuity of new members and strengthens the bargaining position tremendously.

OEIU Local 44 has previously represented the home office employees of Gateway in LaCrosse. Campaigns are in progress at the firm's terminals in Green Bay, Cleveland and St. Paul, and if successful will mean approximately 50 more new members can be added to the already organized Gateway fold.

Joliet Settlement

Improved fringe benefits and a wage increase of 5¢ per hour across-the-board were features of a new one year agreement between Local 348 in Joliet, Illinois and the Ruberoid Company.

International Representative Gene Dwyer reports that hospitalization benefits were substantially increased, while the time requirements for holiday pay eligibility was reduced. In addition, the age requirement for pension benefits was reduced from 35 years of age to 25 years while dropping the required years of service from five years to one year. Employees may now also retain their entire jury duty pay in addition to receiving their full salary.

The Negotiating Committee was composed of Mr. Quin Blood, President of Local 348 and Marge Sills, Vice President. In addition to assistance from International Representative Dwyer, AFL-CIO Representative Al Bradt assisted in the negotiations.

Hagerstown Helpers



The Hagerstown (Md.) clothes-lift was loaded in the Washington Gas Light Company's yard, escorted to Hagerstown and unloaded there by this brawny crew. Front row from left: Harry Smedley, Local 2 Executive Board Member; President John P. Cahill, Local 2; Emmett C. Etheredge, Business Agent; Executive Board Members Earl Ball and Kenneth Carpenter. Second row: Van driver Warren Wells of National Publishing Company; Washington, D. C. (which put wheels on the Hagerstown lift); Dave Hibbard and Robert Clubb of the Washington Gas Light Co.; John Hazel, Executive Board Member, Local 2. At rear: William Benson of the Gas Company; Howard Holman, Secretary-Treasurer, Local 2. Phillip Daugherty, Business Agent.

WASHINGTON, D. C.:—Members of Office Employees International Union, Local 2, Washington, D. C. collected a 2½ ton vanload of clothing and food to help hard-pressed neighbors in Hagerstown, Maryland.

Members of Local 2 formed a relief committee after learning of the plight of the residents in the

Hagerstown area. This area was hardhit by recent recession conditions.

Local 2 also dipped into its pockets to such good effect that President John P. Cahill (second left) was able to take along as well a check for over \$400 to Hagerstown's Salvation Army.

Schedule of Conference Meetings

— 1961 —

ERIE	DETROIT, MICH.	HOTEL TULLER	3/25 & 3/26
NORTH CENTRAL	KANKAKEE, ILL.	KANKAKEE HOTEL	5/6 & 5/7
SOUTHEASTERN	LEXINGTON, KY.	PHOENIX HOTEL	5/6 & 5/7
NORTHEASTERN	BOSTON, MASS.	BEDFORD HOTEL	5/20 & 5/21
PACIFIC NORTHWESTERN	VANCOUVER, B. C.	GROSVENOR HOTEL	5/27 & 5/28
WESTERN	SAN FRANCISCO, CALIF.	SIR FRANCIS DRAKE	6/3 & 6/4



CANADIAN FILE

OEIU Insures Their Future

For the first time in Canadian trade union history an insurance company has been organized. Special Representative Russell Harvey has gained certification for a group of 100 employees at Associated Medical Services Inc., Toronto.

Last year dissatisfied A.M.S. employees met with OEIU members to discuss their problems and, at the same time, voiced a desire to join the Union. The glad news was passed to Russell Harvey who went ahead and organized the group. Brother Harvey is now forging ahead with another group of similar size in a second insurance company and is also turning his eye to the banking field.

"Most white-collar workers realize their wages are 30 per cent too low compared with organized blue-collar workers," Brother Harvey said, and it should not be too difficult to persuade them to join a union in spite of "their close association with the boss and their hopes of being bosses themselves one day."

Smooth Rock Falls Elects

Publicity Chairman Gayle Parisee reports that Local 161, Smooth Rock Falls, Ontario, elected the following members into office for 1961:— L. Larochelle, President; L. Landry and O. Isaacson, Vice-Presidents; R. Turgeon, Treasurer; A. Beauvais, Recording Secretary; L. Bernard, Sergeant-at-arms; G. Couture, M. Bujold and A. Drolet, Trustees; L. Larochelle, Club Representative; D. Watson and R. Turgeon, Medical Advisors.

After 34 years of service with the Company Brother E. G. Crosswell is retiring. Local 161 is sorry to lose such a valued member and

Should We Try It?

We heard about a local union officer who was brooding about the small attendance at membership meetings. As a competitor with T.V., sports and social activities, union business seemed to be running a poor third. He decided to try a little reverse psychology.

The next meeting notice was the shortest ever sent out by the local: "Don't attend. No need to bother. No entertainment, no sex, no drinks. All we're going to do is take a strike vote and raise dues." Result: the biggest turnout in the local's history.

wishes Brother Crosswell a long and happy retirement.

Members and friends turned out in full force to make the Union's Annual Christmas Dance a tremendous success. There was a large gathering at the office party as well, including 40 wives and 75 children.

Unionist Appointed to University Board

Another first in Canadian labour history took place recently. Toronto's new liberal arts college—York University—appointed William Mahoney, National Director of the United Steelworkers of America to its Board. Other Board members represent business and industry.

Oakland Settlements

Local 29, Oakland, California, has successfully concluded negotiations with three employers.

A new agreement has been reached with the Richmond-Chase Company, pace setter for the canning industry. Under the new contract, wages will be increased an average of \$18.00 per month, ranging between \$15.00 and \$25.00 monthly. The contract was negotiated by a committee made up of Betty Texeira, Clyde Janic, Sylvia Capagli, assisted by Local 29 Business Agent Ann Hollingsworth.

In addition to the wage settlement, retroactive to December 1, 1960, vacation benefits will be improved to provide three weeks' vacation after five years instead of 10 years.

Negotiations were expedited by California Conciliation Chief Tom Nicholopolus.

Wages for Local 29 members employed by the "Journal Press" and "East Bay Labor Journal" were increased an average of \$18.50 per month effective January 1, 1961. The new contract provides for an additional wage increase of \$17.00 per month during the second year of the contract. Health and welfare benefits were also liberalized.

Negotiations with Westinghouse Electric Supply Company were highlighted by vast improvements in the welfare and pension plan.

Along with these substantial fringe benefits, salary increases were negotiated averaging \$15.00 per month, effective January 1, 1961 with an additional \$15.00 per month to be effective July 1, 1962.

Negotiations were carried on by Bob Steinbeck with assistance from Business Agent John Kinnick.

Although busy negotiating the above agreements, Local 29 officials found time to contribute to International good will.

Local 29 acted as host for a group of labor officials from Turkey who recently toured the Oakland area. The Turkish labor representatives were from the textile and transportation industries in Turkey.

Credit Unions Sign With Local 10

Thelma O'Dell, business representative of OEIU Local 10, Detroit, announced the signing of new collective bargaining agreements with the Pere Marquette Credit Union and the Detroit Newspaper Industrial Credit Union.

Attend Your
COPE
Area
Conference

Can Arbitrators Award Damages?

An interesting battle is being fought in the Ontario Supreme Court and its outcome will be felt by unions across Canada.

Briefly, the question is: "can arbitrators award damages?" University of Toronto's Professor Bora Laskin says 'yes'; David Lewis, leading labour lawyer, says 'no'.

Prof. Laskin, chairman of a three-man arbitration board, said that Polymer Corporation Ltd. in Sarnia is entitled to damages from the Oil, Chemical and Atomic Workers International Union for financial losses stemming from an illegal walkout in February, 1958.

David Lewis, counsel for the OCAWU, argued before the Ontario Supreme Court that granting arbitrators power to assess damages without specific contract authority would open the way to endless harassment of unions and eventual chaos in industrial relations.

Justice McRuer reserved judgment. But apart from determining an arbitrator's powers, the Polymer case has far-reaching significance because in most provinces unions as entities cannot be sued for damages in the courts for breach of collective agreement.

Legal observers feel that the case may reach the Supreme Court of Canada.

The Face of Labour

Last winter the publicly-owned Canadian Broadcasting Corporation produced a television series in which management personalities were interviewed.

The scales were brought into balance this year through a similar set of shows wherein labour's representatives had a chance to tell their side of the story.

A great variety of subjects was discussed and listed are some of the highlights.

Of great interest to us in the OEIU was automation and the white collar worker. In organizing this group, the speakers stated that in order to break through the traditional barrier of resistance, jurisdictional squabbles will have to be forgotten in an effort to achieve the common good. The hope of the labour movement lies in this field, and as automation advances, the workers will seek unions to protect their jobs.

The question was asked if management had accepted trade unions. The unanimous reply was that they were accepted only to the extent that they had to be. Instances were cited where corporations who bargain with unions in North America, fight tooth and nail to prevent the workers in their South American operations from organizing.

The very popular conversation piece in Canada, "Do we need international unions?" was also explored. The general consensus of opinion was that while national unions could operate, international unions nonetheless were a necessity and an advantage to our labour movement.

The shorter work week, the participants felt, was inevitable in view of the large number of jobless.

A group of local unionists gave a good insight into how the union works at the local level.

The series concluded with a query: Was labour going to confine itself to being a pressure group, or will it prove to be a true, social movement? "Solidarity Forever" (the theme song of the four programs) furnished the reply: "We can bring to birth a new world from the ashes of the old, for the union makes us strong."

The average person who has never belonged to a union, or the guy who only belongs because he has to and never attends his local meetings, will have learned much from "The Face of Labour." The mantle of respectability which has on occasion been known to slip from labour's shoulders, is well in place.

The CBC is to be commended.

Do Immigrants Cause Unemployment?

Recently the Canadian Labour Congress conducted a survey to discover what effect, if any, large immigration had on unemployment. In its monthly magazine, "Labour Research," it says, "It is perfectly evident that the contribution—if any—of migration to the present and recent unemployment problem is negligible. . . . immigration cannot have played a major part in our present difficulties."

The official labour policy on immigration is neutral, although some unions, particularly in the craft field, look upon it as a threat to employment.

"We are not opposed to immigration as such. But we take exception to the inflow of immigrants at times when Canadian workers are having difficulty in finding employment," says the CLC.

The report further states, "When immigration was low in relation to the labour force, employment was high. When immigration was high, unemployment was low."

The conclusion would seem to be that immigration does not necessarily result in high unemployment. The Atlantic provinces, where more people leave than enter, have the highest number of jobless. Quebec, which has a low proportion of immigration, has more than average unemployment. Ontario, on the other hand, has a high ratio of immigrants and lower than average unemployment.

The report also said that "the main thing is to provide jobs. A subsidiary task is to keep immigration enthusiasts from adding unnecessarily to the number of people we have to find jobs for."

Tell the Press

Following his return from the international executive board, vice president Ed Beaupre made the headlines in Sault Ste. Marie with his report of the proceedings.

Considerable space in the Toronto press was devoted to the resolution passed at Local 343's January meeting, requesting the Canadian Labour Congress to encourage its members to write their representatives in parliament to oppose the re-admission of South Africa to the commonwealth.

Has your local elected a publicity chairman as yet?

It's a relatively easy matter for a labour reporter to include your news releases in his column, if you will send them along. If you don't, it's sort of impossible, isn't it?

Send Canadian news to the Canadian editor: Mrs. Olive Chester, 129 Gowan Avenue, Toronto 6, Ontario.

Your Executives...



Left to right: Margaret Sykes, Anne Fraser, Angela Shozda (seated), Gladys Page, Mary Jordan.

Winnipeg Local 342, representing employees in union offices, elected the following officers for 1961: Angela Shozda, chairman; Dorothy Goldberg, vice chairman; Margaret Sykes, secretary; Faith Smith, treasurer; Mary Jordan, Dorothy Goldberg and Helen Fraser, trustees.

Re-elected to the negotiating committee were Angela Shozda, Gladys Page, Anne Fraser, Margaret Sykes and Mary Jordan.

A four-member social committee was established which hopes to organize, at least every three months, a dinner-meeting or an evening's outing.

from the desk

of the

PRESIDENT

HOWARD COUGHLIN



WE have recently concluded meetings of full time Local Union Representatives and International Union Representatives throughout the country. These meetings were held in Portland, Oregon, Washington, D. C., and Chicago, Illinois. We were pleased and gratified with the intense interest indicated by all concerned at these most important meetings.

We discussed the historic apathy of white collar workers towards unionization and the many developments which are changing this apathy to one of interest. In addition, the sessions concentrated on organizational techniques and the newer approaches to be used in the unionization of office and clerical employes.

Many of the representatives present forwarded enthusiastic letters to the International office in which they again evidenced their interest and gave us the benefit of second thoughts which indicated their continued concentration on our organizational problems long after the meetings took place.

One letter received from International Representative Arthur Lewandowski touched on the many basic reasons for the failure of white collar workers to organize on a mass basis. Lewandowski stated:

"One of the real problems facing us is our inability to get across the idea that unionization doesn't mean the loss of individuality. Most of the unorganized seem to feel that through unionization they will be reduced in status and will no longer have their individual way of life in the office, such as having coffee with their fellow employes and discussing social and economic policies with their fellow office workers or even with supervisors. They have the mistaken idea that their whole framework of existence will be somewhat changed. On the other hand, they are completely aware and approve of joint action to obtain benefits and improvements in their wages, hours and working conditions."

Need More "Advertising"

International Representative Lewandowski placed his finger on something that is indeed basic. We have long noted that office employes who are among the most militant of our members have done little towards publicizing the advantages of their Union in their social lives. A building tradesman for example, who has gained the highest hourly wage rate in the nation, will talk of his job at the first opportunity and emphasize the important part that the Union plays in securing his excellent conditions. White collar workers, generally, will discuss the Union only with fellow Union members.

Winston Churchill is quoted as stating "Man is an individualist for some purposes and a collectivist for others, and it is in the harmonious combination of these opposite philosophies that future statecraft is comprised."

I have never met a mature white collar worker who has not admitted that group activity is the only answer to the immediate economic problems of all workers, including clericals. However, these same mature white collar workers exhibit a certain amount of timidity in joining a union. This timidity springs from a fear of loss of personal identification through group action.

Joseph P. Fitzpatrick, S.J., in a treatise entitled "The Dilemma of the White Collar Worker," published in 1951, in a discussion of this subject stated:

"It is much more than timidity in the face of a more powerful employer. It is a fear that springs from the general problem of person versus the group. In a word, though they realize the weakness of their economic position, they are afraid that if they identify themselves with thousands of other white collar workers they would lose what little individuality they still possess." The writer further stated: "But as a result of the changes that industrial society has brought to the office worker's life, the manner in which his ideals should be expressed remains obscure and ill defined. Consequently, he moves with uncertain steps in the midst of confusion and prefers to cling to any small realization of these values in a

situation which he knows rather than risk their entire loss in a situation that he does not know.

"This is the basis of his dilemma. The features of community, the qualities of a group which enable an individual to achieve greater freedom and satisfaction, have never been seen clearly by the white-collar worker as characteristic of labor unions. Therefore, he thinks he is preserving his individual freedom by resisting them."

It is necessary, therefore, that the Office Employes International Union's representatives and organizers do everything possible to explain away the many misconceptions of Unions which still exist in the minds of unorganized white collar workers.

Instead of losing dignity, the unorganized worker finds he gains dignity through collective bargaining. Sound welfare plans and pension plans add to this dignity and independence.

Individualism in our industrial society as we knew it in the past is a myth. No individual can do anything to combat nepotism, favoritism, layoffs and other unilateral acts of the employer.

Only through collective bargaining can true individualism be created.

President Coughlin Installs Charter



OEIU President Coughlin is shown above after issuing OEIU Charter Number 391 to the staff of Roosevelt University, Chicago, Illinois. Seated are President Coughlin and Robina Furness, President of Local 391 and standing, left to right are: Nan Vernon, Vice President of Local 391, Jacqueline Watson, Chief Steward, Yolanda Hembree, Asst. Secretary-Treasurer, Ellsworth Filhe, Recording Secretary, Carrie Brown, Executive Board Member, Julia Randolph, Chief Steward and Carolyn Combs, Secretary-Treasurer.

Union Recovers Back Pay for Two



PICTURED ABOVE, left to right, are Duane Morrison and Bernard Crase showing Emmett C. Etheredge, Business Representative for Local No. 2, the checks received from the W. W. Chambers Co. for back pay as a result of their illegal firing by that Company in February of 1959.

Duane Morrison and Bernard Crase received back pay in the total gross amount of \$2,127.43 as a result of the National Labor Relations Board finding that these two employees were fired by the Chambers Company of Washington, D. C. in violation of the Labor-Management Relations Act. These employes participated in the successful organizational drive conducted by Local 2 of the OEIU in conjunction with the Regional Office of the AFL-CIO.

When the employes were discharged by Chambers on February 19, 1959, the union immediately filed unfair labor practice charges before the Board. In August of 1959, A. Bruce Hunt, Trial Examiner for the NLRB, ordered their full reinstatement to their former jobs, and this recommendation of the Trial Examiner was concurred in in December of 1959 by a three-

man panel of the Board consisting of Philip Ray Rogers, Stephen S. Bean, and John Fanning.

The Chambers funeral home appealed the decision of the NLRB to the U. S. Court of Appeals for the District of Columbia and the Court of Appeals sustained the findings of the Board. Chambers then petitioned the Supreme Court for a Writ of Certiorari, which was denied.

Finally, in February 1961, almost two years after the discharge, Duane Morrison received a gross salary check of \$1,233.92, and Bernard Crase a gross salary check of \$893.51, representing salary lost as a result of their illegal discharge by Chambers.

Emmett C. Etheredge, Local 2 Business Agent who conducted the organizational drive and pursued the unfair labor practice charge, was elated at the outcome of this

case and said it should serve as a warning to employers that to trifle with the National Labor Relations Act can be expensive, and should likewise serve to impress people interested in organization that the NLRB still affords considerable protection for employes seeking the right of organization.

Machines Will Erase Many Jobs

Representative Elmer J. Holland, a member of the House Education and Labor Committee, stated that machines will eliminate 4 million office and clerical jobs in the next five years.

In a report forwarded to President Kennedy, Representative Holland gave a realistic estimation of the impact of automation and mechanization on employment in general.

In addition to the loss of 4 million office and clerical jobs, Representative Holland estimates 160,000 unemployed automobile workers will never return to automobile factories due to automation. His findings also include a statement that employment dropped 25% in ten years in the brewing, liquor and soft drink industry.

Automatic elevators replaced 40,000 operators in New York City in the past fifteen (15) years. About 50,000 jobs have been eliminated in radio and television manufacturing in the last ten years; 1 million railroad jobs in 20 years; 33,000 telephone and 80,000 electrical machinery jobs since 1953.

Automation now enables 12 men to produce one ton of steel whereas 21 men were required for this task twenty years ago.

Local 42 Signs With Hospital

Lee Kent, president of Local 42, Detroit, announced the ratification

of a collective bargaining agreement covering over 150 non-professional employes of Metropolitan Hospital. Metropolitan is the pilot hospital for Community Health Association, a labor-sponsored group health plan.

Significant among the provisions of this first agreement are seniority rights, arbitration of grievances, shift premiums of 10 cents per hour for afternoons and midnights and a general wage increase.

Serving with Peter Paycheff, chairman of the Bargaining Committee for the hospital, were Flora Malone, Michele Sudy, Stanley Machjeski and Alfred Wiggins.

In Buffalo

A supplemental agreement has been negotiated by Local 212, Buffalo, New York with the Curtiss Wright Company. The supplement was negotiated pursuant to a wage reopener clause called for in the current contract.

As a result of the new wage negotiations, employes will receive a 5¢ per hour wage increase retroactive to October 31, 1960.

The results of this supplemental agreement were reported by Business Representative Emil W. Steck.