Wayne Morse Speaks on Unions' Political Activities

The following is an excerpt from an address by Senator Wayne Morse of Oregon regarding the effort of Strom Thurmond, Barry Goldwater and other anti-labor senators to pass legislation restricting the rights of labor unions in the political field.

I think we make a great mistake today, Mr. President, in attempting to incorporate in a clean elections bill a proposal which would have very widespread effects upon the activities of American unionism in the field of political education and activity...

This proposal is obviously one which seeks to further restrict and further limit the activity of American trade unionism in American political life. I hold to the view that it is in the interest of sound public policy, in the interest of our democratic system of government, to have more rather than less political activity on the part of trade unions, and I hold to the same point of view in regard to chambers of commerce, the National Association of Manufacturers, and other employer groups.

What Are We Afraid Of?

I am always a little amused in the opposition of conservative elements in our country to the activity of workers banded together in a trade union, in a political campaign. Perhaps what we need is a re-institution of a thoroughgoing investigation of what is happening in political techniques. It would be rather interesting, in such an investigation, to discover the substitutes which American industry uses in order to funnel into political campaign funds to support candidates of their liking... (Continued on page 4)

U.S. Study Finds Older Office Workers Efficient as Younger

Secretary of Labor Mitchell announced the results of a new Labor Department study which indicates that "older workers are as productive as their younger counterparts." Mr. Mitchell stated that this study is part of the Labor Department's continuing program of helping older workers retain or find jobs. It indicates, as do other studies conducted by the Department, that employers are passing up some excellent workers with valuable experience if they place an arbitrary age limit on hiring. The studies prove that older workers have lower rates of absenteeism and turnover, are more consistent in their performance, and frequently produce at a faster rate than younger workers.

The new study compares the work performance of about 6,000 workers in various age groups as comparable office jobs. It shows that workers 45 years old and over produce, on the average, about as much work as those aged 25 to 45, and slightly more than workers under 25. Accuracy of performance was about identical in each of the six age groups studied.

Secretary Mitchell said that the study brought out three important facts:

1. Wage rates and significant differences in output per hour between office workers of different age groups; second, there is considerable variation in performance among workers within age groups so that large proportions of workers in the older age groups exceed the performance of the average workers in the younger groups and, third, older workers have a steadier rate of output, with considerably less variation from week to work than workers in the younger age groups.

Experience, Secretary Mitchell said, appeared to be the major factor in the average performance among the age groups. For example, average output per man-hour was about 7 percent less for office workers under age 25 than the next older groups, but only 2 percent less when workers that had been employed on the job for 4 months were compared. Conclusions for workers in smaller groups—blue-collar workers, and service workers, higher and lower paid jobs, government and private employers, and selected occupations—showed no major differences in work performance that could be attributed to age.

The study covered office workers in 21 private companies and 5 government agencies that maintained production records for similar types of work. About half of the workers were paid under an incentive wage system. The output per man-hour of each worker was compared with the range production of workers 35 to 44 who were doing similar work under identical pay systems.

Southwestern Organizational Conference in Session

The Southwestern Organizational Conference recently held its semi-annual meeting in Painters Hall in Houston, Texas. In addition to the regular business of the Conference, there was a five hour discussion period on the implications of the Landrum-Griffin Bill. The delegates were very interested in this discussion and, as shown by the above picture, the delegates took many notes in order to report back to their local Union and its membership on the future regulations which have become mandatory under this legislation.

President Dora Cats and Secretary-Treasurer Ed Fifield were both re-elected to office.

The next meeting of the Southwestern Organizational Conference will be held in Fort Worth, Texas.

Juliano to School Board

Vice President Nicholas Juliano recently was elected to the Belleville, New Jersey, School Board. Among the six candidates, Juliano polled the most votes to win the race for one of the vacancies on the School Board.

This is further evidence that the Organized Employees of the Union believe that what is good for the Community is good for the Union.

$5 Raise Won by Market Workers

New York, N.Y.—A two-year agreement at Grand Union-Sunrise Supermarkets resulted in successfully improving the conditions enjoyed by clerical office employees, members of Local 133 of the United Food and Commercial Workers Union. The contract expires on October 31, 1961.

In addition the contract institutes a classification system calling for $2.00, $3.00, and $4.00 weekly increments up to the maximum of the respective lower grade.

All employees with one or more years of service are to receive an additional 3 days sick leave per year.

The employer has contracted to contribute an additional $2.00 per month per employee to the Local 133 Welfare Fund as of January 1, 1960. This will assure them of comprehensive dental insurance for retirement of long-service dental dentists. To gain this coverage the Local 133 Welfare Fund will pay a $151 premium for our members to Group Health Dental Insurance.

In addition to the language changes which substantially alter the pension of our members at Grand Union-Sunrise they gain a half day off on the day before Christmas.

The contract was negotiated by Askew, Petronio, Representative, Rose Ann Petronio, and Barbara Mahoney.

New Distributor Organized

Thomas Flynn, Business Manager of OFEU Local 6, announced the successful vote on behalf of Local 6 at Hartford distributors of Miller's beer. A collective bargaining agreement will be negotiated with the company in the very near future.
Landrum-Griffin Helps Employers

The NLRB recently published a statistical summary covering the three-month period between October and December 1959 which is the first effective period following the enactment of the Landrum-Griffin Bill.

It is interesting to note that employers filed 331 unfair labor practice cases during that period. This represented an increase of 81% over the 183 cases filed by employers in the corresponding quarter a year ago. Unions filed 926 unfair labor practice cases. This was an increase of only 9% over 831 filed by unions in the corresponding period of 1958. Individual workers filed 2,252 unfair labor practice cases. This was a decrease of 44% from 2005 cases filed by individuals in the corresponding period of 1958.

It is interesting to note that not only were the rights of unions curtailed, but the powers of the Landrum-Griffin Bill but of even greater significance is the fact that the rights of individuals were severely curtailed.

We are sure the politicians favoring this legislation never considered this possible effect in their numerous statements.

“Right to Work” Laws Slow Growth

D. H. Pollitt, Associate Professor of Law at the University of California, after an involved study of the motivation and effect of “right to work” laws in the 19 states which have adopted them, came to the conclusion that these laws have stunted the industrial growth of such states.

A portion of Professor Pollitt's study appeared in the 36-page report published by the National Council for Industrial Peace. This report found that in the post-war years, 45% of the plants that located in the South were there because of available markets.

He noted that “Ford, General Motors, General Electric, Westinghouse, International Harvester, National Carbon and others which fall within this category report that they expect to be uninterested in new locations because of the development of the Landrum-Griffin Bill but of even greater significance is the fact that the right of individuals were severely curtailed.

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Steam Imports

During the recent steel strike, we heard many spokesmen for the steel industry state that high American wages in that industry prevented United States steel companies from losing business to European steel companies. This point was emphasized again and again in United States newspaper editorials.

It was very revealing to read, therefore, that one of the reasons cited by the Chrysler Corporation for its loss of five million dollars last year was the high cost of importing steel during the recent steel strike. This contrasts sharply with the steel industry's contention that foreign steel can be imported into this country for prices far lower than those charged by American steel companies.

Support for Forand Bill

The Washington Post and Times-Herald stated that passage of the Forand Bill would provide medical and hospital care for America's senior citizens would relieve retirement of one of this country for prices far lower than those charged by American steel companies.

Occupations in Electronic Data Processing Systems

In accordance with a study prepared by the Occupational Analysis Branch of the United States Employment Service, a functional occupational chart in an electronic data processing system would involve the following occupations which, in many respects, are new on the office field: Project Planner, Computing Analyst, Systems Analyst, Chief Programmer, Programmer, Coding Clerk, Tape Librarian, Data Processing Systems Supervisor, Console Operator, High-Speed Printer Operator, Card-Tape Converter Operator, Data Typist, and other professional employees.

The study indicates that the Project Planner is concerned with over-all planning, scheduling and coordination of activities to achieve the desired results. By analyzing the data and the problem, a determination is made of the cost, machinery capability, man and machine hours required and whether processing can be performed economically, mechanically, or by combination of both methods.

The preparation of work flow plan and procedures establishes the processing sequence. At this point, decisions are made concerning computer operation required. Processing and sequence operations have a major effect in determining the success of the computer operation. Budget estimates are prepared to justify the cost of such a plan through a determination of the time and machinery required. Flow charts and block diagrams are developed to further refinement of the problem and to establish a sequence of computer operations.

The programmer and Coding Clerk work on an analysis of the data developed during the systems design stage in order to indicate details of the mathematical computations and the operational sequence required to solve the problem. Program steps are then translated into machine instructions, using a predetermined coding system.

The Data Processing Systems Supervisor, the High Speed Printer Operator, the Card-Tape-Converter Operator and the Tape Librarian are concerned with the actual data processing machine operations that are involved in solving a problem and in obtaining a solution.

All computer data are transferred directly on to magnetic tapes from punched cards, and the various cards and program instructions are mounted in the pertinentope acre required to make sure that the operation and carefully controlled during each step of the total program. Final processed results are recorded on tape or cards depending on the needs of the organization.

The Tape Librarian maintains a collection of processed tapes from which selections are made when reviewing or setting up a program, or from which designated tapes are withdrawn when certain programs are not in operation.

The Electronic Mechanic-Computer is responsible for maintaining and repairing the equipment. The operation of the system must be maintained in maximum operating condition. The priming function of maintaining the system is to prevent machine breakdowns and to ensure that the computer does not operate in an unsafe condition. Maintenance routines are integrated with normal operations to permit uninterrupted operations.

In later articles concerns will deal with electronic data processing systems, will outline job definitions and job requirements.

Considerable variation exists in these systems, the computer operation is dependent upon specific solutions on the basis of specific application factors.

The different factors are being emphasized in the selection of individuals. In accordance with a report made by the United States Department of Labor, ten factors were specified for the selection. There may be significant in the fact that each work situation demands a different background for different individuals and calls for a different adjustment on the part of individual workers.
Elmira Renews For 7c Increase

Elmira, N.Y. — Local 137 announced the signing of a renewal agreement with the American Co-Fine Corporation in Elmira which will run until April 30, 1961. The new agreement calls for a 7c per hour wage increase effective on May 1st of this year and a cost-of-living adjustment of 1c per hour effective October 1st of 1960 based on the BLS figure at that time. The agreement guarantees at least an additional one cent per hour. Also obtained were substantial increments based upon service as follows: For employees with less than one year of service—1c per hour; for employees with from one to five years of service—2c per hour; for employees with from five to ten years of service—4c per hour; for employees with over ten years of service—6c per hour. These increases are effective as of February 15th and are practical in light of the fact that the company is a pay on the premium on hospitalization and Blue Cross. The employees now have the right to choose an additional holiday and may take it at half a day's pay if they so choose, such a half day on Christmas Eve and a half day on New Year's Eve, or any other day they agree upon.

Robert Whitehead

Resolution passed by the Office Employees International Union Local 137, at its regular meeting at Millinocket, Maine on December 2, 1959, was to express its sense of personal loss in the death of Brother Harold Whitehead.

Resolved, that in recognition of the untiring efforts of Harold Whitehead, Local 137 of the Office Employees International Union at its regular meeting at Millinocket, Maine on December 2, 1959, whiles to express its sense of personal loss in the death of Brother Harold Whitehead. For the good service and support we have lost a beloved associate.

—OEIU LOCAL 192

North Central Organizational Conference Holds Meeting

Meeting of the North Central Organizational Conference was held in Omaha on January 19, with Local 53 playing host. International President Howard Case addressed the conference on the new labor bill. Robert Burgoyne, Local 223, Galesburg, Ill., was re-elected president of the conference, and Dan Miettinen, Local 45, Wisconsin Rapids, Wis., was re-elected secretary-treasurer, succeeding J. Fritz, Local 32, Minneapolis, who has served as secretary-treasurer since the conference's inception.

Settlement Gained After 4-week Strike

Art Lewandowski, OEIU International Representative, announced the settlement of a strike at the Combustion Paper Company involving membership of OEIU Local 385.

The company, represented by the entire membership included a modified union shop clause with bunching procedures, promotion from within and job rotation; three years for holidays worked; Saturdays holidays to be celebrated on the Friday preceding the Monday following; and a seven-week vacation after 10 years of service and other fringe benefits.

The union and the company also agreed to complete within sixty days a study of the company's wage and salary program in order to develop job classifications with appropriate rate ranges. A new system of automatic increases increases to two-thirds of the mid-range and the resulting wage increases and adjustments will be retroactive to November 1959.

During the course of the strike, the union had five unfair labor practice charges against the company. The union agreed to withdraw all of these charges.

This strike of some 17 office and clerical employees received a tremendous amount of publicity in the surrounding area and throughout the United States. Its duration was 12 days, during which time, it was carried on live television, on newspapers and through radio broadcasts. The mobile radio unit came to the picket line regularly to interview strikers. Due largely in the passage of the Landrum-Griffin Bill other unions involved continued to work with the company and the locals of Local 385 which they have lost a beloved associate.

—OEIU LOCAL 192

Local 153 Renews with Health Insurance Plan

Extended contract negotiations at the central office of the Health Insurance Plan, New York City, were marked by a concerted drive on the part of the company to lower working conditions presently enjoyed by members of Local 153.

Not only the solid support of these members helped the Local Union prevent the company from achieving the same settlement and plans and gained the following for our members:

During the first year of the contract, Labor Grades 1 through 3 are to receive a $3.00 per week increase; Labor Grades 4 through 4 are to receive a $4.00 per week increase; Labor Grades 9 through 15 are to receive a $5.50 per week increase.

In addition, the company is to pay one-half of the premium for the Associated Hospital Service 120 day comprehensive coverage plan, plus the anesthesiologist rate. With the second year of the agreement, all Local 153 members are to receive a $2.00 per week increase. The company will also pay an additional 2 percent of payroll into the Pension Plan.

From the beginning of negotiations until the very end, the company and our labor contract or agreement which would have to be without the warm and friendly efforts of Dave Lewandowski, OEIU Inter-Organizational Conference.

The new contract at HIP continues the steady record of gain our members have made. The negotiations were conducted by Secretary-Treasurer Ben J. Cohan, Business Representative Arlo Addoms, with the aid of a fine Negotiations Committee consisting of Dave Lewandowski, OEIU International Representative.

This meeting reversed its previous position with reference to weekly payroll and reduction of sick leave.

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Organizational Growth in 1960

A year ago the International Union encountered greater opposition than ever before in its long and successful fight for unionism in the United States and Canada. We stated that much of this opposition was created by newspaper accounts of events leading up to legislation enacted in the United States and Canada. White collar workers are particularly vulnerable to anti-union editorials and propaganda.

For the first time in our organizational history, we experienced instances where we have had solid majorities signed up and participating in organizational meetings prior to NLRB elections. Therefore, we experienced reversals in these elections. It is difficult to understand how it is possible to have had these solid majorities just prior to the election and still lose. On the other hand, our experience with unorganized white collar workers indicates that they fear employer retaliation far more than any other category of workers.

Some years ago, our organizational program received a tremendous boost as a result of the adoption of the organizational conference program. This program of necessity, requires the active cooperation of all OEU Local Unions. For example, we can only use International Representatives in those places where there is substantial evidence of interest in unionism. This evidence of interest must be found by Local Unions in their respective areas.

In the beginning of our organizational conference program, many Local Unions took it upon themselves to do initial spade work necessary to successful organization. In the past year, the possibility of the organizational climate created by the Senate Committee hearings and legislative reverses, we have found that Local Unions are not as active in the organizational field.

As a result, therefore, we have not been able to assign our International Representatives to as many live leads as we would have desired. In addition, many Local Unions in the respective conference areas are constantly calling on International Representatives to perform service tasks which can be easily accomplished by OEU Local Union officials.

Organizational conference meetings are held semi-annually with the exception of Canada where such meetings are held yearly. At all of these sessions, matters relating to grievance maintenance, national convention, NLRB procedures and organizational techniques are discussed at great length. It is disappointing, thereafter, to receive requests from Local Unions which have participated in these conference meetings, for help with respect to matters regarding matters with which these Local Union officials should be completely versed.

On occasion, when we have had to deny the services of International Representatives to Local Unions for matters which we believe the Local Union officials should capably perform, we are asked the inevitable question: "Why, therefore, are we paying per capita tax?"

The purpose of the Office Employees International Union is dedicated to give the greatest amount of autonomy to Local Unions. Our per capita tax schedule is among the lowest of the International Unions in the United States and Canada. It is low because Local Unions want autonomy and the responsibility of conducting their own affairs.

Consistent with this basic philosophy of complete autonomy for Local Unions, it will be necessary for Local Union officials to carry on the usual tasks of their office. At the same time, however, the International Union will direct International Representatives to assist where such assistance is absolutely necessary. Many Local Unions along with the autonomy vested in their charters will be required to institute organizational work and do everything possible to accelerate the progress of our International Union in the field of organization.

Our International Union is only as strong as our Local Unions and we will never reach our goal of 600,000 members if Local Unions are not accomplished by our Local Unions. The International Union is not a separate entity but rather a creation of our Local Unions.

Our purpose in the complete cooperation of our Local Unions and the International Union can we reach our goal, which is complete unionization of office and clerical employees in the United States and Canada.

But, Mr. President, in the face of the realities of American politics, when a campaign is on, it is necessary that the union, when it knows or feels that a piece of proposed legislation, supported by some active interest, is going to be detrimental to its economic interest, to carry the facts to the voters, because they are going to decide the issue in the election.

I am satisfied that under the amendments to the Bill; there will be no watering down. Yet the amendments do not seem in any way to restrict corporations or trade associations from making contributions to other nonprofit groups like the National Association of Manufacturers. Amendments to the Bill do not restrict the number of commercial or private utility associations, which in turn spend money in influence legislation and elections.

Milwaukee Agreements

Biloxi

A new two-year agreement Local 9 calls for a 3 per cent general salary increase effective February 1, 1960 and another 3 per cent increase after the first year, was approved at a special meeting of the Local 9 Board on January 26th. The contract also provides for an additional 2 1/2 per cent paid holiday.

The half holiday chosen by the employees will be the Friday afternoon before Memorial Day. The bargaining committee consisted of Jack Hussey, Baker Olson, Al Gigi, Hans Kolmers and Business Representative Harald E. Beck.

Bass

A new two-year agreement providing for a 3 per cent general salary increase effective February 1 was ratified as a special meeting of the Bass 2nd Unit on February 2nd.

Negotiations for a new pension plan, which will provide retirement income equal to the sum of $1 of the first $50.00 of an employee's annual normal compensation plus 1 per cent of the pension in excess of $5000, have been completed and will be submitted to our members for ratification with the other contract.

Among the normal retirement plan of $65, it provides for disability pensions after five years of service and age 50 as well as elimination benefits after 15 years of service.

The negotiations were carried on by the committee consisting of Bob Schmidt, Bob Holmton, Larry Gundela and Business Representative Harald E. Beck.

Miltier Technical Unit

A two-year contract covering the project engineers and draftsmen was approved by the Technical Unit. The contract provides for the same benefits as the contract recently signed covering the office and clerical employees, a 3 1/2 per cent general increase retroactive to February 1, 1960, a 3 per cent general increase on March 1, 1961, 60 cents paid holiday for every 5 years after 5 years, 4 weeks after 5 years of service. The bargaining Committee consisted of Frank Sundeen, Pegwill Wright and Roy Olson along with Business Representative Harold E. Beck.

Minneapolis Settlement

Minneapolis, Minn. — Donald Dwyer, Business Representative of Local 12 announced the renegotiation of the contract between OEU Local 12 and Consolidated Freightways.

The settlement provision has been rewritten in the new agreement and provides for job posting. Also, the new agreement provides for four hours guaranteed Saturday and Sunday call-in time at overtime rates. By including the sick leave provision, all new employees and employees in semi-annual classifications are guaranteed to the members.

A 13c across-the-board increase retroactive to January 1, 1960; 10c an hour across-the-board in 1960 and 1961 plus an additional 2c an hour an except situation, the term-living increase as of February 1, 1960. It will be redeemed in 1961.

Pegwill Packing

Pegwill Packing employees gained 9V2c in first contract, reports International Representative Gene Dwyer. The contract signed on March 12th, is the first contract for a minimum 30c per hour general wage increase, plus an additional 9V2c across-the-board six months from Pegwill Packing employees will become members of Local 374, Springfield, Ill.

OBE 374 and L. S. IBEW

Also in behalf of Local 374, Dwyer reports the signing of an Agreement for 5 members of Local 374 and L. S. IBEW, of Springfield, Ill., calling for additional fringe benefits and improved coverage of health and welfare benefits. The agreement is to be paid for by the employer, plus 3 weeks paid vacation after 3 years of service.

A. O. Smith Corp., Chicago, Ill.

Dyer also reports the signing of the first contract with the A. O. Smith Corporation, Products Service Division, Chicago, Ill., and the second contract with the Oilgear Company, Chicago, Ill. The former agreement calls for 3 per cent across-the-board after 3 years and 5 weeks paid vacation after 11 years of service. Don Vetsell, Harvey Hardesty and L. S. IBEW worked with Dyer on the contract and negotiations for these plant clericals.

Attend Your Local Meetings

(Continued from page 1)