Executive Board to Publicize Organized Insurance Firms

At its recent meeting in San Francisco on May 29 through June 1, the Executive Board instructed President Coughlin to forward a letter to all International Unions, State Federations of Labor and City Central bodies containing a list of insurance companies organized within the OEIU.

As a result of action taken at our last convention whereby the delegates unanimously called upon the labor movement to do business only with organized banks and insurance firms, numerous communications reached our International office asking for a list of such companies. The International Union is now in the process of compiling this list which will be forwarded to the labor movement shortly.

The Executive Board also took up the question of strike combinations to strike-bound local unions. It directed the executive officers to send a letter to all OEIU local unions, asking such locals to encourage local union officers to make nominal contributions immediately when the International Union sends out appeals for assistance.

The Executive Board dealt with many matters that came before it relating to jurisdiction, inter-union disputes, and matters brought to its attention by local unions.

A Constitution Committee composed of President Coughlin, and Vice Presidents Springman and Juliano, and assigned certain constitutional matters to this committee, instructing it to report back to the December meeting of the Board.

As a result of a report made by Vice President Art Fritz, the Board set the next convention to be held at the Hotel Oakland in the City of Oakland, June 10 through June 14, 1957.

Western Conference Holds Meeting

Western Conference of the OEIU met in San Francisco June 2.

Executive Board Meets in San Francisco

Executive Board of American Can Company Choose OEIU

In a recent NLRB election, the office employees of the American Can Company chose the Office Employees International Union as their collective bargaining agent.

Jack Print, organizer for the Southwestern Organizational Conference, reported that during the campaign to organize employees of the Steel Workers intervened after we had filed a position for a representation election. The Steel Workers claimed that they had jurisdiction over office employees in steel-fabricating plants. Through an excessive personal contact campaign by Representative Print and the organizing committee of employees of the company, the result of the election showed that these office workers wanted to be represented by a union dedicated exclusively to the problems of office workers.

In this election, 1,066 employees voted, except one who was on vacation. When the votes were counted the OEIU received merely a few to one margin over the non-union vote. The Steel Workers Union which had intervened after a petition, claiming interests, received no single vote. We congratulate the employees of the American Can Company on their foresightfulness in voting for representation by an office employees union.

Representative Print and a committee are at the present time negotiating with the company for an agreement to cover wages, hours and working conditions.

Insurance Employees in Tacoma Vote OEIU in NLRB Ballot

The office employees of Hansen-Rowland, Inc., an insurance brokerage firm in Tacoma, Wash., voted recently to be represented by the Office Employees International Union. Organizer Gene Corum reported that "only the active participation of the organizing committee of the employees of this company made it possible to offset the vicious anti-union campaign conducted by the employer.

Although the working conditions were very much sub-standard, some of the employees were hard to convince of the advantages of belonging to the OEIU. By constant personal contact and interest on the part of our unions have done in other places, we were able to convince a large majority of these employees that their interests would be best served by joining the OEIU and working under union conditions outlined in a written contract. As soon as the election was won many of the employees whom we had the pleasure expressed their desire to become members and signaled their relief at the outcome of the NLRB proceedings.

The OEIU is currently in the process of drafting contract proposals, along with a committee of employees of the Hansen-Rowland Company, Inc.

Computers Threaten White Collar Class, Says Expert

ANN ARBOR—Electronic computers may someday eliminate most small industries and replace the white collar class of workers, a University of Michigan computer expert has predicted.

John W. Carr, assistant professor of mathematics and former supervisor of the University's MIDAC computer, thinks that the machine is so fast and has such potential that Americans should begin to consider the drastic changes that lie ahead.

"I have no doubt that electronic computers are going to have a greater impact upon our society than atomic energy," Professor Carr told today between classes of a two-week course on the devices being offered by the University. "The industry is doubling in size every year, and in 15 to 20 years, perhaps less, it will be equal to the entire automotive industry." By 1965, every company with more than 500 employees will have to have its own computer.”

(Continued on page 4)
**Activities of Conferences and Local Unions**

**Northwest Conference in Session**

The OEIU’s Northwest Conference held a successful meeting in Seattle, Wash., on May 26.

**Tiffin, Ohio—Business Representative Donald A. Figler reports the signing of an agreement by the Sterling Grinding Wheel Co. and Local 125. The agreement provides for a pension plan of 7 cents per hour; past service credits from December 1, 1954 (date of purchase) to January 1, 1956. Nine-year contract with wage increases of 7 cents per hour at 4 per cent and 4 per cent, other increases company-paid life insurance from $1,200 to $1,500, in addition a yearly sick benefit from $25 to $30, and a clause protecting employers’ salaries.

**Toledo, Ohio—Vice President Bloodworth reports the settlement of the agreement between the ARO, Inc., and Local 179. The contract language has been changed, an additional day gained in vacation if a holiday falls within a vacation period, doubling the figures for years of service, secure hours worked in excess of 12 hours, a 10-cent-per-hour increase in the first year and 6 cents per hour next year with a wage re-opening clause at the end of year 5. The new agreement will run until June 1, 1959.

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**Washington Gas Co. Signs Paet**

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Beumen, Calif. — Phyllis Mitchell, secretary-treasurer of Local 114, said recently that her union had just signed an agreement with the American Federation of Labor. The agreement provides for a pension plan of 7 cents per hour; past service credits from December 1, 1954 (date of purchase) to January 1, 1956. Nine-year contract with wage increases of 7 cents per hour at 4 per cent and 4 per cent, other increases company-paid life insurance from $1,200 to $1,500, in addition a yearly sick benefit from $25 to $30, and a clause protecting employers’ salaries.

**Toledo, Ohio—Vice President Bloodworth reports the settlement of the agreement between the ARO, Inc., and Local 179. The contract language has been changed, an additional day gained in vacation if a holiday falls within a vacation period, doubling the figures for years of service, secure hours worked in excess of 12 hours, a 10-cent-per-hour increase in the first year and 6 cents per hour next year with a wage re-opening clause at the end of year 5. The new agreement will run until June 1, 1959.

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**East Stroudsburg, Pa.—International Representative Magruder reports that the National Labor Press Union has signed an agreement with the Pennsylvania Coal Co. for the terms of employment of the members of the union.

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Curtiss-Wright Signs Agreement

Chartered Munich Employes

WASHINGTON, D. C. — The charter group, Local 13, for employes of the Free Europe Committee and Radio Free Europe was recently approved by executive officers of the Free Europe Committee. Although the location of the new local is in New York City, where the two organizations have their headquarters, reports indicate that a large proportion of the local union membership is actually employed in Munich, Germany, in connection with the operation of Radio Free Europe.

The Free Europe Committee and Radio Free Europe have battled for the past several years to establish organizations maintained solely by private contributions.

The latter is well known for its long history of effective broadcasting from Munich, where it is housed in a community-owned dominion house.

St. Joseph, P. O. — Organizer Corbell reports that Local 338 of the OPEIU has been certified as the bargaining agent for the Rowland Paper Company.

This agreement provides for a $1 per month increase in the minimum wage, a 2.5 per cent general increase effective May 1, 1957.

Red Rock, Ont. — B. W. Mc- Cann, secretary-treasurer of Local 697, reports the signing of a new agreement with the St. Lawrence Power & Paper Co. This agreement provides for a $2 per month increase, effective October 1, 1956, plus a 2 per cent general increase effective May 1, 1957, correction of inequities within the bargaining unit and improvement in call-in pay. Improvement was also made in the provisions for jury and overtime pay. A provision to a higher position at whatever the minimum salary. The company further agreed to increase its present contribution by 90 cents per month per employee toward the cost of any health, medical and surgical hospital plan.

Smooth Rock Falls, Ont. — J. D. McMaster reports that Local 165 has completed negotiations with the Alitalia Power & Paper Co. in its contract covering the hotel em- ployes and hospital workers at Smooth Rock Falls. The new agreement, which runs for two years, provides for a 5 per cent general increase of $21 per month effective May 1, 1956, and an additional 1 per cent increase effective May 1, 1957. Also included in the new contract are provisions for two weeks' vacation after one year's em- ployment. Meetings of the health, medical and surgical hospital plan.

Accompanying Representative Wallace were Don Woodard, John Dewley, Jr., Mrs. Anne Powerny and Mrs. Louise White.

Millwood, N. Y. — Northwestern Organizational Conference Officer Leo Wallen reported negotiations between Local 192 and the Great Northern Paper Co. completed the contract includes the following improvements: Shift differential increases of $1.75 per hour, $1.75 per 3 hours per 5 per cent general increase effective May 1, 1957.

Former CIO Canadian Local Agrees to Merge With OPEIU

Canadian Conference Organizer A. F. Mac- Arthur reports negotiations completed between the Great Lakes Paper Co., Ltd., and Local 81.

There are two agreements, one covering the cutters and全明星, and the other the general clerical, camp and depot. The contract have an improved salary clause, a general wage increase for the cutters of $1.50 to $2.75 per month, and for the general clerical on in- crease of $21 to $54 per month, with an additional 5 per cent salary increase effective May 1, 1957.

Page Three

Albany, N. Y. — Helen Casey, president of Local 58, reports that the negotiating committee re- presented the employes of the Pack- Makers, composed of Helen Casey, Mary Opyla, Loretta Laloo and Harold Hearn, were elected as Northeastern Conference Organizer at the meeting. As a result of three negotiations wage increases of $1 to $2.50 per week were won. The committee also allowed a further $10 per week increase, after 30 years service, as a result of the trip of employees to the West Coast. An $8 per month wages was also increased from $45.50 per week to $54.50 per week. The committee was able to obtain four weeks' vacation after 30 years' service and improvement in the sick leave clause. A new contract covering the employes was signed May 1, 1957, and is in effect for the next four years.

Sault Ste. Marie, Ont. — President Mar- garet Rith of Local 113 announced the signing of an agreement with the Sault-Superior Division of Nor- morgal Co. This agreement pro- vides for a 10-cent-per-hour general wage increase, effective May 1, 1956, and 1-cent-per-hour general increase effective May 1, 1956, and is in effect for the next four years. The agreement provides for a 10-cent-per-hour general wage increase. May 1, 1956, and 1-cent-per-hour general increase effective May 1, 1956, and is in effect for the next four years. The agreement provides for a 10-cent-per-hour general wage increase, effective May 1, 1956, and is in effect for the next four years. The agreement provides for a 10-cent-per-hour general wage increase. May 1, 1956, and is in effect for the next four years.

St. Louis, Mo. President Mar- garet Rith of Local 113 announced the signing of an agreement with the Ritter-Schlesinger Divi- sion of Nor- morgal Co. This agreement pro- vides for a 10-cent-per-hour general wage increase, effective May 1, 1956, and is in effect for the next four years.

Jack W. Forsythe, Chicago, reports that the contract expiring on April 30 has been extended through the end of the year by mutual agreement.

Pittsburgh, Pa. — Local 33 reports an extension for all employes in the Weirton Piggy Stove Works. An extension for all em- ployes in the Weirton Piggy Stove Works.
from the desk of
the
president
HOWARD COUGHLIN

Organizational Conferences

Director of Organization Douglas and your President have just completed a series of organizational conferences throughout the United States. Pictures of a number of these conferences were published in the June issue of "White Collar."

From a small beginning, these organizational conferences have gained much in the way of momentum. We find more and more delegates from many more local unions in attendance at each succeeding conference meeting. In addition, we find that representatives of local unions are better prepared to participate in the conference meetings. Also, they are more cognizant of the reasons for these meetings and are much more intelligent in their approach to organizational problems.

We have noted that local union representatives, both paid and voluntary, are doing much in the way of organizational activity at the local level. They are using methods and ideas stressed at the conference meetings with greater regularity. Better still, our International Union is benefiting from this conference activity to the extent that we are continuing to grow. Our growth is slow but sure in the face of extreme obstacles and a climate that is not necessarily conducive to organization. It is heart-warming to note that our local unions no longer sit back and wait for organizational leaders to come their way. They not only hear but understand the urgent need, and they follow up all avenues of organization with great zeal.

At an organizational conference just prior to our New York convention, Organizer Gene Corum gave a dissertation on how to make house-to-house calls. He presented a loose leaf folder to the delegates, and page by page exhibited a copy of the Taft-Hartley Act, which in its text legalizes the worker's right to organize his own credentials, organizational material, wage surveys for the area, contracts covering similar companies by which the person he was visiting was employed, and much more information dealing with the advantages of collective bargaining.

It has become apparent to all of us that organizational work is more difficult and that house calls are vital and essential if we are to continue to win new union members. The State Board conducted elections. This is particularly true today as a result of the advantages gained to the employer through freedom of speech, captive audiences, and many other privileges which were limited to him prior to the passage of the Labor-Management Relations Act of 1947.

As a result of our organizational conferences local union representatives have been quick to understand how important personal contact is. In reports on successful organization forwarded to us in the past year, house calls have been emphasized time and time again. Advertising executives have stated on numerous occasions that you are more influenced by what you see and hear rather than what you read. This is only true of organizational work. The employer and his representatives see their employees every day. It is necessary for a union organizer to establish the same type of contact through house calls and regular meetings.

The organizational conference program not only emphasizes organizational techniques, but takes into consideration problems of collective bargaining and Board procedure. The conference is becoming an important avenue of exchange of information for the delegates in attendance. Through the organizational conference program we have quadrupled our organizational staff and are continuing to expand.

Local 153 Organizes Jaguar

When Jaguar Car North American Corporation relocated a new million-dollar parts depot in Long Island City, which houses a virtual office management system, it was natural for the company to secure the first union contract under the Local 153 banner. The first contract, which was unanimously ratified, provides the following benefits for our members:

1. Reduction of the normal work week from 40 to 35 hours.
2. Time and one-half overtime pay for all hours worked in excess of 35 hours.
3. A union office with P. D. D.
4. Job classifications, with automatic wage increases from the minimum to the maximum of the rate range.
5. Holidays increased to nine paid holidays and will be paid for holidays they occur on a Saturday or Sunday.
6. Three (3) weeks' vacation after five (5) years of service.
7. The Local 153 416 % Welfare Fund, which provides Group Life Insurance, Accidental Death and Dismemberment Insurance, Weekly Accident and Sickness Insurance, and Hospitalization Insurance and Surgical Benefits for the dependents of these employees; also, the Health Insurance Plan for the members.
8. A one (1) year contract with a $101 (101) dollar wage increase for each employee.

Dental Employees Hail New Contract

The office workers of the S. S. White Dental Mfg. Company enthusiastically hailed their new contract at a ratification meeting on Tuesday, May 22. The company has used its large, scattered operation to make advances. It has always steadfastly refused automatic increases or any type of Union Welfare Plan. The cost of union dues, reflected throughout our company, becomes tremendous, and "how can we, in all fairness give these benefits to one union and not to others?" are familiar union arguments in all their negotiations.

The S. S. White Dental employees were organized some three years ago and they elected in Business Agent Don Blake that they desperately needed these two benefits. Most of the office employees were at the minimum of their rate ranges. In many cases had 15 and 20 years of service. Their welfare benefits were very modest and the employees paid most of the cost; consequently only a small minority could even Blue Cross or Blue Shield.

At the last contract negotiations, one company president was broken when they agreed to a 52 automatic increase every six months for all employees below their mid-point of their rate range. Other unions have since received similar types of automatic progressions.

This year, aside from a general increase, improvements in the automatic progressions, rewarding the contract to conform with the International's Model Agreement, the members were insistant on securing Local 153 416 % Welfare Plan.

Don Blake, assisted by the Committee comprised of Chief Steward Joseph Lauden and Shop Stewards Mac Ward, Harold Perry, Fred Rodenig, Bill Strong and Ray McCarthy would not lay downs and after 12 meetings, the company finally agreed.

Computer Threat

(Continued from page 1)

First use of such machines should come within the next two years, with management "depending upon computers for a large majority of operating decisions by 1960."

Even such business figures as bookkeepers and accountants must be on the way out, for machines can—and probably will—replace them, too.

Professor Cart believes there will be many short-range problems. "People are going to be displaced, and will have no learned new jobs. Our colleges and universities will have to train far more engineers and technicians, and the job of retraining the public must be begun."

In the long run, however, the use of machines will be highly beneficial, he thinks. They will handle the great masses of data that now swamp businesses, make possible more efficient scheduling of production and marketing of goods, inside the brain of hundreds of clerks and schedule their landings, and assume hundreds of other tasks that humans are either too slow or too cost to do.

Small industries will have two alternatives in the future. Professor Cart believes: adopt electronic devices and become middled-sized industries—or disappear. This is because the medium-sized industries will become so efficient through the use of machines that they will run the small non-users out of business, just as the automobile production line eliminated the hand-turning of cars.

According to Professor Cart, the streamlined company of the future will have a small management staff working with the scientists and technicians who supervise and service the machines. The management will make top-level policy decisions, the engineers will turn to machines for consideration in making routine judgments. With each computer and reading five to 50 engineers and maintenance, and with more than 600 units being built in the next few years, the manpower requirements for these units alone will be enough of the engineers graduating annually in this country. Professor Cart points out.

Furthermore, many companies plan to double the number of men they will hire each year.