MEMPHIS LOCAL 367 ACTIVE IN COPE

The following are some of the interesting items broadcast over the radio and made available to the working force today; in addition to numerous other changes in the existing working conditions, were also attained.

The Negotiating Committee consisted of Local 337 President Lewis Amos, Local 337 Vice President S. Davis, and John and Baggett. Vice President O. W. Bloodworth assisted the committee in these negotiations.

Members of OEU Local 367, Memphis, Tenn., are all very active in COPE. Pictured are Sen. Litera Kolker, senior senator from Tennessee; Richard Harro, and Thomas M. Taylor, president of Memphis AFL-CIO Council.

On a recent broadcast over the station, quarter-hour of WMTA, President Howard Coughlin was heard discussing the need for an increased working force in the area.

During the course of the panel discussions, much important statistical information relative to the place of the American woman in the working force was emphasized. The following are some of the salient factors relative to the increasing number of women in the American work force:

Some 24 million women are in the working force today, almost 2.7 million more than during the World War II peak and over four times the number in the working force in the year 1900.

In the clerical field, this increase has been more spectacular. Two out of three employees in the clerical field are now women. In 1910, only one out of three were women. Thirty per cent of the entire female working force are now engaged in clerical jobs. In 1910, less than 10 per cent were in the clerical field.

There are over a million and a half women in the classifications of secretary, typist, and stenographer today, whereas in 1910 these classifications numbered approximately 300,000.

The female labor force today is composed of more married women than single women. Only one-quarter are unmarried, while about six out of 10 are married and five out of 10 are over 40 years of age. Nearly two out of every five mothers whose children are of school age are in the labor force. There are 2.5 million working mothers with children under six years of age.

There will be 20 million women in the workforce in 1970. This means that women will make up approximately one-third of the working force in 1970. Fifty-five per cent of the women workers, according to the U.S. Department of Labor, will be in the clerical field.

In the teaching field, the increase has been even more spectacular. Two out of three employees in the teaching field are now women. In 1910, only one out of three were women. Thirty per cent of the entire female teaching force are now engaged in teaching jobs. In 1910, less than 10 per cent were in the teaching field.

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Executive Salaries—Inflationary?  

The U. S. News & World Report said, on the basis of reports filed with the Securities & Exchange Commission, that 278 officials of top corporations earned more than $100,000 last year. These executives received higher salaries and bonus checks in 1959 than they ever received in preceding years.

Nine of the highest paid officials of the Nation work for the automobile industry. Their salaries range from $437,300 to a record level of $670,350. The top 24 men in industry received salaries and stock option bonuses in 1959 totalling 9.9 million dollars.

The former Chairman of the Inland Steel Company, Clarence B. Randall, said that corporations are guilty of feather-bedding at the top management level by overpaying their key executives.

We say "Amen" to that and add that these same executives are probably the first ones to say that the wage demands of their workers are inflationary.

More Medicos Needed

Secretary of Health, Education and Welfare Arthur Fleming stated recently that we are "heading towards an acute shortage of physicians unless we sharply increase the size of our graduating classes at medical schools."

Secretary Fleming explained that in order to maintain the present ratio of doctors to population, we will require at least 50 per cent more graduates in medicine. This will require the equivalent of 20 new medical schools during the next decade. In his recommendation, the Secretary asked that a bill be passed to provide 100 million dollars for a five-year program for medical and dental school construction with the Federal government paying up to half of the cost of such construction.

Some years back, Senator Robert Taft sponsored a bill providing for Federal help for medical school construction. The American Medical Association opposed it as socialized medicine. The bill died in committee.

It would be interesting, particularly these days in the face of a shortage of doctors, to observe the AMA's position in the event that Secretary Fleming's recommendations are incorporated in proposed legislation.

Political Courage?

Repriblicans and Democrats combined together to override the President's veto of a 7.5 per cent increase for 1 million white collar workers in the classified civil service and approximately 8 per cent for nearly 600,000 postal employees. President Eisenhower, in vetoing this measure, described the bill as "fiscal and legislative irresponsibility."

The day after the veto, the House, by a vote of 245 to 69, and the Senate with a 74 to 24 vote, overrode the President's veto.

While we are happy to note this action on the part of Congress, we do remember that Congress did not act on two prior occasions in non-Presidential election years.

It is apparent that the atmosphere generated in Presidential election years will tend to provide currency where it does not exist in non-Presidential election years.

International Union Representa- tive Romeo Corbeil announced that the completed negotiation of a collective bargaining agreement with OEU Local 261 and the Canadian British Aluminium Company in Riviere du Loup, Quebec.

The agreement provides for a general increase of $6.00 a week across-the-board for the first year of its terms and five per cent across- the-board for the second year.

One of the most important features of this new agreement is a clause which provides certain protection to all employees in the event of automation. The company has agreed to train its present staff in the use of any automatic equipment used.

The agreement further provides for an additional holiday: three (3) weeks' vacation after ten (10) years of service; loan interest increases for approximately 20 employees; improved sick leave protection; and a severance pay clause.

The agreement, which was unani- mously ratified by the membership of Local 261, covers approximately 80 employees.

CLC Employees

Sign for Increase

A wage increase and improve- ment in life insurance and sever- ance pay are features of a collective bargaining agreement negotiated between Office Employees International Union, Local 225, Ottawa, and the Canadian Labour Congress. The contract covers 42 employees of the CLC in the headquarters at Ottawa, and CLC regional offices in Moncton, Montreal, Toronto, Regina and Vancouver.

The agreement, which expires November 30, 1960, provides for a $15 across-the-board monthly increase from May 1.

In lieu of severance pay, 50 per cent of accumulated sick-leave credits will be paid, to a maximum of $45 days' pay, upon termination of an employee with at least two years' service. Previously the maximum was 30 days' pay.

In addition to the new benefits, existing clauses of the agreement provide for a 30-hour workweek; em- pres- sion of payment for 24 days' vacation, 12 holidays, 11 statutory holidays plus such others as may be pro- claimed by the Dominion, provin- cial or municipal government in the work area; one and one-half days paid sick leave per month; and a jointly-financed pension plan.

Representing the union during negotiations were: June Casey, president of the Local, Kathleen Fender, Georgette Coutouil and Dawn Dobson, assisted by Romeo Corbeil, Montreal, representative of the Office Employees International Union. Representing the CLC were: Claude Jodoin, president; Donald McDonald, secretary-treasurer; and Executive Vice President Stanley Knowles and William Dods.

Public Employees

Sign for 4 Per Cent

A wage increase of 4 per cent, retroactive to May 3, 1960, and an additional 4 per cent effective May 1, 1961, was gained by the Office Employees of the National Union of Public Employees. The two-year agreement will expire on April 30, 1962.

A mutually contributory pension plan, which had already been in effect through verbal agreements, was written into the agreement. An additional paid statutory holiday—Remembrance Day—was gained, bringing the total to eleven.

In lieu of severance pay, it was agreed that all severance pay cumulated sick leave credits will be paid upon termination of employment, at a maximum of six months' pay.

The contract provides for three weeks' paid vacation after two years' employment. Summer working hours will be from 9 a.m. to 4 p.m.

Representing the union during negotiations were: June Casey, president of the local, Marjorie Holland, vice president, and Gerry Charlesbois. Representing the Na- tional Union of Public Employees were Robert Rintoul and Ben Coffin.

Improvements Won in Ottawa Contract

Wages increases of $20 and $35 monthly were gained by members of the Office Employees International Union, Local 225, Ottawa, in a recently-signed collective agreement reached with the Association of Sta- dio and Television Employees of Canada.

The salary range for a secretary to an executive officer is now $285 to $510, the maximum being raised in one year in each successive year.

Other improvements in the two- year contract, which expires on January 31, 1962, and a reduction in working hours for July and August from 32½ to 31½, and in the severance pay requirement, to give two months' pay to the employee leaving with from five to 10 years' service. (Previously, 10 years' service was the minimum requirement for severance pay.)

Existing clauses which were re- mained include: time-and-a-half for overtime, with double time for Sat- urdays, Sundays and holidays; three

Canadian British Aluminium Signs With OEU

Pictured above is the Union Negotiating Committee, left to right: John Darby, Napoleon Russell, Ben Barrette, H. Conn, president of Local 241, International Representative Romeo Corbeil, Frank Pemsey, Antonen Dorn and Francois Lalancette.

Vancouver Headquarters Dedicated

William Swanson, President of OEU Local 378 in British Columbia, and President Howard Coughlin are pictured above as they prepare to enter the 18th annual meeting of the Local Union headquarters.

The officers and membership of Local 378, long known as one of the most active in the Province, took steps last year to make this project a reality.

Officials of the B. C. Electric Company and the Executive Board of Local 378, in addition to leaders of the Vancouver Trades and Labour Congress, participated in the tape cutting ceremonies on Tues- day afternoon.
Trends in Automation

**Caught Visible Tapping:**

**Computers on Business**

(Continued from previous page)

**OSIU Signs with Electric Boat**

OSIU Local 106 signed a new two-year agreement with the Electric Boat Company, subsidiary of General Dynamics, in New London, Conn.

The new agreement provides for a 7 cents per hour increase, effective July 1, 1960, and 8 cents per hour increase on July 1, 1961. The first year's increase brings the minimum wage from $2.52 per hour for the first year of service to $2.52 per month for the first year of service, both past and future.

Major medical coverage has been increased from a maximum of $5,500 to $7,500. Each employee will be required to pay 25 cents plus 20 cents per year of service.

Certain longevity increases were also agreed to.

The Negotiating Committee for both locals, under the Chairmanship of Joseph Chenin, Mike Ware, James White, and Presidential Representatives Leon Wallace.

The rates achieved on behalf of the members of both locals are the highest in the Connecticut area.

**OSIU Wins at Roosevelt University**

The employee of Roosevelt University, former members of LIU 1645, AFL-CIO, in an election conducted by the National Labor Relations Board, will continue to be represented by the Office Employers International Union by a vote of more than 7 to 1.

Approximately 84 employees of Roosevelt University in Chicago displayed their confidence in the OSIU through this overwhelming victory.

Representative Eugene Dwyer is in charge of the OSIU members for purposes of completing all details connected with their affiliation.

**Strike Benefits Ruled Not Taxable**

President George Momy of the AFL-CIO has issued a statement of importance to the fact that in a recent case, the U. S. Court of Appeals for the Seventh Circuit, upheld a contention that strike payments are not taxable income.

In this decision was handed down, the Internal Revenue Service has generally held that strike benefits received by employees of a collectively individual in computing his income tax liability.

In view of the fact that many of our members who have received strike benefits from their local unions, may have paid income tax on these benefits, it will be necessary for such members to file for refunds prior to the expiration of the statute of limitations. Those filing such a claim is generally three (3) years from the time the tax was paid.

In some instances, our members have been refused refunds by the Internal Revenue Service on the ground of lack of prior rulings. In such instances, it will be necessary to file a suit in court in order to collect these refunds.

The Internal Revenue Service refuses to enter into agreements to extend the period for filing these claims due to existing budget deficit.

**Improvements in Ottawa Contract**

(Costumed from page 2)

weeks' paid vacation after three years' service, one and a quarter annual sessions, and one day's special leave per month; maternity leave, without pay, of one week.

The contract was signed at a luncheon at La touraine, with lunch being paid by President Joseph M. Connolly, Connie Wilson, Gary Colitini and Pauine Ceronino signing on behalf of the company, and O. C. Higgins, Executive Vice President E. F. Wilson, National Vice Presidents R. E. Reichenbach and M. Trottier, and Treasurer A. Dornonceau signing on behalf of ARTSC.

**Women in the Work Force**

The labor force in 1970, Over 45 percent in the age bracket of 35 to 44 years will be in the work force.

An increase of 100 percent of college graduates are employed in clerical occupations. Fifty percent of those with four years of college and three years of college training are likewise employed in clerical occupations.

The demand for the college-trained executive secretary continues to be strong. The need for secretaries is the highest in the Connecticut area.
from the desk of the
PRESIDENT
HOWARD COUGHLIN

Write to Washington

THE organized labor movement, from the early days of the American Federation of Labor through the years to the present time, has always been in advance of the Nation in seeking the enactment of legislation of benefit to all workers whether organized or unorganized.

It is a well known fact that the American Federation of Labor led the hue and cry for the establishment of the public school system in the United States. It is also true that Workmen's Compensation, child labor laws, unemployment insurance and Social Security became the law of the Nation and the various States only because the need for these measures was brought forcibly to the attention of the public and the Congress by the organized unions.

The membership of organized labor in the Canadian provinces had similar experiences with their respective Provincial legislatures and the Canadian government. They, too, found themselves leading the Nation in the demand for much needed social advancements.

During the years prior to the enactment of the unemployment insurance program, many labor unions taxed those who were not gainfully employed and the proceeds were used to provide medical care programs to the members.

It was particularly true in the skilled crafts. If such voluntary plans had not been adopted by these trade unions, it is very doubtful that we would have had the tremendous supply of skilled tradesmen available for the war effort in the early 1940s. Many of these unions were forced to put these voluntary unemployment insurance programs into effect in the early 1930s.

It was only as a result of the success of these programs and lobbying by A. F. of L. representatives that the Roosevelt administration pushed through our unemployment insurance laws. We often stop and wonder whether or not some of the recent recessions would have been major depressions if it was not for the cushion established by unemployment insurance and Social Security.

We well remember that workers were not favorably inclined towards Social Security when it became apparent that 1 percent of their salaries would have to be paid towards this fund in the mid-depression years, when wages were small and needs were great. Despite the reluctance engendered at that time, a politician who advocated the end of the Social Security system would not have won a majority of himself unemployed today. The success of the Social Security program is recognized even by the most conservative of politicians.

Sickness and Disability

Our Unions were able to convince the majority of the States in the United States that sickness and disability payments were a must. This was brought about principally because of the establishment of our welfare funds which recognized the difference between the need for payment due to illness as opposed to payment for injury on the job.

Our Union welfare funds provided for these types of payments before sickness and disability laws were enacted in the respective states. The trade union movement, again in advance of the Nation as a whole, instituted medical care programs which, in many instances, provide for home and office doctor visits, hospitalization and surgical care for the member and often for his dependents.

The need for this type of program is recognized by all to the extent that a Union would find it very difficult to exist if it did not provide such medical care coverage.

Some Unions have gone even further in this field and are providing dental care in addition to glasses to correct eye deficiencies. Other Unions today are looking into ways and means of cutting down the tremendous cost of prescription drugs. Some of the smaller Unions may not feel they can attain this but we are of the opinion that all Unions should be looking into this problem. The cost of prescription drugs is increasing at an alarming rate and we wish to make it very clear that we are not saying that every Union should be in the drug business, but we are of the opinion that every Union must begin to think in terms of making the Union itself a source of supply.

Again, however, we find ourselves in advance of the government and we are forced to do everything possible to initiate a program to provide these benefits for the aged.

The AFL-CIO is solidly supporting the Forbaird Bill which, if enacted into law, would provide medical and surgical benefits for all Social Security recipients. It has been pointed out by numerous medical sources that three out of five people over 65 years of age are without adequate medical care.

Just as the American Federation of Labor encountered the actionary opposition to unemployment insurance, Social Security and numerous other social advancements, we are experiencing a similar opposition from the same source and at the same time in attempting to have a Forbaird type bill enacted into law.

At the present time, there is a possibility that such a bill may be passed through the Senate and the House of Representatives when Congress reconvenes after the National Convention recess.

It is imperative, therefore, that the membership of the Office Employees International Union make its feelings known relative to the need for the passage of a Forbaird type bill. Communications should be forwarded to your Senator and Representative in the House in care of the Congress of the United States, Washington 25, D. C.