At March mum of 1958, industry has been scored with the U. A. ski, Servicing The signing The contract guarantees Another cent on December will Mary W. U. the of Local E. Local 266 in Waterbury, employed by U. A. W. Local 987, Meriden, Conn.; Local 376 Secretary-Treasurer Gladys Vencil, who is employed by U. A. W. Local 1655 in Waterbury, Barbara Wright who works in the office of U. A. W. Local 987 in Meriden, Conn. and Mary Relunski, who is employed in the office of the Connecticut State Labor Council, AFL-CIO, in Hamden, Conn.

Local 153 Signs Another Shipping Industry Contract

Another success in the shipping industry has been scored with the signing of a union shop at the Ward-Garcia Corporation. The contract guarantees a minimum of $65 a week to all the clerical employees. All Local 153 members are to receive a 5 per cent increase retroactive to March 10, 1958, and 6 per cent on December 1, 1958. Those employees who did not earn $65 per week prior to organization by Local 153 will be raised to the $65 a week minimum and will receive the 5 per cent increase on their salary as of March 10, 1958, as well as the 6 per cent on December 1, 1958. The company, as a result of the contract, will contribute $20 a month into a welfare fund for the employees. The fund is to provide Group Life Insurance, Accidental Death and Dismemberment Insurance, Weekly Accident and Sickness Insurance, Hospitalization Insurance, and Comprehensive Medical Benefits for the members and their dependents. An actuarial study will determine whether additional benefits will be available to our members as a result of the $20 per month contribution.

Local 153 members will be entitled to up to 65 days sick leave a year. (Continued on page 3)

Signing With Ward-Garcia

At signing of the Ward-Garcia Corporation contract with Local 153, New York City. Local 153 Secretary-Treasurer Bob J. Cohen is seated second from left.
The White Collar

Series of Successful Arbitrations Effected

(Continued from page 1)

on two individual days because the location in which he worked, which was a Chicago plant, was not producing on the days in question. He also contended that although the aggrieved employee was listed a salaried worker they had been employed over the years as an hourly employee and that the union was not permitted to reintroduce a procedure on the days in question. The union contended that the company had the obligation to procure work for the aggrieved employee. A majority of the panel upheld the union position that the company had the obligation to find other work for the involuntarily unemployed employees, finding that they were involuntarily unemployed and that their employment was not to be modified in any way.

A new pension plan, the first in the area for the field of clerical employees, was adopted effective May 1, 1959.

Financial agreements for the three-week vacation period have been made effective as of January 1, 1960, for the benefit of the company's health and welfare plan members.

A new day-care center now is in operation at total $13.50 monthly, covering both employees and their families.

The first sick leave clause for this company, six days per year, inclusive of one for dental work and ophthalmology as well as strictly medical care, also was included.

The committee that negotiated these agreements included Stuart Lippman and O. T. seaside, chairman, with Business Representative and Vice President John Kincaid.

Oakland, Calif.—Bimaw New
man, manager of the sheet metal, have signed a two-year agreement with the company's local on November 1, 1958, and a $15 per month increase from November 1, 1959, plus $2 per month increase, effective May 1, 1959, plus a $2 per month increase, effective May 1, 1959, plus a further $2 per month increase on September 1, 1960, and a $10 per month increase effective May 1, 1961.

Three of the above shop stewards were not to be considered that it pays to belong to a union. Fred Thomas, seated, left, receives his check for $18,802; Herman Rooster, seated, right, $16,484.16; and Mary McLaughlin, standing, center, 65,841.12. Checks were compensation for work performed. Smoking and holding on are, from left to right, Norbert Miller, cost controller; Harold E. Beek, president; Emil Misch and Lawrence Katin, both committeemen. Chairman of the committee, Kenneth Clark, was on hand at the picture this time.

Attend Union Meetings
Brazillian Unionists Learn OEIU Ways

New Haven, Conn.—Local 329 recently acted as host to a group of Brazilian unionists who spent two weeks in New Haven as part of an itinerary which carried them to various parts of the United States. This trip to the United States was sponsored by the International Board of the National Council of the Congress of Industrial Organizations, with the cooperation of the district director of the International Co-ordination Administration in Washington.

Organizer Bud Manning and Local 329 Business Manager Ed Himes, in turn, interpreted, conducted a workshop for the Brazilian delegates, described the history and objectives of the 329 Local and the effects of the organizing drive with the workers of the various plants where they are working, including the examples of the various local unions and a report by Director of Organization Doig on the Canadian Congress.

The conference was held at the Eighth Street Hotel in New Haven. A working day for the visitors began at 8:30 a.m. with a visit to the hotel. They then went to the workers’ meeting, which was held in the main hall of the hotel and was attended by about 60 individuals from various sections of the country. The program included an opening address by Doig, who spoke on the need for more local unions in Brazil, and a discussion of the problems facing the locals in those unions.

In addition to the activities of the conference, the host local made the trip very pleasant for the delegates by inviting a welcome party for the delegates on Thursday evening, followed by a trip to the local Saturday night and a sightseeing trip for some delegates who were interested in the historic city of Quebec after the close of the session on Saturday.

Action was taken at the conference to hold the next meeting of the Canadian Congress in Moncton, New Brunswick, and to proclaim the biennial convention of the Montreal, Canada, International Union.

Working Conditions of Office Employees

There were more significant developments concerning office employees reported by the 1959 working conditions survey, although the continued tendency towards a significant work week of less than 371/2 hours, and an increase in both three- and four-week paid vacation provisions with reduced service requirements.

According to the survey of the Canadian Labour Gazette, the proportion of office employees with a standard work week of 371/2 hours increased to almost 26 per cent compared with 23 per cent in 1953 and 21 per cent in 1954. At the same time, the extent of the five-week work week increased slightly.

At first sight the proportion of employees unemployed for a three-week paid vacation period after one or two years service would appear to be quite low for the average employee. Practically all young children must be protected properly against the crippling effects of poverty.

The 1959 social security amendments are good but not sufficient.

Newark, N.J.—The Philip Carey Manufacturing Company has signed a one-year agreement with OEIU, Local 329. The company's agreement was granted an extra hour effective October 25, 1958.

Homestead Bakery

In S. F. Organized

The Homestead Bakery in the San Francisco area has been organized through the joint efforts of the Local Union in San Francisco and John Kinsig, International Vice President. Through a series of salaried and unskilled employees, meetings and personal contacts, thorough union organizing cards were obtained to request a contract election at the Homestead Bakery.

Although the company did not immediately agree to a contract election, agreement was reached thereby eliminating the necessity of the use of procedures.

Negotiations for a contract are now underway and the campaign is continuing to organize the balance of the industry in that area.
Our New Social Security

By Katherine Ellickson

AFL-CIO Social Security Dept.

A dramatic chapter was added to the history of social security in the last weeks of Congress. Higher payments are therefore available to millions of families, and this notable triumph of liberal forces promises substantial gains in the years ahead.

National Insurance Program

The nine out of ten American covered by old-age, survivors and disability insurance now have considerable additional protection. Twelve million persons on the benefit rolls will receive an average of 17 per cent increase in monthly payments. People with annual earnings over $420 a year will be entitled to benefits more closely related to their earnings.

The new federal grants are estimated to average $33 a month more for the six million persons receiving aid. More liberal federal matching amounts are available for the low-income states than for those with high incomes so that the effects of federal aid will be more balanced throughout the nation.

A number of improvements were also made in the maternal and child welfare provisions of the Social Security Act. Five million dollars were added to the amounts authorized for pamphlets and leaflets announcing each of the three programs which foster state and local activities. The changes will help extend clinics for mothers, babies and crippled children, and strengthen many other services that promote health.

Wealth Benefits

An important step was taken in connection with the Forti bill that the cost of hospital, nursing home and surgical care should be paid for OASI beneficiaries. The House Ways and Means Committee has asked the Secretary of Health, Education and Welfare to report by February on alternatives ways of promoting beneficiaries against the cost of needed hospital and nursing home care. Congressmen Forndor has indicated that he favors having a sub-committee of the Ways and Means Committee look into this problem. So, unfortunately health benefits will continue to be a live issue in 1959.

The Story in Congress

Although the 1958 amendments including these and other improvements, they fall short of the immediate and long-range goals of the OASDI is outlined in conventions resolutions and Executive Council statements. They also reflect the survival difficulties of the year, a more promising political situation should result in further progress toward the 3 percent increase now promised and adequate provisions for 1959.

When the House started hearing the Forti bill, several amendments were added. The AFL-CIO is working for such improvements, including the American Public Welfare Association, the National Farmers Union and the American Nurses Association, to name only a few. Such support was encouraging, but was it enough? Senator Forest Jackson, Senator of Health, Education and Welfare, told the House that he was "in favor of an across-the-board increase now."

The Commissioner of the Department of Health, Education and Welfare, the American Medical Association, the American Nurses Association and the National Association of Manufacturers were against any improvements. The American Medical Association argued against even social security coverage for doctors, opined the health of the sick and said nothing about increased benefits. The Eisenhower Administration was also strongly opposed to increasing federal grants for public assistance. The result of a vote was repeatedly delayed in the House but, as a result the House Committee recommended a 7 per cent increase in public assistance payments. The vote was 349-87 per cent that many Democrats and some Republicans favored. When the House had overwhelmingly passed a bill, the Administration withdrew its opposition to the bill but threatened veto if the public assistance grants were not reduced.

To avoid a veto, the Senate cut back increases from $33 million to $19.7 million. The cuts fall heavily on those with lowest incomes, who lost 51 per cent. The noddy aged, the blind, veteran disabilities, will now be receiving smaller assistance payments as a result of the cuts.

The AFL-CIO, however, is now seeking a new proposal to provide more adequate benefits for retired and disabled workers in the future. The additional revenue from the tax would be used to pay the increased benefits. The AFL-CIO payments are therefore available to the average family of four, whose total income will be $197 million. The cuts fall heavily on those with lowest incomes, who lost 51 per cent. The noddy aged, the blind, veteran disabilities, will now be receiving smaller assistance payments as a result of the cuts. The AFL-CIO, however, is now seeking a new proposal to provide more adequate benefits for retired and disabled workers in the future. The additional revenue from the tax would be used to pay the increased benefits. The AFL-CIO payments are therefore available to the average family of four, whose total income will be $197 million. The cuts fall heavily on those with lowest incomes, who lost 51 per cent. The noddy aged, the blind, veteran disabilities, will now be receiving smaller assistance payments as a result of the cuts. The AFL-CIO, however, is now seeking a new proposal to provide more adequate benefits for retired and disabled workers in the future. The additional revenue from the tax would be used to pay the increased benefits. The AFL-CIO payments are therefore available to the average family of four, whose total income will be $197 million. The cuts fall heavily on those with lowest incomes, who lost 51 per cent. The noddy aged, the blind, veteran disabilities, will now be receiving smaller assistance payments as a result of the cuts. The AFL-CIO, however, is now seeking a new proposal to provide more adequate benefits for retired and disabled workers in the future. The additional revenue from the tax would be used to pay the increased benefits. The AFL-CIO payments are therefore available to the average family of four, whose total income will be $197 million. The cuts fall heavily on those with lowest incomes, who lost 51 per cent. The noddy aged, the blind, veteran disabilities, will now be receiving smaller assistance payments as a result of the cuts.