I N accordance with a survey published by the Bureau of National Affairs, in its popular "White Collar Report," the Office Employees International Union for the third straight year participated in more National Labor Relations Board elections involving white collar workers than any other union, won more elections and gained bargaining rights for more clericals.

Results follow:

<table>
<thead>
<tr>
<th>Union</th>
<th>Total elections</th>
<th>Won</th>
<th>Number of bargaining units</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office Employees, AFL-CIO</td>
<td>51</td>
<td>22</td>
<td>1435</td>
</tr>
<tr>
<td>Int. Bro. of Electrical Wks., AFL-CIO</td>
<td>26</td>
<td>12</td>
<td>180</td>
</tr>
<tr>
<td>Teamsters</td>
<td>26</td>
<td>17</td>
<td>300</td>
</tr>
<tr>
<td>United Auto Workers, AFL-CIO</td>
<td>9</td>
<td>6</td>
<td>120</td>
</tr>
<tr>
<td>United Steelworkers, AFL-CIO</td>
<td>7</td>
<td>3</td>
<td>155</td>
</tr>
<tr>
<td>Int. Union of Elect. Wks., AFL-CIO</td>
<td>6</td>
<td>2</td>
<td>310</td>
</tr>
<tr>
<td>Insurance Workers, AFL-CIO</td>
<td>5</td>
<td>10</td>
<td>726</td>
</tr>
</tbody>
</table>

OFEU Again Lead All Union in Organizing in White Collar Field

Local 286's new agreement with Kennecott Copper Corporation calls for 7 cents per hour increases in wages effective January 2, 1960 and another increase of 7 cents per hour effective July 1, 1960 with a 3 cents increment increase between grades each time. Improvement in the coverage of the health and welfare plan already in existence is also noted. The new agreement includes new provisions for one additional holiday (making a total of 9), 2½ times pay for holiday work, double time for all hours over 12, makeup pay for jury duty, and a severance plan. The company granted two reclassification: One was a steve-clerk from grade 3 to grade 7 and the other was a warehouse helper from grade 3 to grade 6. The local established a new job on grade 7, and made many valuable changes in the grievance procedure, seniority, promotions and transfers, reduction of forces, work schedules, overtime transportation, overtime distribution, occasional time off, and assignment of persons outside bargaining unit areas. Also negotiated were new articles: Rate establishment and adjustment, non-discrimination, and on-strike lockout.

The new agreement will be effective June 30, 1961 and the cost value of the agreement to the local is in excess of 26 cents per hour. Remaining also were many valuable benefits that the company proposed eliminating. Included in this category was the vacation plan and sick leave plan. These two provisions were the ones the membership was the most upset over and were willing to go on strike for.

Committee Appointed to Study, Publicize Automation Findings

A resolution submitted to the recent convention of the Office Employees International Union at Montreal, Canada, dealing with the subject of automation was referred to the Union Executive Board. At its recent meeting, the Board dealt with this problem. As a result of the discussions which took place, President Coughlin appointed a committee composed of H. B. Douglas, director of organization, Vice President Nicholas Juliano and himself to study the subject of automation, particularly, electronic data processing installations, and publicize such information for the benefit of OFEU Local Unions. By action with that action, it will be the committee's intention to publicize information of interest dealing with this subject in this and succeeding editions of "White Collar." While we have had calculating and computing machines in offices for many years, these machines differ primarily with electronic computers in the speed of operation. A modern electronic computer has a basic pulse rate of two megacycles which means that two million pulses can reach one point in one second. It is, therefore, capable of performing, for example, 300,000 additions, or 2,400 multiplications, of 10 digits by 10 digits, in one minute. The accuracy of the timing and the precision with which a computer works is close to 100 per cent. The second basic difference between the modern electronic computer as opposed to the old mechanical type machine is the storage element or the "memory" drum in which relevant data can be retained for use as necessary. Information is fed into the electronic mechanism through punch cards or magnetic tape from which the computer can "read" the necessary information expressed in perforations or magnetic spots which activate the computing mechanism. Similarly, the "output" unit receives the results of the calculations and produces it in a form which is understandable or can be translated into understandable form for the needs of the office personnel through cards or tapes, which can be converted into written information on the proper machines. Recent developments include high speed printers which can be attached to the computer itself and permit the outcoming data in a readable form at speeds up to 500 lines a minute. A new type of electronics printing makes possible a much higher speed of 3,000 lines per minute. Such apparatus is already in production in Great Britain. A striking example which will illustrate the possibilities of this type of equipment can be found in the banking industry. An electronic machine for banking operations has recently been perfected in the United States, capable of performing in one single automatic operation the sorting of checks of different sizes, registering of amounts, adding of sums, and the establishment of statements of accounts for each client. It processes 900 checks per minute and can register in its "memory" data pertaining to 40,000 separate current accounts.

Originally, giant electronic data processing machines with extensive "memory" capacity suitable for complex scientific calculations were introduced on the market. As each month passed, the problems presented by these expensive installations were solved by the firms producing this equipment in the extent that small, easily adaptable machines appeared on the market. In Great Britain, for example, there is a machine called
The Forand Bill

The Forand Bill (HR 4700) would pay in full 60 days of hospital care for all persons eligible for old age and survivors benefits. It would also pay for the costs of combined nursing home and hospital care up to $6,000 in a year in addition to certain surgical expenses. The cost of the program would be covered under the social security taxes levied on both employers and employees.

Unlike the contents of the American Medical Association, this is done without any medicine. It is purely an extension of the social security system to provide hospitalization and attendant services to those retired under the system including the dependent children of widows. There can be no sincere opposition to it.

The great majority of retired persons over 65 receiving social security benefits have no protection whatsoever at a time when their income is far too small to pay for hospital and surgical costs.

The Forand Bill deserves the support of the Office Employes International Union.

The Drug Industry

The Senate Anti-Monopoly Sub-Committee, headed by Estes Kefauver, has published figures which indicate that a major drug company sold drugs at a 7,000 percent mark-up. The president of that company in 1959, in addition to a salary of $75,000 per year, was given, or exercised, options to buy company stock that would have given him a profit of $332,450 at the price listed for the stock in 1958. On top of this, profit on stocks he already holds for two years are taxed at no more than 25 per cent.

Meanwhile, the Social Security Administration has reported that 24 million people in 1958 paid more for doctors’ bills than they did for doctors’ bills. The total outlay for medical drugs came to $4.4 billion, or one third more than the outlay for doctors’ services which totaled $3.3 billion.

The Senate Antimonopoly Sub-Committee is attempting to reduce the high cost of their products by claiming they spend 7 per cent of their income on research. However, scientists have pointed out that many popular drugs including penicillin were discovered and developed in foreign countries and not by the United States drug industry.

These abnormal costs are not only affecting the pocketbooks of the wage earners but also add to the constantly rising costs of hospital care.

Landrum-Griffin Bill

During the time of debate on the provisions of the Landrum-Griffin Bill, the public and union members were told that it was necessary in order to bring about labor union reform. Certain isolated cases excluded from benefits by labor union leaders in the United States were given as the principal reason for this needed reform.

At the same time, the makers of the legislation threw in prohibitions against secondary boycotts, organization picketing and hot cargo, union members who have been engaged in strikes are only beginning to feel the effects of injunctions granted against this legitimate type of union activity.

Sooner or later the American public will wake up and realize that the intent of the legislation is being aimed at crippling the collective bargaining powers of organized labor and had very little to do with curbing excesses of some union leaders.

Scholarships

The AFL-CIO is offering these scholarships worth up to $6,000 each to high school students throughout the United States this year. Qualifying tests for applicants can be taken on March 8, 1960 or March 19, 1960, whichever is agreed to by the school principal.

Anyone interested in the details of this scholarship program is invited to write to the AFL-CIO Department of Education, 815 16th Street, N. W., Washington 6, D. C.
1960 COPE Area Conferences

(Excerpt from page 1)

Committee on Automation To Publicize Findings

Continued from page 1

"CEO." It is a computer designed for a chain restaurant and catering company in the United Kingdom which takes over its payroll, sales account and other performance. We, in the United States, have already heard about "ERMA" which is used in the Bank of America in California.

In each succeeding month, we are apprised of newer and smaller machines of the electronic variety which are adaptable to the more modern type of operations. As the concept of automation becomes more firmly rooted in the minds of operators, it is expected to take from five to ten years. The change-over in the automatic system, even in the limited area where it was first applied, took much longer than anticipated.

Further difficulties were encountered in the centralization of data and its transfer from files and records to magnetic tapes for the computer to use. The new method of working was continuing efficiently until two years after its installation began.

It is generally agreed that the approach to the change-over to automation must be slow or major expensive mistakes can be made.

In the Office Employes International, are gaining much information not only through expensive mistakes made by companies surveyed for the purpose, but also through the affirmative, constructive experiences of our Local Unions with companies under contract to our organization.

To continue to publish information dealing with this subject in succeeding editions of "White Collar," we are certain that we will be consistent help to all of our Local Unions in this field.

The Canadian Scene

Canadian International

Office Employes Int. Union Local 110, 134, 263, 165, 114 and Canadian International Paper, Gatineau, Timiskaming, Three Rivers, Que., Halifax, Cape Breton, N. S. and Ontario have reached settlement on an 18 month agreement effective Nov. 1, replacing existing contract due to expire May 1, 1960. The contract calls for increases of $2.25 to $39.00 per month ($11.35 to $16.25 Nov. 1, 1959, $16.00 to $18.15 Nov. 1, 1960). Three weeks vacation after 10 years instead of 15 effective Jan. 1, 1960; more non-smoked outdoor holidays. Minimum weekly salary update: $56.25 (66.74 May 1, 1960; $68.24 Nov. 1, 1960); semi-monthly—$56.25 to $600.00 ($112.50 to $1,200.00) to $92.40; cost clerk $137.00 ($140, $142.30). Improvements in the seniority clause were also negotiated. It was agreed a conference could be called in October 1960 and discuss pension, life and hospitalization insurance plans.

Relatively the same settlement has applied for separate agreement Cusinious Rook Co. Ltd., Local 110 and Camp Clerks of C. I. P. in Dol- bachaux, N. B. For details see COPE Monthly.

The negotiations were conducted for the Union by Romeo Corbeil, International Representative; Victor Gundy, DON MOD. Joe Osterly, DON MOD. Albert Pressault, E. J. Ryan, Local 114; W. M. Mulholland Barcelona Local 165; Robert M增资, ROBIN Piutte Local 263; and Emile Normand, R. G. Hebert, Secretary Treasurer Local 114.

It is expected all Canadian locals in the paper industry will be seeking similar improved conditions for their membership.

Industrial Colloquium Research Lab., Burnia

Local 163, OEIU in Hawthorne has reached agreement on an 18 months agreement effective Nov. 1, 1959, and replacing their contract with Industrial Colloquium Research Lab., due to expiration Nov. 1, 1960. The agreement provides for male employees 5 cts Nov. 1, 1959; 5 cts May 1, 1960; 5 cts Dec. 1, 1960; additional readjustments ranging from two to six 25 cts per hour.

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Give to Fight Cancer

The Office Employes Int. Union Local 110 has again given its endorsement to the American Cancer and Canadian Cancer Societies.

Cancer is a problem which affects so many, striking in two out of three families. It is a problem which the American Cancer and Canadian Societies are the only national cancer organizations with unified programs of research, education, and service. Mainly through its headquarters, great services have been made in cancer control in recent years. This work must be continued and extended.

It should have full and active support.

During April, the American Cancer Society conducts its annual fundraising "March of Dimes" as Cancer Control Month. Labor has contributed generously in the past through local units of the society. This year every union member must give again as in the past contribute generously to help fight cancer.

Local 2 Veteran Retires

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13-Week Strike at Knights of Columbus Headquarters Ends; Improvements Won

OEIU members at the Knights of Columbus home office in New Haven, Conn., ratified the terms of a contract by a vote of 264 to 31 after a 13-week strike. The terms of the settlement were worked out by the Knights of Columbus International Council 10,872, representing 5,789 members of 249 locals under contract with the Knights of Columbus.

Coughlin Thanks State Body for Strike Support

December 29, 1959.

Mr. Joseph Rourke, Chairman, Connecticut State Council Labor Council 2607 Whitney Avenue Hamden, Connecticut

Dear Brother Rourke: 

The International Union, AFL-CIO, of which I am the International President, takes pleasure in congratulating you and the State Council Labor Council and the Connecticut State Labor Federation for their efforts toward the settlement of the strike of OEIU members at the headquarters office of the Knights of Columbus in New Haven.

In your letter of December 18, you have given us information pertaining to your provisions designed to negotiate a settlement with respect to this dispute. However, during the closing hours of negotiations, it was agreed to submit all of these terms to the NLRA for a determination.

The National Labor Relations Board took place on Friday and Saturday, January 29 and 30. OEIU members employed by the Knights of Columbus met at 8:00 a.m. on Monday, February 1, and after several hours of discussion ratified the proposed agreement and returned to work at 1:00 p. m. of the same day.

OEIU members employed by the Knights of Columbus earned the respect of the entire labor movement in the State of Connecticut. They maintained their full strength throughout the long strike and picked a heavy load of three unsuccessful campaigns despite the later cold weather during the last ten days of December and the first fifteen days of January.

The labor movement contributed generously to the support of the strikers. Numerous other AFL-CIO unions set up procedures for striking members to collect strike contributions at the gates of the large organized companies in the area.

OEIU locals throughout the United States and Canada continued a flow of contributions to Local 329 during the strike period.

With all best wishes for a happy holiday season, I am, 

Howard Coughlin,
President, OEIU.

Thomas, Wm., Jr.: Members of Office Employees Union No. 23 returned to work December 11 at the Tacoma, Wash., American Smelting and Refining Co., after being out from August 21, 1959, with a two-year contract representing a package increase of 23.2 percent.

The long strike came to a sudden end for the office group after the plant union, the International Union of Mine, Mill and Smelter Workers, Local 23, informed the company its members would respect Local 23’s picket line. In one short month the office employees won reinstatement of cancelled leave time, reinstatement of pension systems, payment by the company of health insurance covers, and an additional $100 per month holiday bonus effective to July 1, inclusive, of the workers on strike.

The union won the right to observe a Saturday holiday on Monday, and tocol from one to three additional minor shifts in the classifications.

During the strike Local 23 paid for individuals who were out in any of the classifications in which no paid work was done.

Mr. Wm. Thomas, Jr., OEIU member, to a maximum of $15 a family a week. The Union stood by all his $1,000 a month of striking members’ dues. Benefit payments totaled $132,560.