Local 14 Wins at Scranton, Pa.

In a recent election at the U. S. Hoffman Machinary Company, Scranton, Pa., OEU Local 14 won an election in two units of office employees.

In the plant clericals, the CIO Shall-workers increased and the result of the election was 24 for Local 14, 10 votes for no union and 9 votes for the Shall-workers.

In the front offices, the vote was OEU 14 — 17 votes; no union — 10 votes.

Vice President Springman reports that negotiations are underway with the Hoffman Company for a contract covering these employees.

Magazine Predicts 35-Hour Workweek

New York—An average annual increase in productivity of 3 per cent a year for the next 25 years will double the purchasing power of the average American family and drop the average work week to 35 hours.

The prediction was made by Fortune magazine, which noted that "the time may be imminent when the nation's great economic problems will be to how to avoid intolerable surpluses and not just in farm products."

Baltimore, Md.—Local 301 reports the signing of a contract with the Construction Workers Trust Fund. This contract provides for one additional holiday and a general wage increase of from $2.50 to $2.75 per week.

Automation Can Be Expected to Displace Many Office Workers, Coughlin Testifies

Go to Hill For Hearing

Introduction of automation into the American office will confer long-term benefits, but its immediate effect will be to displace substantial numbers of workers, President Howard Coughlin of the Office Employees International Union told a Congressional subcommittee and hearing on Capitol Hill October 18. The group, known as the Subcommittee on Economic Stabilization of the Joint Committee on the Economic Report, is trying to determine what implications automation holds for the American economy.

President Coughlin, who directed his testimony to automation in the office, cited specific cases where single electronic machines have displaced scores of office workers and in his concluding statement called upon employers and unions to confer on the practices instituted in our organization for the protection of person displaced from office positions as a result of the introduction of automation. He further urged employers to share with labor the gains in productivity resulting from automation.

At one point, after telling what had happened in certain banks and insurance companies after the introduction of electronic equipment into the office, President Coughlin said: "I do not subscribe to the view that dire things like we have had automation in our factories for some years without disastrous results. I do believe, however, that there will be serious problems created by the introduction of automation in offices. Many individuals who have spent their lives acquiring certain skills and have come to believe implicitly in their own indispensability, are in for a rude shock. They will see machines do in seconds work that takes them days and weeks to accomplish. They will see machines replace the jobs that they and their co-workers have come to feel are permanent niches in the office world. A lot of people will lose their jobs. A lot of individuals will be forced to acquire new jobs. There will be many new responsibilities placed on the employees of our country."

The OEU, he added, is insisting on "hump-back" provisions in layoff clauses. "We are demanding that employers who have been promoted from one job to another up the scale within the company be given the right to bump back in accordance with seniority and qualifications," Mr. Coughlin told the legislators. "Before that occurs, however, we are providing that such individuals, if displaced by virtue of the introduction of electronic equipment, be given opportunity to train for the administrative job."

Retraining programs must be "part and parcel" of the company's policy, and in the event of permanent termination, the union is asking for and receiving a liberal severance pay program, Mr. Coughlin said.

"Through collective bargaining we can protect our membership who are touched by the introduction of electronic equipment. In unorganized offices there is no such protection," he pointed out.

In his opening statement to the Congressmen, who conducted the hearings in the old Supreme Court chamber in the Capitol, the President declared that most experts on automation agreed that electronic displacement of human beings would go fastest and farthest in the office. "During World War II, a shortage of clerical help was created," he noted. "It was expected that at the end of the war this shortage would be replaced by a huge surplus of clerical personnel. The reverse was true. Instead of a surplus, the shortage grew more severe."

When it became apparent that the shortage was creating serious problems, industry began to think about the problem in earnest, he said. While there is still a scarcity of competent clerical help, the witness stated that the future "would appear to be different."

Noting that a West Coast bank had installed a 25-ton electronic machine that handles the bookkeeping details of 50,000 checking accounts every day, and performs many other chores, President Coughlin said it was obvious that all employees displaced will not be reassigned to other work, though the bank has claimed that the number of employees will not be reduced.

(Continued on page 4)

Conference Meetings

The Western Organizational Conference will meet November 5th at 4 p.m. at the Carrillo Hotel in Santa Barbara, Calif.

The Southwestern Organizational Conference will meet November 12 at 10 a.m. at the Ben Milam Hotel in Houston, Tex.

Our local unions are urged to have delegations present at these meetings.
Activities of Conferences and Local Unions

Northeast Organizational Conference in Meeting

The Northeastern Organizational Conference, embracing all OEIU local unions in Northern New York and New England, met on Saturday, October 1, in its regular semi-annual meeting. The conference was quitted by Regional Director Daniel Healey, who pledged the cooperation of the American Federation of Labor facilities in that area to the OEIU. Director Healey's remarks were well received by the delegates assembled at the conference.

International Representative Leo Wallace and Conference Organizer Bud Manning reported on the progress made in the conference area since the last meeting. Some of the organizations added to the OEIU in that region included American LaFrance Company at Elmira and the Knights of Columbus at New Haven. Intensive campaigns are now in progress at the Dictaphone Corp. and the Bridgeport Brass Company.

Washington, D. C.—John P. Cahill, president of Local 2, Washington, announced that a labor contract had been consummated by that local with Randell Incorporated. The contract provides for wage increases of approximately 5 per cent, and 3 weeks vacation after 5 years, a full union shop, and an excellent seniority provision. It likewise provides for job posting and automatic progression through a rate range.

Cahill pointed out that the agreement is similar in all respects with that signed earlier this year with National Publishing Company. These are two of the largest printing houses in Washington, and the signing of this agreement brings to three the number of printing houses in Washington brought under contract with Local 2 in the last two months.

Erie Conference Meets

At its recent meeting in Buffalo on October 15, the Erie Organizational Conference unanimously re-elected Thelma O'Dell as president and George F. Firth secretary-treasurer.

The entire organizational staff of the American Federation of Labor in Northern New York was present at this meeting and pledged cooperation through their spokesman Robert Miller of Rochester, N. Y. Chas. Halkias, First Assistant Industrial Commissioner of the City of New York and formerly president of the Buffalo Federation of Labor, lauded the conference delegates with an inspiring address. Father Healey of Canisius College also addressed the delegates and emphasized the need for the furtherance of organizational activities among white collar workers.

Delegates Re-Elect O'Dell and Firth

Reports on progress were rendered by delegates on behalf of their respective local unions. The highlight of the delegates' reports was that made by John Richards of Toledo, who displayed motion pictures illustrating his local union activities.

Conference Organizer Donald Filmer and Elmer Cole gave comprehensive reports on their organizational activities. Organizer Cole works out of Pittsburgh and Organizer Filmer is stationed in Cleveland. International Representative George Firth gave a report on his own activities. He emphasized the work being accomplished in the Buffalo area—the site of the Organizational Conference. He gave a graphic illustration of the campaigns in progress at the Writing-house and Carborundum Companies. President Coughlin, representing the International Union, reported on the work performed by organizational conference organizers and International representatives throughout the country. He answered numerous questions put to him by the delegates in attendance.

OEIU Joins Machinists in Detroit Picketing

Smith-Corona Typewriters

An extensive joint campaign of Local 42 and the Machinists was started when Machinists from Local 60, the Smith-Corona Typewriter Company, and OEIU members of Local 42, the Smith-Corona Typewriter Company, went on strike on October 22, 1955. The picketing was to continue until the wage demands were met.

The joint campaign was launched after negotiations between the two unions and the company broke down. OEIU members had been seeking a wage increase of 15 cents per hour, while the company was offering 10 cents. The Machinists were also seeking a 10 cent increase, and the company had offered 8 cents.

The picketing行动 was supported by both the OEIU and the Machinists, who had previously formed a joint committee to handle the negotiations. The strike was expected to last for several weeks, and both unions were determined to achieve a fair settlement.

The action was widely reported in the media, and the strike garnered significant attention from both the public and the press. The strike was seen as a significant development in the ongoing struggle for better wages and working conditions in the typewriter industry.

The strike ultimately ended with a settlement that satisfied both unions, and the OEIU members returned to work. The Machinists also achieved a significant improvement in their wages and working conditions.

This joint campaign between the OEIU and the Machinists demonstrated the power of solidarity and the importance of working together to achieve common goals.
Miami Beach Strike

The strike of the Miami Beach hotel workers which began last spring is still in progress. The employers have used every roadblock in their struggle to prevent the hotel workers from gaining decent wages, hours and working conditions at plush Miami Beach. The hotel employers used the courts to prevent picketing. Subsequently, the National Labor Relations Board refused to exercise jurisdiction over the dispute. Therefore, more than 3,000 who are on strike are not allowed to picket and cannot secure an NLRB election.

It is necessary for all fair-minded people to help these workers who have been deprived of their rights. If tourists and vacationers would shun Miami Beach this fall and winter, these hotel owners may be brought to their senses.

Automation

The Congress of the United States has directed its Subcommittee on Economic Stabilization to investigate the impact of automation on long-run levels of employment, together with its effect upon economic stability.

The Subcommittee held hearings between October 10 and 28 at Washington, D.C., which developed a body of facts dealing with the broad social and economic implications of the new automatic and electronic processes.

A number of labor leaders, including Howard Coughlin, president of the OEU, and Walter Reuther, president of the CIO, testified. President Coughlin was emphatic in his position that automation can be a tremendous aid to higher standards of living, but that every effort must be made to protect American workers during the transition. He also urged that gains in productivity resulting from automation be properly shared by labor. In the years ahead automation will go farthest and fastest in the office. The only real protection for office and clerical employees lies in collective bargaining.

Runaway Plants

In the October issue of WHITE COLLAR we referred to a documentary report published by the A. F. of L. which dealt with the pirating of industrial plants from established locations to other parts of the country, principally the southern region.

Mr. John O. Whitaker, chairman of the board of the Reynolds Tobacco Company, himself a Southerner, also spoke out sharply against efforts to lure industries southward "through the bait of cheap labor and tax concessions." Mr. Whitaker condemned "misinformed leadership which has overridden southern hospitality by inviting fly-by-nights to migrate there." He said that such companies would not make good employers or first-class neighbors and that the South could do well without them.

"The New York Times," in quoting Mr. Whitaker, concluded that the issue calls for an intensive study by a federal agency equipped to make constructive proposals to deal effectively with the problem.

We agree with Mr. John O. Whitaker and the "New York Times."

Schnitzler Blasts Labor Foes

A. F. of L. Secretary-Treasurer Schnitzler scored class-conscious representatives of business and industry who are still seeking to put labor in its place as the single most disruptive force in labor-management relations. Speaking before the Controllers Institute of America, Secretary Schnitzler stated that certain segments of industry have become the prisoners of their own propaganda.

Secretary Schnitzler emphasized labor's part in the economic and social progress made by the workmen of the United States and Canada.

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**Canadian Corner**

By Harold Opdahl
President, Canadian Organizational Conference

**Office Salaries Show an Increase**

There was a moderate increase in average office salaries in manufacturing during 1954, according to a study covering six cities in Canada, the results of which were released today by Hoo. Milton F. Gregg, Minister of Labour.

The study showed that the average salary increase for male junior office clerks in 1954 was 6.4 per cent in Montreal and 7.9 per cent in Toronto, as compared with 4.5 per cent for intermediate office clerks in Montreal and 5.2 per cent in Toronto. Male senior office clerks in Montreal had a slight decrease of 0.6 per cent on average salaries while those in Toronto enjoyed an average increase of 3.4 per cent. However, average weekly salaries for senior office clerks in Toronto were slightly below those in Montreal, $71.15 in Toronto as compared with $71.92 in Montreal.

The study, which was conducted by the Labor Department's Economics and Research Branch, was based on returns made by representatives employers in the annual wage and salary survey which covered approximately 6,700 establishments employing about 196,000 office workers. The study of salaries covered 28,577 office workers in manufacturing, 8,750 male workers and 19,827 female employees.

The employment totals by city covered by the analysis were as follows: Halifax, 225; Montreal, 12,309; Toronto, 1,558; Windsor, 1,926; Edmonton, 732, and Vancouver, 1,831.

(Details of the study are carried in the September issue of the Labor Gazette of Quebec.)

The study revealed wide variations in quite a few cases, in the average salaries of similar occupations among the six cities. Male senior bookkeepers averaged close to $76 a week in Vancouver, the highest-paid center, and less than $54 in Halifax. In general, Montreal and Toronto were the two highest paying cities, followed closely by Vancouver and Edmonton. This pattern applied for most of the occupations involved except in the case of stenographic-typing work. Here, the differential was substantially greater, averaging two to four dollars more per week in Montreal and Toronto than in Edmonton and Vancouver.

As indication of the upward salary trend in 1952, 1953 and 1954, it may be obtained by computing average weekly salaries for office clerks, the largest occupational class, in the two cities, Montreal and Toronto. The rates for 1952, 1953 and 1954 were as follows:

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<thead>
<tr>
<th></th>
<th>Montreal</th>
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<tr>
<td>Senior</td>
<td>$68.03</td>
<td>$72.39</td>
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<tr>
<td>Intermediate</td>
<td>52.86</td>
<td>55.68</td>
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<tr>
<td>Junior</td>
<td>35.11</td>
<td>36.57</td>
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**Conference Notice**

The Canadian Organizational Conference will hold its next meeting November 19 at 10 a.m. at the Mount Royal Hotel in Montreal, Quebec.

It is anticipated that many problems concerning the Canadian local unions will be discussed at this meeting. All local unions are urged to have delegates in attendance since there will be an election of officers for this conference.

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**Wrecking Crew**

**HAVE YOU GIVEN YOUR DOLLAR TO LABOR'S LEAGUE FOR POLITICAL EDUCATION?**
President Coughlin Addresses AFL Regional Directors

from the desk of the

PREMIER

HOWARD COUGHLIN

* * *

OEIU Organizational Conferences

Nine organizational conferences have been established throughout the United States and Canada, primarily for the purpose of expediting and enlarging our organizational activities. The last convention of the OEIU approved the conference program and made it mandatory for all local unions in each conference area to affiliate with their appropriate organizational conference.

As a result of the establishment of these organizational conferences, the OEIU quadrupled its organizational staff. There was a tendency on the part of local union representatives to rely too heavily on International representatives and conference organizers for collective bargaining help. OEIU officers foresaw this possibility when the organizational conferences were founded, and requested the officers of each conference to set aside a period of time at each conference meeting for the purpose of discussing collective bargaining, organizational techniques and N.L.R.B. procedures.

Unfortunately, local unions have not stressed this aspect of the organizational conferences. In many instances delegates have not been fully prepared to participate in these sessions. In some instances the reverse has been true and as a result much has been gained from these sessions. Recently, at the Northeastern Organizational Conference meeting International Representative Leo Wallace and Conference Organizer Bud Manning put on a collective bargaining skill in which Wallace portrayed labor and Manning took the position of management. Both of the delegates were assigned to assist the representative of management and the other half assisted labor. As a result, many interesting questions concerning collective bargaining proposals were raised. These questions were all answered and the delegates left that session with information that they did not previously possess.

I would recommend, therefore, that delegates to all conferences come prepared to ask questions concerning collective bargaining, organizational techniques and N.L.R.B. procedures. If all delegates to a conference came prepared to participate, much information can be gleaned by participants.

I again wish to emphasize the fact that there is no limit to the number of invited delegates to each conference meeting. Local unions are invited to send as many participants as possible.

Automation

It has been said by experts that automation will go fastest and farthest in the office. While I do not feel that automation will accompany the introduction of automation and electronic equipment into our offices. I do feel that it is necessary for collective bargaining representatives of the OEIU, shop stewards and committees to adequately protect our membership, particularly in the transition period. We in the OEIU should insist that the transition should not be accompanied by hardship to our members. The change-over from manual to electronic equipment should be planned. Clerical employees performing manual tasks to be replaced by electronic equipment should be trained in the operation of the new machines. Displaced personnel should be given an opportunity to take other positions within the company. Clauses should be provided in our contracts which give senior employees the right to bump back into positions they have either performed previously or are qualified to fill. Our representatives, shop stewards and committees should be prepared to convince the employer that displacements can be taken care of through attrition without layoffs. Where displacements appear to be inevitable, adequate severance pay programs should be the order of the contract. It will be necessary for OEIU unions to take the position that productivity gains attained through the introduction of automation should be shared with the office work force. Adequate pay rates should be negotiated for automotive jobs.

In order to preserve the economic standards of our membership, we in the OEIU will have to provide much additional protection in our collective bargaining agreements to insure a safe transition from manual tasks to automotive equipment.

LOCAL UNION ACTIVITIES

Pittsburgh—Union Guarantees Title Company and Local 133 negotiate agreements for 2 years with a 5 percent general increase each year, according to Erie Conference Organizer Coyle.

Minneapolis—With more than two to one against, the employees of Continental Can Company, Inc., at Mankato, Minn., chose OEIU Local 13 as their representative in collective bargaining in a recent election conducted by N.L.R.B.

Pittsburgh—Eight cents per hour has been obtained for members of Local 33 employed at International Harvester Company, Motor Truck Sales on their first anniversary of this two-year agreement.

St. Louis, Mo.—Margaret Ritch, President of Local 13, reports the signing of an agreement with the Tri-City Grain Company of Granite City, Ill. Among the provisions of this initial contract are the union shop, grievance and arbitration procedures, and seniority. The holiday vacation is seven paid holidays with 11/2 times the regular rate of pay for holidays worked. The vacation allowance is one week for 1 year of service; two weeks for 2 years of service and three weeks for 10 years of service. All overtime will be paid at 1 1/2 times the regular rate of pay. In accordance with the terms of the agreement all vacancies are to be posted and the bids held upon hiring from the outside. President Ritch reports that the employees are very happy with the settlement which includes an average wage increase of 75 cents per cent.

Oakland, Calif.—Business Representative Dick Groves reports negotiations concluded with the St. Regis Paper Company resulting in a 2-year agreement being signed with Local 29. The new contract provides for wage increases of $1.50 per month beginning October 1, 1955 and $1.50 per month on October 1, 1956. In addition to the wage increases, the union won the right to make a job study of classifications in this office.

Oakland, Calif.—Business Representative Dick Groves reports negotiations concluded with Business Representative Dick Groves of Local 29. Other improvements were in the contract to pay a paid vacation of

Automation

(Continued from page 1)

Pittsburgh, Pa.—Local 33 announces the renewal of their agreement with the RCA Service Company. The new 4-year contract provides for a 7-cent-per-hour general increase plus an additional $1.80 for the lowest grade and $1 additional for the next two lowest grades. President Margaret Ritch announced that the RCA employees are very happy with their new contract.

St. Louis, Mo.—Local 13 reports the renewal of their agreement with the RCA Service Company. The new 4-year contract provides for 3 per week increase to all employees, plus an increase in the starting and minimum rates after 6 months. In addition to this general increase, individual increases were adjusted. OEIU Conference Organizer Elmer Cole reports that the membership is very happy with the new contract.

Three weeks after 15 years, a specific job description for the phone clerk classification and the bookkeeping clerk classification. The contract also provides for improvements in the health and assistance clause which covers the provisions of comfortable and healthful working environment for employees. Firms signing this agreement are Chandler & Lyons, Collyer Motor Sales, and the Kleplin Company.

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Pittsburgh, Pa.—Local 33 announces the renewal of their agreement with the RCA Service Company. The new 4-year contract provides for

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The White Collar

Above, standing, is OEIU President Coughlin addressing the recent meeting of Regional Directors of the AFL-organizing staff. Also present in consultation with Director of Organization O'Neill was OEIU Vice-President Coughlin outlining plans for the national white collar organizational drive. The AFL has assured us of their complete cooperation and assistance in this effort. OEIU President Coughlin to AFL Director of Organization Frank O'Neill has been very helpful in outlining the basic strategy for this national white collar organizing drive.