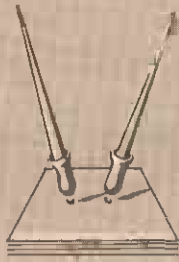




WHITE

Official Publication of the



COLLAR

Office Employees International Union



OEIU Victorious at Link Belt Company

Locals 13, 320 Hold Educational Conferences

Special work-shops to acquaint stewards with procedures and duties in "policing the contract" were held by Kansas City Local 320 and St. Louis Local 13.

International Representative Art Lewandowski and OEIU Vice-Pres. Frank Morton assisted in conducting the conferences. The conferences stressed panel discussion and a wide variety of topics were covered. Highlighted points of discussion were: Application of Collective Bargaining Agreements; Grievance and Arbitration Procedures; Duties and Responsibilities of Stewards; Negotiation Procedure; Policing the Agreement; Organizational Techniques; and, OEIU Structure and Government.



The workshop sponsored by Local 320, Kansas City, Mo. At speakers table, President Margaret Clifton is flanked by Intl. Vice President Frank Morton and Intl. Representative Art Lewandowski.



The stewards' workshop sponsored by Local 13, St. Louis, Mo. At speakers table, from left, are Intl. Vice President Frank Morton; Julia Riggle, President, Local 13; Art Lewandowski, International Representative; Bob Babcock, Bus. Rep., Local 13.

—Photo by St. Louis Labor Tribune

Teamwork was the theme as the Office Employee International Union rolled to another impressive victory in Colmar, Pennsylvania, recently by virtue of an NLRB election which resulted in an 88-44 decision at the Link Belt Company.

The OEIU organizing force spearheaded by International Representatives John Fitzmaurice and Justin Manning combined with the able assistance of Local 14 President Ed Springman and AFL-CIO Staff Organizer Al Stull brought forth the successful climax to several weeks of concerted activity in the face of heavy opposition.

According to campaign leaders, the key to this signal win

lay in a series of departmental meetings at the motel where the organizers established "head-quarters." The campaign was hard fought from the moment of its inception and included well planned informative meetings, a battery of telephone calls, and an intelligent mailing program.

Messrs. Manning and Fitzmaurice were unstinting in their praise of the cooperation received from Henry McFarland's 3rd Regional Office of the AFL-CIO. They also lauded the determination and steadfastness of the employees of the Link Belt Company who did not waiver in their desire to become members of the OEIU.

Oklahoma "Right to Work" Referendum on May 5

The National Right To Work Committee and the U.S. Chamber of Commerce, with paid solicitors, were able to secure the necessary signatures required to bring about a vote to determine whether there will be a "right to work" amendment to the State Constitution.

The Chamber and the National Right To Work Committee are evidently not satisfied with the fact that Oklahoma's economy is in good condition and its labor-management relations excellent.

It would appear that anti-labor forces are desirous of reducing Oklahoma's economic conditions to the low level "enjoyed" by "right to work" states primarily in the Southern part of the United States. Oklahoma

is a State almost surrounded by "right to work" areas and for years has been a prime target of the nation-wide union busting forces.

The Oklahoma State AFL-CIO has been able to block campaigns to obtain signatures for the past two years. However, it was unable to prevent paid solicitors from securing the necessary signatures this year.

The labor movement in Oklahoma has called on Union members to finance through voluntary contributions a campaign to defeat the "right to work" referendum. OEIU members will actively participate in the task to prevent Oklahoma from sinking to the level of an open shop, non union, and low wage State.

Local 17 Signs With Chemical Workers

OEIU Local 17 negotiators report the signing of a new two year agreement with the International Chemical Workers Union in Akron, Ohio. The Agreement provides for an across-the-board increase of \$3.00 per week, time and one-half for Saturdays worked as such and improved hospitalization. The Local 17 negotiating team consisted of Jermaine Caffey and Catherine Newcomb. Local 17 Pres. John Finnerty and Financial Secy. Irene Summerfield assisted the Akron unit in negotiations.

Local 12 Signs Cartridge Corp.

Local 12 Business Manager Donald R. Hilliker reports the renewal of a one year agreement with the Federal Cartridge Corp., operators of the Twin Cities Ammunition Plant.

Major improvements are:

- Twelve cents per hour across-the-board increase.
- Welfare Plan—Daily room and board raised from \$18 to \$22 per day; surgical benefits raised from \$300 to \$562.50; x-ray and laboratory services of \$50 each accident or sickness for a 12 month period.
- Sick leave increased from 10 to 12 days per year.

Spring Educational Conference Schedule

March 14-15	Northeast	Washington, D. C.	Hamilton Hotel
April 11-12	Southeast	Chattanooga	Holiday Inn
April 23-24	Full Time Employees	Chicago	Allerton Hotel
April 25-26	Erie	Flint, Mich.	Holiday Inn
May 2-3	North Central	Wisconsin Rapids	Mead Inn
May 9-10	Western	Las Vegas	Stardust Hotel
May 16-17	North Western	Portland, Ore.	Sheraton Hotel
June 20-21	South Western	Little Rock	Sam Peck Hotel

WHITE COLLAR

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

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New York 11, N. Y.

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It Pays to Organize

Some years ago, major league baseball players made headlines when they organized themselves into a union and threatened to strike on the eve of certain key ball games. Thereafter, the major leagues recognized a players' association and negotiated minimum wages, payment for exhibition games and a pension plan, second to none.

Subsequently, the National Football League players organized a players' association and obtained a pension plan, medical insurance and other conditions necessary for their protection.

This past month, basketball professional players organized an association and threatened a strike before the recent All-Star game unless the club owners promised to negotiate for a pension program. The owners agreed on a pension program and it is in the making.

If a Union can serve the purpose of these talented men who earn up to \$100,000 per year, why should a white collar worker hesitate to choose unionism and collective bargaining as a means of securing the future?

Tax Loopholes

Now that the long delayed tax bill has been enacted into law it should give the economy a quick lift and provide more jobs.

Unfortunately, the elimination of tax loopholes supported by the AFL-CIO has not been accomplished.

In case most of our readers get the idea that we are exaggerating tax loopholes, listen for a moment to the words of Senator Stephen M. Young of Ohio in a recent newsletter: "Believe it or not, last year there were 28 individuals, each with incomes of over-half million dollars, who did not pay one cent in income taxes. These persons did not violate any law. While the rest of us were paying our full share of income taxes, they merely took advantage of the many loopholes existing in our income tax laws."

Senator Paul Douglas, Democrat-Illinois, recently revealed that one oil operator with an income of \$28,000,000 didn't pay a penny in taxes. Another with \$4,000,000 income and one with \$1,500,000 paid nothing in taxes. One with \$4,500,000 paid 7.9 percent in taxes; one with \$2,200,000 paid 8.4 percent, and one with \$1,300,000 paid 5.9 percent.

These will serve as examples of the need for plugging up the leaks in our income tax structure.

If wage earners must pay, certainly those in upper level incomes should be paying their fair share.

5.6 Million Raises

Five and six-tenth million workers in the United States received negotiated wage increase in 1963 as a result of Union contract negotiations. This revealing figure, published in a recent Labor Department survey, indicates the need for Union representation.

About one-half of these wage increases were negotiated directly in 1963 and the other half were deferred increases as a result of contracts negotiated in the year 1962. In addition, 900,000 other workers received liberalized fringe benefits in the same year. The sum of wage increases received through collective bargaining provided the additional purchasing power needed to keep our economy moving.

If it were not for unions and their collective bargaining strength the billions of dollars received by workers in 1963 as a direct or indirect result of Union negotiations would be lost to the economy of the Nation.

REMINDER

The OEIU will conduct a two-day meeting for all Local Union and International Union full time representatives.

The meeting scheduled for April 27th and 28th at the Allerton Hotel, Chicago, Ill., will include discussion on organizing plans, techniques and procedures.

President Coughlin Appointed to President's Advisory Committee to Promote Equal Employment Opportunity

THE WHITE HOUSE

WASHINGTON

February 3, 1964

Dear Mr. Coughlin:

One of the most significant achievements of the President's Committee on Equal Employment Opportunity has been the signing of Programs for Fair Practices with 116 international union affiliates of the AFL-CIO. As Chairman of the President's Committee I again congratulate you on your participation in this wholly voluntary undertaking by trade unions to cooperate with the Federal Government in promoting equal employment opportunity.

I believe that it is now appropriate for us to take another step together. Significant as our agreement was on the principle of equal opportunity we also need to cooperate on actions to make equal opportunity a reality.

Therefore, I am asking you and the other union officials on the attached list to serve on an Advisory Committee on Union Programs for Fair Practices and to work with unions and the Federal Government in making our joint efforts more effective.

Such a committee would contribute greatly to achieving our goals of eliminating discrimination, segregation and unfair practices wherever they exist in our economy; of assuring equal treatment in connection with union membership, transfers and benefits; and of securing equal opportunity in all phases of employment including apprenticeship, hiring, tenure, use of facilities, terms, conditions and assignments of work and promotions.

I hope very much that you will accept this invitation and that together we can more fully realize the American dream of equality of opportunity.

Sincerely,

Mr. Howard Coughlin
President
Office Employees International Union
265 West 14th Street
New York 11, New York

Sandia Signs With Local 251

A contract was recently ratified by the membership of Local 251 covering the terms and conditions of employment of 1,300 office and clerical employees working for the Sandia Corporation at Albuquerque, New Mexico.

This contract was consummated after two hearings had been held by the Atomic Energy Labor and Management Relations Panel in August of 1963 and January of 1964.

Among other gains attained was a 3% wage increase retroactive to July 6, 1963 and an additional 3% effective July 6, 1964.

OEIU Vice President Frank Morton, Paul Hutchings, Research Director for the Metal Trades Department, Paul Cruz, President of OEIU Local 251, and Henry R. Welch, President of the Metal Trades Council of Albuquerque made the presentations to the Atomic Energy Panel.

Prior to the certification of the Panel to hear the items in dispute, the membership of Local 251 in July of 1963 had voted to authorize a strike against the Sandia Corporation.

The intervention of the Atomic Energy Panel served to resolve the dispute and their recommendations were accepted by the Sandia Corporation and the Unions involved.



Sandia Corporation and OEIU, Local 251 Negotiating Committee Members. Standing, l. to r.: D. S. Tarbox, Director, Labor Relations, Sandia Corp.; Arthur Finlayson, OEIU Steward and Committee Member; and W. L. Martin, Labor Relations Representative, Sandia Corporation. Seated: Betty McKinstry, OEIU Steward and Committee Member; E. C. Peterson, Manager, Labor Relations, Sandia Corporation, and Paul J. Cruz, President, OEIU Local 251.



CANADIAN FILE

Good Year Predicted For Newsprint Mills in Canada

According to a recent survey of the Newsprint Association of Canada, the prospects are encouraging for newsprint mills in 1964, with an expected increase of about 375,000 tons or 5.6 per cent in Canadian production, which means a gain in average operating rate to 82.6 per cent from 80.7 per cent in 1963.

It must be noted, however, that as production in Canada for 1963 was adversely affected by strikes against U.S. newspapers, resulting in lower shipments by 200,000 tons, the forecast for this year takes necessarily into consideration the recovery from such losses as well as normal gains in shipments to U.S. publishers, local consumers and to overseas. This is also the reason why the increase in production is expected to be concentrated among the eastern mills which have been most affected by newspaper strikes.

The capacity of Canadian mills will receive a substantial addition of about 250,000 tons in 1964. For the first time in several years, reported the NAC survey, the increase in production will be greater than the increase in capacity.

A machine capable of producing 125,000 tons of newsprint a year is to be in operation by B. C. Forest Products Limited by next August. The Gaspesia Pulp and Paper machine, with a capacity of 90,000 tons, is already in operation at Chandler, Quebec. F. F. Soucy Inc. expects production very soon of newsprint and specialized paper. Capacity of its mill at Chemindu-Lac, Quebec, is estimated at 30,000 tons. Quebec North Shore Paper Company will have its third machine installed at Baie Comeau, Quebec, by late July. Expected annual capacity of the new machine is 90,000 tons.



A Duchess

Office Employees International Union Local 241, Quebec City, had the honor of having Sister Nicole Vachon chosen to be one of the Duchesses of the 10th Annual Quebec Winter Carnival. From its humble beginning, the Quebec carnival has grown to be the greatest winter carnival in the world.

The seven Duchesses, representing the different Duchies, are chosen primarily for their personality. The carnival queen is then picked by chance from the seven Duchesses at a very anxiously awaited event where each candidate has to have her name drawn three times before she is elected queen. Unfortunately, Sister Nicole was not elected but will remain a notable figure.

Seen above are Sister Nicole and the effervescent Bonhomme Carnaval, the symbol of fun and gaiety. The Bonhomme appears with the queen and the Duchesses at all the festivities planned for the three weeks of the carnival.

Principal Is Sought By Labour College

Ottawa—The infant Labour College at Montreal—first of its kind in North America—is growing up quickly.

After just one term, the college is seeking a full-time principal—someone familiar with the labor movement, bilingual and with some academic qualifications.

College Registrar Max Swerdlow, education director of the Canadian Labour Congress, says the move to hire a permanent principal is a major step toward the day when the Labour College is established in its own quarters, with a full-time staff and regular facilities.

Mr. Swerdlow said all signs point to another successful year for the new college, which opened for the first time in 1963 with 87 students enrolled for a single seven-week term.

The 1964 classes start May 11 and will run in two eight-week terms. More than 125 students are expected to attend the classes in economics, political science, history, sociology and trade unionism.

About a fifth of the enrollment is expected to come from Commonwealth and Colombo Plan countries, under a new scholarship program launched by the Canadian government as part of Canada's overseas aid schemes.

The government plans to pay the cost of getting the students to Canada, their tuition fees at the Labour College and their expenses in this country.

The Labour College, long a dream of Canadian trade unionists, was launched as a bilingual institution under the joint sponsorship of the CLC, the Confederation of National Trade Unions, McGill University and the University of Montreal.

LEGAL FACT

In Ontario, the High Court ruled that a collective agreement, and the provisions of the Ontario Labour Relations Act regarding arbitration of disputes under collective agreement, are not a bar to an employee's suing in ordinary courts for unpaid vacation pay owed to him.

Winnipeg Registration



Members of Winnipeg Local 342 are seen as they assist at the registration desk for the Labour Institute of the Winnipeg and District Labour Council, CLC. Left to right are: Miss Mary Jordan, Office Secretary of the Council and Registrar of the Institute; Miss Jean Durack, President; and Miss Gail Synder. Miss Marlyn Porter (seated) is the Secretary of Local 342.

Over 350 registrations were processed and Local 342 members also sold lunch tickets for the two-day Institute along with the Social and Dance tickets for the closing event. Members who staffed the ticket counters were Lucy Presodnick, Mrs. Margaret Sykes and Mrs. Dorothy Goldberg.

Two of the members were enrolled in the Educational Classes.

Art Coulter, Executive Secretary of the Council and Chairman of the Education Committee thanked the Office Employees for their assistance and complimented them on a job well done.

Educational Expenditures

Not Determined by Income

Toronto (CPA)—The province of Ontario has the highest per capita income in Canada, but spends LESS per capita on education than any other province.

Dominion Bureau of Statistics figures for 1961 (the latest figures available) show that Ontario has a per capita income about 50% higher than Saskatchewan's, for example, but the prairie province spent OVER 50% MORE per capita on education than Ontario.

Ontario does not even spend as much per pupil as other, less wealthy provinces.

In 1961, this province spent \$307 a pupil on elementary and secondary education, while Alberta spent \$378 per pupil, British Columbia \$373 and Saskatchewan \$327.

Here is a table showing (1) per capita income by provinces, (2) expenditures on education as a percentage of personal income 1961:

Personal income per capita	Total school board expenditures as percentage of personal income
Ontario \$1,829	Saskatchewan 6.3
British Columbia 1,809	Alberta 5.4
Alberta 1,582	New Brunswick 4.6
Manitoba 1,476	Newfoundland 4.5
Quebec 1,332	British Columbia 4.2
Nova Scotia 1,191	Nova Scotia 4.2
Saskatchewan 1,184	Prince Edward Island 4.1
New Brunswick 1,054	Manitoba 4.0
Prince Edward Island 952	Quebec 4.0
Newfoundland 904	Ontario 3.9

Local 57 Elects Officers



OEIU Intl. Rep. Romeo Corbeil reports that Local 57 elected the following to office: Pres., Roger Jeannou; Vice Pres., Renaud Falcati; Recording Secy., Jacquelyne Lavoie; Financial Secy., Philippe Lamoureux; Trustees, D. Vanhestem, Gerard Gauthier, Claudette Fanzolato; Sergeant-at-Arms, Marc Laporte. The annual report submitted to the members showed organizing progress and the year 1963 proved to be a milestone for the Local. As of November the 1,000 membership goal became a reality. The meeting was followed by a reception at the Mount Royal Hotel. Seated at the table are: Henri Labine, Vice-President; at the rostrum, Philippe Lamoureux, Financial Secretary; Roger Jeannou, President; Giles Beaugard, Business Agent; Emile Normandeau, Guest President of Local 114, Dalhousie; and International Representative Romeo Corbeil.

CLC Views Pending Legislation

The program of legislation announced in the Speech from the Throne will be watched with close interest by the Canadian Labour Congress, CLC President Claude Jodoin said. The President of the 1,080,000-member central labor body stated that particular attention would be paid to legislation to implement a national program of contributory, portable pensions.

"The CLC is on record as being strongly in favour of a national, wage-related, contributory portable pension program and we have watched with great

regret indications that the standards proposed initially for such a plan are being steadily whittled away," Mr. Jodoin said. "The CLC feels that there is strong public support for a program which will provide a reasonable retirement income for Canada's senior citizens and deplores attempts to sabotage the basic Canada Pension Plan proposed last year."

The CLC President said that the Congress was awaiting the opportunity to present its views in detail once final proposals for the plan were announced. He noted that failure to include pro-

vision for survivors' benefits was a major omission from details already announced.

Mr. Jodoin welcomed the decision of the government to extend the fishing limit up to 12 miles from Canadian shores and described the decision to establish a Department of Rural Development as "a recognition of the needs of a rapidly changing society" in Canada.

Proposals for redistribution and the inquiry into a limit on election expenses are matters which have been urged by the Canadian Labour Congress since its inception.



from the desk
of the

PRESIDENT

Automation's Deadly Toll

Between the time you read this and in the next 24 hours, almost 5,000 people will have lost their jobs or moved on to different jobs because machines will be doing what these people were doing yesterday. This isn't my figure. It is a statistic supplied by Secretary of Labor Wirtz. Or put it another way:

Every day in the United States, 5,000 jobs are abolished by automation and technological change. This doesn't mean that each day 5,000 people lose their jobs due to automation. If it did, unemployment would be even higher than it is today. What it does mean is that the revolutionary technology is wiping out these 5,000 jobs forever so that they will never exist again. It's something like the automobile wiped out the livelihood of men who made buggy-whips or wagon-wheels. The buggy-whip worker was never employed at his craft again anymore than blacksmiths and horseshoers ever found jobs again—except for a vestigial handful—at their craft. However, it is true that many of those displaced by the automobile found jobs in the automobile industry.

Jobs Are Destroyed

Automation, on the other hand, is intended to destroy jobs forever. This happens at such a speed that there isn't enough time for new jobs to materialize. Automation is as different from previous technological advance as the hydrogen bomb is different from the musket. Now the M-14 rifle is superior to the musket. So is the bazooka or mortar but in dimension and capacity for total damage the hydrogen bomb is beyond normal human comprehension. A single nuclear weapon contains almost ten times the explosive force delivered by all the Allied air forces in World War II. Automation, comparably, is to past technological change what nuclear weapons are to TNT. Automation is an absolute, something unique in man's history. For example, the Age of Steam or the Age of Electricity were extraordinary and unprecedented extensions of man's physical powers. The Age of the Computer is an extension of man's mental powers but even more, it is a substitution for those powers. As Secretary Wirtz said recently:

"The machines now have, in general, a high school education—in the sense that they can do most jobs that a high school education qualifies people to do."

We know that when The Bomb goes off it'll be too late to do anything about peace. Before—that's the time for adjustment and preventatives. Planning in advance is what is called for.

Yet advance planning is precisely what we are not doing. Too many people are still operating on the assumption that automation is no worse than a bad head-cold which time and a little aspirin and some double-talk incantations will cure. The Council of Economic Advisers thinks all we need do is increase consumer demand or in fancier economists' language—total aggregate demand—and we will reduce unemployment below 5 per cent. But it will take a lot more than that to end the mass unemployment we have suffered from for more than 70 consecutive months, almost 6 years.

"Moles in Daylight"

American industrialists, let us concede it, are among the most ingenious and resourceful of any group in the world—as technologists. As understanding, socially-minded individuals they are as helpless as moles in daylight. Take a large concern which decides upon automation. Very generously, they decide that they can get along with their present work-force; they can leave it intact because the savings from automation are so huge that no dismissals are needed. They will stick to the attrition route—to cut down the work-force. People die, retire, get sick, get other jobs. There are no replacements and in five years or less, several hundred jobs have disappeared because of automation and the company's profits soar—as was the case in 1963.

Today the companies which adopted automation produce their wickets or gadgets or gizmos with a speed never seen before. Production and productivity soars, too. But for whom are they producing? The workers who have left are jobless or else have found jobs at lower wages. The mass consumer market has disappeared. For whom are they producing? For people on relief, on the poverty line, for people too scared to buy because they see their jobs disappearing?

Robert C. Garreston, Vice President of Carling Brewing Co. wrote in a recent issue of the Harvard Business Review:

"Progress toward the complete mechanization of industry and the development of electronic controls and automation has made it possible to produce more and more goods each year. And until

Grievance Story Has \$100 Ending

HART MOTOR EXPRESS, INC.		1743
		17-18 910
PAY	CHECK NO	DATE
1,743	1,743	FEB 7 64
TO THE ORDER OF		AMOUNT
BERNIE HENRICHS		\$100.00
		Second Northwestern National Bank of Minneapolis Minneapolis, Minnesota HART MOTOR EXPRESS, INC.
		<i>Walter Hennings</i>
		89

Local 12 member Bernie Henricks is the happy recipient of a \$100 check.

Several weeks ago, a grievance was filed by Brother Henricks when his claim for maternity was denied because the company, Hart Motor Express, Inc., failed to cover his dependent wife until five

months after request for said coverage was made by him.

Processing of the grievance through the first two steps did not result in settlement and Local 12 proposed arbitration. When the company failed to name their arbiter, the Local claimed forfeiture. When the company still refused

to pay, a strike notice was filed with the Minnesota State Labor Conciliation Service.

Finally, a settlement was reached in a meeting with Donald R. Hilliker, Business Manager of Local 12, V. Buck, State Labor Conciliator and representatives of the company.

Local 5 Signs Western Empire Operators Association

Denver, Colorado—Local 5 Business Representative Frank Schoepel reported the successful signing of a renewed three year agreement with the Western Empire Operators Association. The Association represents six major motor carriers and covers some 300 clerical employees.

Substantial improvements in the new three year pact include:

- Sick leave accumulative to 25 days, formerly 21.
- Four weeks' vacation after

18-years of service.

- A health and welfare program requiring a \$16.50 contribution by the employer raised to \$19 on November 1, 1965.

- A Pension Plan with a 10 cents per hour employer contribution effective Nov. 1, 1965.

The Local negotiating committee is indebted to International Vice President John Kinnick whose able assistance was instrumental in the successful signing of the new agreement.



As Local 5, Denver, signed with Western Empire Operators Assn. Standing, left to right: Frank Schoepel, Business Representative; Carl Parton, Consolidated Freightways; Audrey Bolyard, Denver-Chicago Trucking Co.; Helen Evans, Navajo Freight Lines; Emil Anderson, Ringsby Truck Lines. Seated, left to right: John Torp, Burlington Truck Lines; Norman Pixler, General Manager, Western Empire Operators Association; Merle Lagerquist, Garrett Freight Lines.

recently it has been relatively easy to find markets for everything that could be produced. It is only in the last few years the lack of profitable markets has seriously limited the rate of growth of the U.S. economy. To put the matter bluntly, industrialists and economists agree that it would be easy enough to increase total production at a much faster rate, if it could be demonstrated that profitable markets for the increased production would be available."

To put it simply, when almost 5 million workers and their families are without regular, decent incomes because the wage-earner can't find a job, industry and commerce and the service trades lose a significant part of their market. Garretson isn't the only industrialist who is beginning to see that you can't sell people who are broke and insecure.

In coming months I am going to examine in great and concrete detail the state of our economy and its future trends. But I can say now that at the rate the computer technology is moving and with the inability of our leaders to cope with its ravages, we will have an unemployment, I would predict in the next three or four years nearer double the present unemployed or about 10 per cent of the work-force.

America and its miracle economy is on the threshold of a crisis.

Local 153 Hails New Agreement With H. I. P.

Officials of Local 153 cited the recent signing of a two year pact with the Health Insurance Plan of Greater New York as one of the most outstanding agreements in the Local in regard to wage schedule ranges.

Salary increases will range from \$5.00 to \$9.50 over the two year period. New rates range from \$80.50 for mes-

sengers to \$191.00 for statisticians.

Other new provisions stipulate the employer will pay the full cost of \$2,000 convertible life insurance for each employee with an employee option to purchase up to \$5,000 more at a cost of 45 cents per \$1,000 per month. Additional amounts are provided under the existing pension plan.

Also introduced was a technological change clause which will protect against layoff due to automation for all employees hired prior to Dec. 3, 1963.

The employer under the terms of the new agreement will pay the full cost of H.I.P. and A.H.S. (Blue Cross) coverage instead of 75% as formerly and will provide an improved H.I.P. contract including a drug rider.

In addition to the general salary increases, automatic increases will be due every six months, ranging from \$2.00 weekly in the lower grades to \$5.00 in the higher ranges.