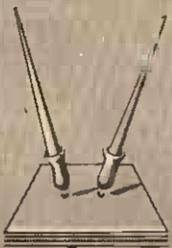




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17

Buffalo Contract Signing



Executing the new three-year agreement between Local 212, Buffalo, New York, and the Blue Cross-Blue Shield Health Plan of Western New York are, left to right, seated: Cynthia Adamczak, Susan Hepworth, Murill Davidson. Standing are Patricia Shanahan, Business Representative of Local 212 Emil Steck, and Geraldine Larkman. Not present when the photo was taken was Meredith Harper. Details of the new agreement were reported in the May edition of "White Collar."

Panel Discussions Are Feature of Western Organizing Conference

Panel discussions dealing with the organizational processes, grievance procedure, health and welfare plans, were the main features of the recent Western Organizational Conference meeting held at the Hotel Roosevelt in Los Angeles.

During the opening session, the meeting was addressed by Thomas Pitts, president of the California State Federation of Labor. A representative of the National Labor Relations Board advised delegates on the most expeditious ways of presenting NLRB petitions.

Panel members Burnell Phillips of Local 83, San Bernardino, California, International Vice President

Max Krug and OEIU President Howard Coughlin, who acted as chairman, discussed the subject of the organizational process, dealing specifically with the initial contact, use of active members for leaflet distributions and house calls, and methods to be used to combat anticipated employer opposition.

Vice President John Kinnick and Leah Newberry, secretary-treasurer of Local 29, Oakland, California, with International Representative Joseph McGee acting as chairman, discussed the question of the grievance procedure and pointed up the part that the shop steward plays in this important process. The need for training stewards, regular meetings of stewards, and the principal

stewards' duties such as grievances at the first step and enforcement of agreements were emphasized.

During the latter portion of the two-day session, Pat Perry, International representative, led a discussion on the development of organizational leads. During the course of this discussion, it was stressed that membership participation is of the utmost importance. The use of a local union newspaper in addition to the value of other unions' publications was also pointed out as being valuable in seeking leads.

Public relations through the mediums of television, radio, schools, central bodies, and the local press was also highlighted.



Delegates to the Western Organizational Conference in Los Angeles heard talk by Thomas Pitts, president of the California State Federation of Labor, shown here seated next to OEIU Pres. Howard Coughlin.

Many Improvements Won In Abitibi Settlement

International Representative Russell Harvey and International Vice President Edward Beaupre have concluded their negotiations with the Abitibi Power and Paper Co. Ltd. locations in Ontario and Quebec. The negotiations were conducted on behalf of OEIU Local Unions 151, 161, 191, 214, 216, 236 and 282. They were assisted by Director of Organization H. B. Douglas.

Substantial wage gains were made as a result of these bargaining sessions. They will be reflected in a new one year agreement which was made effective as of May 1, 1960. The range of wage increases was from a minimum of \$24.00 per month to \$38.00 per month. Employees on the Woods Staff of the company will now be paid at overtime rates for their overtime work.

The holiday and vacation schedule was improved. An added holi-

day now brings the number of paid holidays to nine. Three weeks of vacation will be granted after 10 years of service and 4 weeks after 25 years.

Working conditions were improved by providing for a training period to permit transferred employes to qualify for new jobs rather than face discharge. The employer is also obliged to confer with the union prior to the introduction of automatic equipment.

There will now be full Union shop requirements at all locations and the use of temporary employes has been restricted. Recall procedures have also been clarified and limited.

Employer contributions to the effective hospitalization coverage has been increased. In addition, the employer has agreed to discuss, as of November 1, 1960, further welfare improvements and a possible pension plan.

Sign in Buffalo

Local 212 in Buffalo, New York, has culminated recent negotiations with the Pollack Printing Corporation, which has as its principal business the fabrication of posters.

The agreement is to be effective for two years as of February 29, 1960. The employes covered by the agreement will receive increases of \$3.00 per week during each year of the contract.

Other benefits gained by the new agreement will be the reduction of qualifying time for 3 weeks of vacation from 10 years of employment to 8 years. Blue Cross and Blue Shield coverage will also now be provided by employer contributions.

Assisting Local 212 Business Representative Emil W. Steck in these negotiations were Louise Dobson, Rose M. Shields and Helen Napierala.

Union's Objections Upheld by NLRB

On April 11, 1960, after a secret ballot election conducted by the National Labor Relations Board, Local 46, Tampa, Fla., was defeated by a score of 13 votes against the local, and 10 in favor.

Immediately following the election Local 46, through Vice President Bloodworth, filed objections, contending that the employer held meetings the day prior to the election with individual employes and groups of employes in order to influence them to vote against the union.

The union also charged that the employer threatened the employes with loss of present employe benefits and working conditions. In addition, the employer promised certain rewards to its employes for voting against the union and, therefore, denying employes the right of freedom of selecting a collective bargaining agent as guaranteed in the National Labor Relations Act. Stated below is the basis for the Board's decision.

OEIU feels that the reasoning behind the sustaining of the union's objections on the part of the Board is of great importance to all local unions. Following is the Board's statement:

"As stated in *People's Drug Stores, Inc.*, 119 NLRB 634, 636, 'It is well-established that the technique of calling employes, indi-

vidually or in small groups, into a private area removed from the employes' normal work places and urging them to reject the Union is in itself conduct which interferes with conditions necessary to a free choice by the employes in the selection of a bargaining representative and warrants setting aside the elec-

tion.' Accordingly, the undersigned concludes that by its conduct in individually interviewing employes in the offices of Bane and Rohling and urging them to reject the Union, the Employer interfered with the conditions necessary to a free choice by the employes in the selection of a bargaining representative."

Signing at Houston



Harold Wisnoski, president of Local 382, Houston, Texas, looks on as A. Holtz, Houston office manager of the American Can Company, inks new three-year agreement. Other 382 members witnessing the event are: Standing, left to right, M. Van Pelt and Leon Roger, members of the Negotiating Committee. Assisting in the negotiations, but not pictured, was International Vice President Frank E. Morton.

Vancouver Unions Form Joint Committee

OEIU Locals 378 and 15 in Vancouver, B. C., have inaugurated a program to accelerate the organizational efforts among office workers in that area. As a result of a recent meeting, the local unions have jointly formed the Office Employees Central Organizing Committee. The committee hopes to produce some concrete results in the near future. Local 378 members on the Committee are Tom Ellis and Bill Kyles. Representing Local 15 are Archie Wilson and Mel Hayter. Vice President William Lowe is acting as resource secretary for the group.

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President vs. Forand Bill

IN a recent article published by the Wall Street Journal, President Eisenhower was quoted on his position on the Forand Bill. At his news conference when asked about this bill, he stated "I have been against compulsory insurance as a very definite step in socialized medicine. I don't believe in it and I want none of it myself."

The AFL-CIO has pointed out, however, that the President has been the recipient of a compulsory medical program all of his adult life. The only difference is that the President did not have to pay for it. The President forgets, however, that three out of five of those over 65 years of age have no protection whatsoever against hospitalization and surgical costs.

If these men and women were covered by a program such as the President enjoys, they too would not be interested in the Forand Bill.

Army Officers and Influence

A HOUSE sub-Committee, headed by Representative F. Edward Hebert, investigated the "munitions lobby" last year. They revealed that 1,453 retired military officers had taken jobs with 100 of the largest contractors doing business with the Pentagon. Senator Douglas of Illinois revealed similar findings.

As a result, a bill was introduced in the House which would bar all military officers from doing business with the Pentagon within two years after their retirement.

The Armed Services Committee extracted the teeth from the bill and then reported it to the House. The Pentagon opposed the bill as did retired officers who are drawing retirement pay from the government.

It will be interesting to see what action is taken on this bill.

N.L.R.B. Acts Both Ways

A FEW weeks after the Landrum-Griffin Bill became law, a number of business men questioned the National Labor Relations Board's General Counsel Stuart Rothman regarding the possibility of unions picketing employers for purposes of getting "quickie elections." Mr. Rothman stated that he would not allow these things to happen and would insist that unions produce proof of interest.

On the other hand, Local 1265 of the Retail Clerks International Union picketed the G. R. Kinney Company, a retail shoe store in Oakland, California. The picket signs and leaflets distributed requested that consumers patronize stores where union members were employed. The signs also stated that the Retail Clerks Union would not enter into a contract with Kinney until a majority of its store employees joined the union.

The Kinney Company requested an election. The NLRB Regional Director in San Francisco immediately ordered an expedited election. U. S. District Court Judge Albert C. Wollenberg then denied the union's motion to enjoin the Board from conducting this election.

It would appear, therefore, that where a union wants a quick election without proof of interest, it will be denied such election. On the other hand, if the employer requests a quick election, such election will immediately be ordered.

The Employer always gets his way regardless of circumstances.

Basics of Unionism Stressed at Conference



Participants at North Central Organizational Conference were urged to interest members in all union activities through well organized union meetings.

An extremely worthwhile two-day meeting was conducted by the North Central Organizational Conference in close cooperation with the Labor Education Program Industrial Relations Center of the University of Minnesota. All the delegates left as better informed union members as a result of attending the constructive and educational sessions.

Mr. Walter Uphoff, of the University Staff, led a discussion on the importance of having a vitally interested union membership. Printed newsletters and histories of the union were suggested as means towards this end. Well organized and interesting union meetings were stressed as an essential ingredient to a good local union. Participation in union activities by all the members would keep the union strong and enable it to attain its objectives.

Director of Organization H. B. Douglas enumerated a number of organizational accomplishments throughout the nation. He specified some difficulties which the OEIU ran up against in its organizational efforts. He pointed out that organizational responsibilities rested

with each individual member.

He urged that all members make known that the OEIU is ready, willing, and able to serve white collar employees. Not only should the public be made aware of the existence of the OEIU, but in addition, individual members must assume the responsibility of informing others of the outstanding job being done by the various Locals.

Panel discussions were conducted on union administration, dealing with the hows and whys of unionism, and collective bargaining procedures. Leading the discussions were panelists: Arthur Fritz, secretary-treasurer of Local 12; Harold Beck, business representative of Local 9; Violet Sallie of Local 12; International Representative Arthur Lewandowski, and Walter Uphoff of the Labor Education Program.

Conference President Robert Burgoyne adjourned the week-end Conference after extending thanks on behalf of the delegates to host Local 12 for the fine manner in which the meeting was organized and the agenda selected.

Grievance Procedures Discussed in Northwest



President Coughlin helped lead panel discussions at recent Pacific Northwestern Organizational Conference. Grievance procedures, collective bargaining processes were among topics on conference agenda.

A well attended meeting of the Pacific Northwestern Organizational Conference was held in Seattle, Washington, March 14 and 15.

During the two-day session, in a program planned by Roy Brookbank of the B. C. Electric Company, the Conference delegates, through group discussions, concentrated on grievance procedures, the collective bargaining processes, and a panel discussion on the "OEIU Philosophy." International Vice President William Lowe, Local 378 Business Manager Ev King, International Vice President Gene Corum, Conference President Bob Rennie of Local 378, and OEIU President Coughlin participated

in the program.

This was one of the finest Conference meetings in the history of the Pacific Northwestern Organizational Conference. All delegates participated most enthusiastically.

Bob Rennie of Local 378, Vancouver, B. C., and Mrs. Bernie Meyer of OEIU Local 11 in Portland, Oregon, were re-elected as president and secretary-treasurer respectively.

Delegates to the Conference heartily ratified a proposal for a joint Conference meeting with the Western Organizational Conference at Portland, Oregon, in October.

John Clark Feted By His Union

John A. Clark, OEIU Local 212 member responsible for bringing a big segment of salaried employees into the union in its formative days, retired recently from the Inspection Department of the Worthington Corporation.

In the late summer of 1950, an industrial union began organizational activity among the salaried employees at Worthington. In spite of the progress they were making, Brother Clark never wavered from his convictions that the group belonged in an office employees union. He alone met with International Vice President George P. Firth and convinced him that the OEIU should intervene.

The election was set up and the industrial union was defeated. The results of a run-off to determine representation of the group was an overwhelming majority vote for Local 212 and so through the efforts begun by two men, a segment of over 400 salaried employees was brought into the OEIU.

Brother Clark became a steward in his department and served as a

member of the Local Executive Board. At the conclusion of approximately 21 years service with the corporation, he was bestowed an honorary life membership in Local 212 at a recent Local meeting.

All his friends and fellow members of Local 212 wish him many years of happy retirement!

American Can Signs in Houston

Local 382 has concluded negotiations with the American Can Company offices in Houston, Texas. A three-year agreement was signed reflecting wage and fringe benefit gains.

A weekly wage increase of \$2.80 was made retroactive to December 1, 1959. Additional increases of \$2.80 will go into effect in December of 1960, and 1961. Job reclassifications also brought wage adjustments. Seventy-five per cent of the employees have received increases of \$9.51 or more per week. Retroactive checks for 40 employees amounted to \$10,800.00.

Among other improvements in the new contract will be an increase

in the overtime rate from 2¼ time to 2½ time for work performed on a holiday.

The Company and the union have agreed upon a non-contributory supplemental unemployment benefit plan for the benefit of employees covered by the agreement. The existing group insurance and pension plan was also improved.

Provisions were included to protect employees whose jobs may be abolished through automation.

New Minimum Wage Booklet

A new booklet which "tells briefly and in plain language how and why state minimum-wage laws came about, how they operate, and what impact they have on the worker, the employer, and the community" has been released by the Department of Labor's Women's Bureau. The booklet, "Minimum Wage and the Woman Worker," can be obtained from the Superintendent of Documents, U. S. Government Printing Office, Washington 25, D. C., for 15 cents.

Trends in Automation

Routine Jobs Are the First to Go

Since we began our articles dealing with automation in the February edition of "White Collar," we have received numerous requests for further information as to occupations which are being changed or affected in some way by the installation of electronic data processing equipment.

We have stressed the fact that clerical occupations which are disappearing as the result of the introduction of automation are, for the most part, routine and repetitive office jobs. For example, these machines will displace many clericals who file or sort office records or operate various common office machines such as those which address, add, calculate or may be in the bookkeeping and filing classifications.

This is not intended to mean that all of these jobs will be displaced in their entirety. Those firms using electronic computers will still require clerks to number, type and file. Others will check for accuracy. Key punch operators working on old type IBM installations will be retrained to prepare punch cards or magnetic tapes which are fed into computers. Clerical workers in jobs requiring the use of considerable judgment or contact with other people, will of course not be affected by data processing machines. These clerical jobs include Receptionists, Secretaries, Stenographers, Claim Clerks, Billing Clerks and people doing work which involves considerable judgment or contact with other people.

At the present time, the greatest headway in the introduction of electronic data processing equipment is being made in large companies, particularly in those which use a high proportion of clerical workers in relation to their total employment. Government agencies, insurance companies, and public utilities are among the leading users of electronic computing systems.

Some banks are already using computers which have been prepared solely for the use of banking installations. Both IBM and Remington Rand prepare machines for specialized use. Large corporations in the manufacturing industry, including electrical equipment companies, those manufacturing petroleum products, chemicals, aircraft, automobiles and steel have also installed electronic computers. These companies use the computers as an aid in solving engineering and scientific problems and also to perform such office functions as payroll processing and perpetual inventory.

For the most part, the large computers are far too expensive for the small and medium

sized firms. In the April edition of "White Collar" we noted, however, that small computers are being made available to take care of the needs of the smaller and medium sized firms. As yet, however, we are not aware of the type of occupational classifications which will come into being as a result of the installation and use of these smaller computers by smaller firms.

For the time being, we will deal solely with those occupations which will be affected by the installation of the larger machines such as the IBM 700 Series and Remington Rand's Univac. The following are the job definitions and job requirements of computing analyst, console operator and data typist, as prepared by the Occupational Analysis Branch of the United States Employment Service:

COMPUTING ANALYST—Formulates mathematical statement of engineering, scientific, or business problems, and devises procedures for solution of problems by electronic data processing system. Confers with engineers, scientists and officials concerned, to state problem in form capable of being solved. Analyzes problems, such as distribution of airplane wing stresses, statistical analysis of psychological data, calculation of tensor forces between nuclear particles, and analysis of structures to simplify bridge design. Prepares charts, tables, and diagrams to assist in analyzing problem, working with a variety of scientific and engineering tables and formulas, and requiring a knowledge of mathematics often at the level of differential equations. Devises mathematical procedure to solve problem by electronic computer, keeping in mind capacity and limitations of equipment, operating time, and form of desired results. May alter design of computer system to permit solution of problem. Evaluates results of machine calculations to determine if data meets needs of problem, and prepares reports. Analyzes reasons for failure of computer to solve problem, and revises logic and procedures involved. Develops mathematical formulas and procedures to provide more efficient machine operations. May prepare programs.

Job Requirements: College degree, with emphasis on mathematics and the physical sciences is usually the minimum educational requirement. Degree in engineering is especially desirable. Graduate training involving such subjects as differential equations and numerical analysis frequently is required. Some employers accept

less formal training if the individual possesses significant data processing experience.

CONSOLE OPERATOR—Monitors and controls an electronic computer that automatically processes data to solve mathematical, engineering or technical problems or to maintain business records, by operating a central control unit known as a console. Studies program instruction sheet to determine equipment set-up and operating instructions. Mounts reels of tape in designated magnetic tape units which extract input data or record output data. Switches auxiliary equipment, such as automatic typewriter and peripheral machines into circuit, to close loop and effect feedback of data. Manipulates up to 100 or more control switches on console panel to start and operate electronic computer that reads and processes data. Observes, continuously, as many as 200 lights on control panel and magnetic tape units and action of automatic typewriter to monitor system and determine point of equipment failure. Tears printed sheets from typewriter at designated points to be used for verification. Reports machine malfunctioning to Supervisor, Data Processing System. Manipulates controls in accordance with standard procedures to rearrange sequence of program steps in order to correct computational errors or to continue operations when individual

units of system malfunction. Confers with technical personnel in event errors require change of instructions or sequence of operations. Rewinds and removes tape at completion of processing. Maintains operating records, such as machine performance and production reports.

Job Requirements: A general high school education or its equivalent usually meets the basic educational requirements of most employers, although some employers insist on additional training in electronics or electricity in a technical school. Occasionally, college training or an engineering degree is required since persons with such qualifications require less training on the job and may advance rapidly to more responsible positions. In areas where demand for workers exceeds supply, employers frequently hire inexperienced workers on the basis of aptitude tests developed for their companies.

DATA TYPIST—Transcribes coded program instructions for electronic data processing operation onto magnetic tape, using electric typewriter equipped with special keyboard. May transfer data from punched cards to reels of magnetic tape or from tape to card. May operate high-speed printing machine that converts data, magnetically recorded on reels of tape, into printed record. May be designated according to trade name of machine used, as Unitypist.

Job Requirements: High school graduate with typing training preferred. Typing or key punch experience desirable.

OEIU Certified at Newspaper in Montreal

International Representative Romeo Corbeil reports that certification was received from the Quebec Labour Relations Board which covers 50 office employees of the La Compagnie De Publication La Patrie in Montreal.

The campaign waged by the employees of this newspaper successfully culminated in a request for certification approximately a month ago.

OEIU Local 57 received splendid cooperation from members of the International Typographical Union.

Sullivan Named B.S.E.I.U. Chief

David Sullivan of New York has been elected as President of the Building Service Employees International Union at their recent Convention. Mr. Sullivan succeeded William McFetridge who retired after having served as president of that organization for the past twenty years.

The Building Service Employees Union has 275,000 members throughout the United States and Canada.

Dave Sullivan is well known as leader of approximately 37,000 members of Local 32-B in New York City.

Retiring President McFetridge will remain on the AFL-CIO Executive Council and will serve as advisor to the BSEU.

National Biscuit Contract

International Representative Gene Dwyer has reported the successful conclusion of bargaining sessions with the National Biscuit Company in Marseilles, Illinois and Local 331. The outcome of these negotiations was a beneficial two-year agreement for the office clericals in the employer's carton factory and mill.

During the first year of the agreement, there will be a general increase of \$5.00 per week retroactive to February 13, 1960. A further general increase of \$4.00 per week will be effective as of the second year of the agreement.

Employees will be eligible for a third week of vacation after only 10 years of employment. Eight paid holidays are provided.

Jersey Negotiations Completed

OEIU locals have concluded successful negotiations with the New Jersey Public Service Gas and Electric Company. The new agreement will bring a package of 4.863 per cent increase of salary and hospitalization benefits.

International Representative Paul Milling assisted in the bargaining sessions. The company had taken a firm stand and refused the Union's reasonable bargaining requests. President Harold Jensen of Local 91 then called a membership meeting to inform the members of the company's position.

The membership voted to back their demands by unanimously calling for strike action if the employer remained adamant. When the company became aware of the membership's determination, it modified its last offer which the Union then accepted. The resulting agreement is an outstanding white collar contract for Locals 91, 96, 104, 258 and 328.

Wage Increases Won in Chicago

An initial two-year collective bargaining agreement has been negotiated and signed between Local 28 and the A. O. Smith Product Service Division in Chicago, Illinois.

The contract covers the plant clericals in the Chicago unit of this national concern. The OEIU was certified as the collective bargaining agent after an election conducted last October.

This first agreement provides for substantial wage increases over previously existing rates for the employees covered by the agreement. Pay raises range to a high of \$56.00 per month over previous salaries.

Fringe benefits include 6 full holidays and 2 additional halfholidays. Three-week vacations will be provided after 11 years of service. Two years of employment is the qualifying time for 2 weeks of vacation. A union shop clause was also included.

Hospital Signs

Special Representative Russell Harvey reports the signing of a new collective agreement on April 22, 1960 between Local 347 and the Sarnia General Hospital in Sarnia, Canada.

As a result of the agreement, wages will be increased 3½ per cent during the first year of the agreement and an additional 2½ per cent during the second year. Shift bonuses of 5 cents and 10 cents have also been provided.

The vacation clause has been liberalized so that employees need only be employed for 10 years to qualify for 3 weeks of vacation. Formerly the qualifying time for the third week of vacation was 15 years.

Manitowoc Shipbuilding Agreement

After last minute conciliation efforts, Local Union 77 in Manitowoc, Wisconsin, reached a basis for accord with Manitowoc Shipbuilding Co. The union and the company incorporated their agreement in a new two-year pact effective May 1, 1960.

The contract calls for a 7 cents per hour increase for senior clerks during the first year and a 6 cents per hour increase for all others. An additional similar increase will be made effective during the second year of the agreement.

The employer also has agreed to make a contribution of \$3.00 per month per employe toward the hospitalization and surgical insurance plan.

Canadian Report Warns That Automation is Serious Problem

The annual report of the Department of Welfare of the Province of Ontario reveals disturbing estimates of the effects of automation in the coming years, particularly as they involve older workers.

Deputy Minister J. S. Band in presenting the report, predicted that "Within the next decade automation in industry will possibly replace four out of five industrial workers through the development and use of robot machinery."

The steps suggested to prepare for such an eventuality correspond very closely with those which have been urged for several years by the Canadian Labor Congress and supported by the Ontario Federation of Labor, says Morden Lazarus, in a story by the Cooperative Press Association.

"If this prediction becomes a reality," says the government report, "there will be a radical need for the reduction in the work week, re-training of workers in other than industrial occupations, and additional social security measures for the growing number who will not be acceptable within the labor force."

Dealing with the older worker, the role of workers 45 years of age or over, the deputy minister expressed concern "as to present and future hazards. . . . The opportunity for gainful employment by the older worker declines as his age increases. The person who has attained the age of 65 years has only the remotest chance of finding suitable employment."

This virtually concedes the point pressed by the Canadian Labor Congress that the universal old-age pension should be payable at 65 instead of at age 70 as at present.

Statistics show that last year only 3.55 per cent of the working force were workers 65 or over compared with 5.14 per cent in 1945 and 4.53 per cent in 1950. Fewer and fewer older workers are able to keep or find jobs; so while the labor force increased in 14 years from 4½ million to 6¼ million, the over-65s at work actually dropped in number.

The report indicates that most employers are looking for workers under 45, so that layoffs after that age make re-employment very difficult. This point emphasizes the need in Canada for a contributory pension plan, along the lines of the U. S. program, but as a supplement to the universal pension, and available much earlier than the present 70-year level and with payments higher than the present \$56 a month.

The federal government indicated its support for a contributory pension plan after the Canadian Labor Congress and the CCF advanced plans for a so-called "portable pension" which would meet the needs of the times.

The concern of the provincial government in this province and this special study now under way indicate that some kind of extended social insurance scheme will be part of the election program of all three political parties in the next elections—provincial and federal.

Canadian Recession Warning Sounded

A leading economist has joined the Canadian Labor Congress in warning that, unless immediate steps are taken, Canada will soon be in the depths of the worst recession since the 1930's.

Wilfred Beckett of the University of Toronto went even farther than the CLC. As reported in MacLeans Magazine, Beckett flatly predicted that a recession with 1,500,000 unemployed will start this fall.

Beckett was quoted as saying the recession will last 18 months and will be far more serious than any recession since 1945. He suggested that when the recession hits, layoffs or paycuts are in store for most Canadian workers.

While most other economists refuse to go out on so long a limb, public statements and private conversations indicate that they are inclined to agree. "Canada is no longer in a favored position vis-a-vis other western economies," said one. Today Western Europe and Japan are "producing like mad," and Canada's relative growth in primary goods, as well as in manufacturing, was slowed down.

"This has nothing to do with prices or costs," commented another economist. "It's simply that others can now produce many of their own needs and Canada's markets are becoming limited. While export figures are up for the first quarter of 1960, they were down in April. Where they'll go from here, I hate to think."

Southeastern Conference Meets in Birmingham



Intensive briefing on National Labor Relations Board procedures and its additional duties under the recently passed Labor-Management Reporting and Disclosure Act were presented by two labor attorneys at instructive Southeastern Organizational Conference.

Delegates to the Southeastern Organizational Conference took time out for this group picture. Delegates from nine southeastern states met over the week-end of May 21 and 22 at the Bankhead Hotel in Birmingham, Alabama.

The delegates received an intensive briefing on NLRB procedures and duties imposed under the Labor-Management Reporting and Disclosure Act from Birmingham Attorneys Jerome A. Cooper and William A. Mitch, Jr. This presentation was then followed by a question and answer period in which the lawyers fielded questions from the attending delegates.

The Conference was attended by International Director of Organization H. B. Douglas who informed the Conference of organizational efforts throughout the United States and Canada. He also discussed organizational problems and techniques in a lively session in which all of the delegates participated.

Barney Weeks of the Alabama Labor Council also ad-

ressed the two-day Conference. He spoke of the public relations problems facing labor organizations as the result of adverse reporting in the various news media. He urged that these false impressions be countered by greater participation in community projects by Local Unions. Public relations committees could also be established to counter adverse publicity.

Commissioner Wylie Roberts of the Birmingham Office of the Federal Mediation and Conciliation Service led an informative session on "Negotiations and Arbitration." The Commissioner discussed various problems to be expected in this area and the assistance available from the Federal Mediation and Conciliation Service.

Before adjourning, the delegates elected Mattie Henry Hale of Chattanooga, Tennessee, to the post of president of the Southeastern Organizational Conference. International Vice President J. O. Bloodworth was elected Secretary-Treasurer of the Conference. The next Conference meeting will be hosted in Chattanooga, Tennessee.

New Agreement at Hudson Paper

After a long drawn out series of negotiating sessions, a two-year agreement has been signed between Local 337 in Palatka, Fla., and the Hudson Pulp & Paper Company.

The agreement was not reached without a five-week work stoppage during which our OEIU members honored the picket lines of the Pulp and Sulphite Workers and Paper Makers.

The new agreement will reflect a wage increase of 3 per cent with a minimum of 7 cents per hour retroactive to June 1, 1959. An

additional increase will be effective June 1, 1960, which will amount to a 4 per cent increase with a minimum of 8 cents per hour. Retroactive checks were distributed on April 8, 1960, to each employee. Checks ranged in amounts from \$150.00 to \$393.00.

The new contract includes improvements in the sick leave provisions. Supervisors not in the bargaining unit will be exempt now from performing work regularly performed by employes in the bargaining unit.

Quebec Natural Gas Contract Settled

Four hundred and fifty employes of the Quebec Natural Gas Corporation in Montreal, Canada, members of OEIU Local 57, have accepted a first renewal of their collective agreement. The wage increases represent 9 per cent average this year and 8 per cent average next year.

The agreement provides for a new job evaluation which will be furnished to the union to be studied for further negotiations, if necessary. Weekly wage increases ranging from \$1.00 to \$10.00 will result from these job evaluations. The wage scale increases are retroactive to December 4, 1959.

The agreement will be effective for two years as of March 1, 1960.

The Negotiating Committee of the union was composed of Gilles Beau-regard, president of the group; Maurice Warren, vice president; Philippe Lamoureux, secretary; Jacques Danis, and Lucien Thivierge, assisted by Jack Tunney, president of Local 57 and International Representative Romeo Corbeil. The Department of Labour assisted in settling this agreement. Mr. Lucien Malouin and Cyprien Miron, director of the Provincial Department of Labor, were present during the negotiations.

VA Studies Term Insurance Problems

More than three million veterans in the United States should give careful study to their GI insurance holdings, Sumner G. Whittier, Administrator of Veterans Affairs, suggested earlier this month.

These three million veterans still hold GI term insurance, VA's top man said, a type of insurance that plays a definite role for a young growing family but may become prohibitively expensive for the veteran near retirement age.

This is one of the biggest problems now facing the VA, Whittier pointed out, using as an example a recent letter from a World War I veteran to emphasize the importance of the situation.

"Feel free to use my present plight to warn other term insurance holders," the veteran wrote. "I find myself nearing 70, unable to continue my term insurance payments at their greatly increased rate and unable to obtain new insurance coverage. If I die, my wife has nothing; yet over the years we have invested more than \$8,000 in this form of insurance."

More than 16,000 World War I

veterans still hold U. S. Government Life Insurance term policies which originated in the first World War. More than 312,000 World War I veterans have converted their term policies.

National Service Life Insurance originated in World War II is held by about 5,307,000 veterans in policies with a face value of nearly \$35-billion. Of these younger veterans, some 2,191,000 have converted to permanent insurance, and 3,116,000 continue with term protection.

"Mounting costs can become prohibitive as the years go by," Whittier said. "For instance, a term G.I. insurance policy that carries an annual premium of \$9-a-thousand at age 35, jumps to an annual premium of \$47-a-thousand by age 65, and to \$73.16-a-thousand at age 70."

Administrator Whittier emphasized that the VA is not trying to tell individual veterans how to handle their insurance programs. "The individual program," he said, "depends on the circumstances of each veteran."

Health Aid for Aged Senate Battle Nears

Organized labor is nearing the time for a "showdown" in its fight to push some sort of adequate health aid measure for the aged through Congress before the law-making body adjourns in July.

Earlier this session the House defeated the Forand bill 16-to-9. This measure would have provided health aid to the aged through a

rise in the social security tax. The bill has been unpopular with the American Medical Association because they say it would lead to socialized medicine (see editorial on page 2).

President Meany has urged all members of International unions affiliated with the AFL-CIO to send "letters, wires, petitions and every other method of communication . . . to impress upon the Senate the need to take proper action for all our retired persons." Forand-type health care measures have been introduced by Senators Kennedy (D-Mass.), Humphrey (D-Minn.), and McNamara (D-Mich.). They are all now in various committees awaiting action on the Senate floor.

OEIU Certified At Westinghouse

International Vice President William A. Lowe has reported that the OEIU has been certified as the collective bargaining agent for the 33 office employes of the Canadian Westinghouse, Ltd. in Vancouver, B. C.