Panel Discussions Are Feature of Western Organizing Conference

Panel discussions dealing with the organizational processes, grievance procedures, holidays and welfare plans, were the main features of the recent Western Organizing 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 expedient ways of presenting NLRB petitions.

Panel members: Russell Phillips of Local 83, San Bernardino, California; International Vice President Max Krug and OEU 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 limited distribution and house calls, and methods to be used to combat anticipated employer opposition.

Pat Perry, Western Regional Director, who represented the International, spoke on the need for organizing committees to cooperate with the Branch and Regional Organizational Conference in the conduct of organizing activities.

Union's Objections Upheld by NLRB

On April 11, 1960, after a secret ballot election conducted by the National Labor Relations Board, Local 621, San Francisco, 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 employees and groups of employees in order to influence them to vote against the union.

The union also charged that the employer threatened the employees with loss of present employee benefits and working conditions. In addition, the employer promised certain rewards to its employees for voting against the union and, therefore, denying employees the right of free collective bargaining as guaranteed by the National Labor Relations Act.

As stated in OEU Business Letter No. 123, the Board's decision is of extreme 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 employees individually or in small groups, into a private area removed from the employees' normal work place and urging them to reject the Union is in itself conduct which interferes with conditions necessary to a free choice by the employees in the selection of a bargaining representative and warrants setting aside the election.' Accordingly, the undersigned concludes that by its conduct in individually interviewing employees in the offices of Bane and Robbins, and urging them to reject the Union, the Employer interfered with the conditions necessary to a free choice by the employees in the selection of a bargaining representative.

Panel Contracts Signing

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

Signing at Houston

Harden Winwood, president of Local 383, Houston, Texas, looks on as J. Holtz, Houston office manager of the American Can Company, inks new three-year contract. Other 382 members witnessing the event were Standing, left to right, M. Van Peck and Ross Reagan, members of the Negotiating Committee. "Assisting in the negotiations, but not pictured, was International Vice President Frank E. Morton.

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 OEU Local Unions 15, 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 $2.40 per month to $3.88 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 holiday 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 employees 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 employees has been eliminated. Local grievances 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.

Vancouver Unions Form Joint Committee

OEU Local 378 and 383 in Vancouver, B. C., have inaugurated a program to coordinate 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 Kytes. Representing Local 383 are Archie Wilson and Mel Huyler. Vice President William Lover is acting as resource secretary for the group.

Sign in Buffalo

Local 212 in Buffalo, New York, has culminated recent negotiations with the Pollock 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 employees 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 the two-week probation period to one week.

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President vs. Forbid Bill

In a recent article published by the Wall Street Journal, President Eisenhower quoted on his position on the Forbid 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 Forbid Bill.

Army Officers and Influence

A HOUSE sub-committee, headed by Representative F. Edward Hamilton, investigated the "military 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 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 unless a majority of the 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 an 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.

White Collar

BASICS OF UNIONISM STRESSED AT CONFERENCE

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

Mr. Robert L. Reyer 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 help the union grow and enable it to attain its objectives.

Director of Organizational H. B. Douglas enumerated a number of organizational accomplishments throughout the union. He specified some difficulties which the union encountered in its organizational efforts. He pointed out that organizational responsibilities rested with each individual member.

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

Panel discussions were conducted on union administration, collective bargaining techniques and procedures, organizing, and collection bargaining procedures. Leading the discussions were panelists: Arthur Firth, secretary-treasurer of Local 12, Herold Beck, business representative of Local 9; Violet Sallie of Local 12; International Representative Arthur Lewynszky, and Walter Uphoff of the Labor Education Program.

Conference President Robert B. Copeyson 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 agencies selected.

Grievance Procedures Discussed in Northwest

President Coughlin led joint panel discussions at recent Pacific Northwest Organizational Conference. Grievance procedures were presented, with the emphasis on conference agreements.

A well attended meeting of the Pacific Northwest Organizational Conference was held in Seattle, Washington.

During the two-day session, in a program planned by Roy Brockbank of the B. C. Electric Company, the conferences officers, through group discussions, concentrated on grievance procedures, the collective bargaining process, and a panel discussion on the "OEIU Philosophy." International Vice President William Lewis, Vice President George E. Brown, International Vice President Gene Corin, Conference President Bob Renue of Local 378, and OEU President Coughlin participated in the program.

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

Bob Renue of Local 378, Vancouver, B.C., and Mrs. Benjamin Babcock, wife of OEU Local 11 in Portland, Oregon, were re-elected as president and secretary-treasurer respectively.

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

John Clark Feted By His Union

John A. Clark, OEU 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 Buffalo Division of the Worthington Corporation. In the late summer of 1953, an industrial union began organizational activity among the salaried employees. Clark never wavered from his convictions that the group be organized in an office employees union. He alone met with International Vice President George P. Firth and convinced him that the OEU should intervene.

The election was set up and the industrial union was defeated. The result 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 became brought into the OEU.

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 with him many years of happy retirement.

American Can

Signs in Houston

Local 382 has concluded negotiations with the American Can Company officers in Houston, Texas. A three-year agreement was signed re- fencing wage and fringe benefits.

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 classifications also brought wage adjustments. Seventy-five new employees have received increases of $5.51 or more per week. Retractive checks for 46 employees amounted to $10,800.00.

Among other improvements in the new contract were an increase in the overtime rate from 21/2 time to 31/2 time for work performed on holidays.

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 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.
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 may be affected by automation. In the past we were not aware of the type of occupational classifications which will come into being as a result of the new injection 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 analysts, console operator and data typist, as prepared by the Occupational Analysis Branch of the United States Employment Service.

**Computing Analyst**
Formulates mathematical state-ments, explores electronic or mechanical problems, and designs procedures for solution of problems by electronic data processing system. Collaborates with engineers, scientists and officials concerned, to state problem in form capable of be-ing solved. Analyzes problems and their solutions, including airplane flight, automobile braking, central computers, and engineers' or scientists' designs. Trains technical people to use equipment. Learns new methods through reading, study, and formal training.

**Console Operator**
Operates an electronic computer that automatically processes data to solve mathematical, engineering or scientific problems, by keeping in mind capacity and limitations of equipment, operating time, and form of desired results. May alter design of computer program to permit solution of problem. Evaluates results of machine calculations to determine if data meets of program and prepares reports. Analyzes reasons for failure of computer to solve problem, and revises logic and design; solves problems; maintains mathematical formulas and procedures to provide more efficient machine operations. May prepare technical documents: Technical reports: college de-grees, with emphasis on mathemat-ics and the physical sciences is usually the minimum educational requirement. De-grees in other disciplines are desirable. Graduate training involving such subjects as differential equations and numer-ical analysis frequently is re-quired. Some employers accept-

**Data Typist**
Transcribes coded project data from electronic data processing operation onto magnetic tape, using electric typewriter equipped with special keyboard. May transfer data from one machine to another by means of punched cards to reels of magnetic tape or from tape to card. May operate high-speed printing ma-chines that automatically print typewritten data, continuously, in text, record data. May be designated according to grade name of machine used, as Typist.

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

**OEIU Certified at Newspaper in Montreal**
International Representative Ronnoe Corbeil reports that certification was received from the Quebec temporary agency, which covers 50 office employees of the La Patrie in Montreal. The campaign waged by the employees resulted in their unani-mously 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 president of the Building Service Employees Interna-tional Union at their recent Con-vention. Mr. Sullivan succeeded William McFedrie who retired after 13 years of service to the leadership of that organization for the past twen-ty years.

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

**National Biscuit Contract**
International Representative Geo-rg Dwyer has been negotiating with a successful conclusion of bargaining sessions with the National Biscuit Company in Marseilles, Illinois and Local 331. The outcome of these negotia-tions was the conclusion of a new agreement for the office clerks in the employer's cartoon factory and mill.

During the first year of the agreement, there will be a general increase of 10 cents per hour retroactive to February 1, 1960. A further general increase of $42.00 per year 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.

**Wage Increases Won in Chicago**
An initial two-year collective bargaining agreement has been negotiated and signed between Local 96, the United Rubber and Plastics Service Division in Chicago, Illi-nois, and the Allied Chemical Corporation, the management of the company.

The contract covers the plant workers in the Chicago unit of this manufacturer of rubber products. The agreement was certified as the collective bargain-ing agent after an election con-ducted by National Labor Relations Board February 6, 1960.

This first agreement provides for wage increases over previously established base rates the employees covered by the agreement. Starting rates for new employees will be $25.00 per month per employee toward the expiration of the agreement.

Shift bonuses include 6 full holidays and 2 full week's vacation. Three-week vacations will be pro-vided after 11 years of service. Two years of employment is the qualifying time for 2 weeks of vaca-tion. A union shop clause was also included.

**Hospital Signs**
Special Representative Russell Harvey reports the signing of a new agreement by the Local 331, AFL-CIO, of the General Hospital in Saranac, Canada.

As a result of the agreement, all employees of the hospital, 200 employees in total, will receive a raise of $6.00 per cent during the first year of the agreement and an additional $2.50 per cent during the second year. Shift bonuses of 5 cents and 10 cents per hour will be provided.

The vacation clause has been liberalized so that employee's need not accumulate time or quality for 3 weeks of vacation. Formerly the qualifying time for the third week of vacation was 15 years.

**Manitowoc Shipbuilding Agreement**
After two years of negotiation eff-orts, Local Union 77 in Manitowoc, Wisconsin, reached a basis for an agreement with Manitowoc Shipbuild-ing Co. The union and the company are representatives of an agreement in a new two-year pact effective May 1, 1960.

The agreement calls for a 7 cents per hour increase for senior clerks during the first year and a 2 cents per hour increase for all other employees. An additional similar increase will be made during the second year of the agreement.

The employer also has agreed to make a contribution of $3.00 per month per employee 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 effect of automation in the coming years, particularly as they involve older workers.

Deputy Minister J. S. Band in presenting this 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 critical 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 under 54 after retirement age was discussed in detail, "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.

The virtually death point is the pressure 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 7.9% per cent in 1950. Fewer and fewer older workers are able to keep or find jobs; so while the labor force increased by 14 years from 4.5% million to 6.5 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 to those at 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 CCA advanced plans for a so-called "portable pension" which would fit into this picture.

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 1930.

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 regard a recession as inevitable.

The industrial recession, which is particularly bad in 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 hesitate to think."

Southeastern Conference Meets in Birmingham

Delegates to the Southeastern Organizational Conference took time off for this group picture. Delegates from nine southeastern states met over the week-end of January 12 and 13, 1959, at the Alabama Hotel in Birmingham.

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. Misch, 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 Confederates of organizational efforts throughout the United States and Canada. He also discussed organizational problems which were held in a lively session in which all of the delegates participated.

Barney Weeks of the Alabama Labor Council also addressed 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 also called upon the delegates to vigorously work for union participation in community projects by Local Unions. Public relations committees could also be established to counter adverse publicity.

Commissioner Wyllie 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, as well as the assistance available from the Federal Mediation and Conciliation Service.

Before adjourning, the delegates elected Myrtle Henry chairperson, Mrs. Pauline Hall of Chattanooga, Tennessee, as the post of president of the Southeastern Organizational Conference. Interim Secretary-Treasurer was appointed since the position of Secretary-Treasurer at the Conference meeting will be held 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 Polk City, Florida, and the Hudson Pulp & Paper Company. The agreement was reached without a five-week stoppage during which time our OUEU members handled a serious strike in the Strathclay and Sulphite Paper and Pulp Mills.

The new agreement will reflect a wage increase of 3c per hour (which is equal to $1.80 per week) retroactive to June 1, 1959. An additional increase will be effective June 1, 1960, which will amount to 4c per hour increase with a minimum of 8c per hour. Retroactive checks were distributed on January 5, 1960. Checks ranged in amounts from $120.00 to $293.00.

The new agreement also includes improvements in the sick leave provisions. Supplemented with the bargain- ing unit will be the health checks to be performed by employees in the bargain- ing unit.

Quebec Natural Gas Contract Settled

Four hundred and fifty employees of the Quebec Natural Gas Corporation in Montreal, Canada, members of OUEU Local 57, have agreed to a first renewal of their collective agreement after the expiration of the current contract.

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

VA Studies Term Insurance Problems

More than three million veterans and veterans still hold U. S. Government Life insurance 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. President Kennedy's recent calls for further study of all our retired persons. For- mula of health care measures have been introduced by Senators Kennedy (D-Mass.), Humphrey (D-Minn.), and McNamara (D-Mass.). They are all now in various com- mittees awaiting action on the Senate floor.

OEIU Certified At Westinghouse

International Vice President William A. Lowe has re- ported that the OEIU has been certified as the collective bargaining agent for the 25 af- filiates of the employees of the Cana- dian Westinghouse, Ltd., in Vancouver, B. C.