Office Employees International Union Participates In City of Hope Dinner Honoring Ted Gleason

Office Employees International Union President, Howard Coulthard addressed some 1900 representatives of the maritime industry who gathered together at the Waldorf-Astoria Hotel in New York City to honor Ted Gleason, General Organizer of the International Longshoremen's Association. The proceeds of this dinner, backed by all segments of the maritime industry, went to the City of Hope. Paul Hall, President of the Maritime Trades Department, Joseph Curran, President of the National Maritime Union; Joseph Finnegan, Commissioner of Federal Mediation and Conciliation Services and Alexander Chapin, Chairman of the New York Shipping Association, also addressed the gathering and praised Ted Gleason's activities on behalf of longshoremen on the Atlantic Seaboard. The Torch of Hope was thereafter presented to Ted Gleason by Michael Mann, Regional Director of the AFL-CIO.

Labor Department Study Says Least Family Income $5.370

(See Tables, Page 3)

After some intensive research, the Bureau of Labor Statistics of the U. S. Department of Labor has released a series of estimates of required income for a four-person family in 20 large cities as of Autumn, 1959. The study shown that a family of four needs an income ranging between $5,370 and $6,571 per year.

The study is entitled "The City Worker's Family Budget" and was originally developed by the Bureau of Labor Statistics in 1946 and 1947 at the request of Congress and with the assistance of a technical advisory committee. The family used for study is comprised of four persons, consisting of an employed husband, aged 38, with a wife who is not employed outside the home, and two children—a girl of eight years and a boy of thirteen years. This typical family resides in a rented dwelling in a large city or one of its suburbs.

The study is designed to estimate the income which will be required by such a family to maintain an adequate living, according to prevailing standards, and for some participation in social and community activities. This level of living described by the budget standard is neither "minimum maintenance" nor "luxury." The budget is not intended to be an indication of how an average family spends its money, nor is it a recommendation as to how the average family should spend its money. It is rather an estimate of the total cost required by a four-person family living in the city to maintain an adequate living standard, in accord with prevailing standards of living in the United States.

The budget assumes that this family resides in a separate rented house or apartment in which there are no lodgers or co-tenants. The husband's only dependents are his wife and two children. Their residence consists of five rooms, including a kitchen and bathroom. The wife does all the cooking, cleaning and laundry without assistance of paid help. Their home is equipped with house furnishings and mechanical equipment usually associated with an income of $5,370. There is strong evidence that the purchasing power and levels of American living since pre-war years have undergone a tremendous increase. Statistics reflect that average family purchasing power has increased 75 percent or more since the late 1930's. This increase alone has naturally increased prevailing standards of living appreciably.

The total cost of goods and services for 1959 is approximately 40 percent higher than the amounts for these same cities in 1951. More than half of this change represents the increase in the standard of living which has occurred during the post-war period.

L. U. 74 Negotiates Wage Improvements

A new contract has been negotiated between Local 74 in Cornell, Wisconsin, and the Cornell Paper Board Products Co. effective August 1960. O.E.L.U. members employed by the company will benefit from a general wage increase of 6 cents per hour as a result of this new contract.

In addition, other non-wage improvements were added to the contract. Employees with 20 years service will be able to enjoy a four-week vacation. An additional half-holiday was added which the employees may take either on Christmas Eve or New Year's Eve. Due to business demands the office must remain open on mornings of these two holiday evens.

Participating in these negotiations on behalf of Local 74 were: Bernice Swanson, Vernon Olmstead, Kathryn Hewitt, Janet Power and Nancy McElrath, President of Local 74. International Representative Art Lewandowski was present as a consultant.

Skilled Workers in Defense

All reports indicate that automation is rapidly spreading in the United States. Investments in electronic computers, bookkeeping machines and new devices for filing and storing are running into millions. The companies producing these machines are showing increasing profits. Insurance companies, banks and large office establishments are installing electronic data processing machines at a rapid rate. The Bank of America in California is increasing its use of ERMA. It is now performing more and more of the functions of the branch offices of the largest bank in the United States.

The Office Employees International Union is continuing to receive an increasing number of letters in these automated establishments. The University of Michigan, after a five-year study of employee reaction to the switch-over to electronic data processing, came to the conclusion that it will bring greater emphasis on group action as opposed to the previous individual status. The study, which covered approximately 800 white collar workers directly affected by automation and 1,500 whose roles was changed substantially by the introduction of these machines, was recently published in the Administrative Science Quarterly, some of which was reproduced in B.N.A.'s WHITE COLLAR.

The research stated: "Long service employees were stripped of many of their responsibilities at a time when the right and ability to make such decisions was the principal reward of the job."

They further explained: "The new more highly integrated work process allowed less autonomy between work groups for both individual employees and work groups. Work could not be held over from one day to the next. Each group had to produce a specific number of articles and reach specific operation. Deadlines themselves became more important, regardless of how the job had been going, or how the personnel and equipment were performing. Absence and tardiness became increasingly important, because of their detrimental effect on the group's ability to complete their portion of the job. Greater cooperation among employees also resulted in greater vulnerability and a greater need for coordination. A breakdown in one phase of the work flow soon stopped the whole operation. Since a change in one section quickly affected another's ability to do his job, new procedures and centers for coordination were required."

It is easily seen, therefore, that employees who must depend on one another during the regular course of their everyday work will look towards one another in planning their economic future. Without making a formal study of the effects of automation on white-collar workers in general, spokesmen for the Office Employees International Union for the last several years have freely predicted that it will bring an upheaval in the number of white-collar workers organized. When such a change hit the factories of the United States and Canada these workers did not panic, but they predicted that skilled workers would bring exactly the same result to office workers.
Local 95 Signs One-Year Pact

O.E.U. Local 95 has signed another contract with the Nekoosa-Edwards Paper Company of Nekoosa, Wis. Included among the many provisions of the agreement contained in the new contract was a general wage increase made retroactively to Oct. 1. The increase, which was agreed to by the management after a strike vote was taken among Local 95 members in Wisconsin, is a 5 cent increase for each worker employed by the company who serves on jury duty.

The personal time off clause was liberalized to provide eight days of personal time off rather than five days as was previously contained in the agreement. The vacation clause was improved to provide a paid vacation for employees with 20 years of employment with the company.

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Food Prices Due For Seasonal Drop
By Sidney Margolines

LIVING WILL BE a little easier in October as prices of food, and especially meat, decline seasonally. The supermarket won't take as big a cut of your income. You'll also be able to buy family clothing for a little less in the Fall sales beginning with the Columbus Day cost sales.

A curious situation has developed in cars enabling sharp buyers with a little cash to pick up 1960 new models or a good used car at especially deep price cuts. Over 700,000 new 1960 models are still in dealers' and factoryhands' hands although the 1961 models are ready to come out October 15—two weeks earlier than usual.

Dealers also are loaded up with used cars. The new compacts have taken away many sales from the used-car markets. Now many dealers can't take in any more used cars until they move present inventories.

So dealers are cutting prices on both the 1960 leftovers and their used cars, and in many cases also are offering easier credit terms. (This is not necessary to your benefit since additional finance charges will cancel out potential savings on the price cuts.)

The year-end price cuts on the 1960 models are made possible by the extra allowance of $150-$200 that factories give dealers at this time of year to move leftovers. That's why you now see dealers offering in their ads new 1960 models "at wholesale prices."

THESE REALLY ARE the old wholesale prices, with the dealer's profit consisting of the year-end merchandising allowance. The sale of additional accessories and equipment also bolsters dealer profits.

Usually a car costs 20 per cent of its value each year. Thus a car worth $2,000, when new, will normally be worth $1,420 at the end of the first year. The second year it loses 29 per cent of that, $1,420, or about $410, and would have a market value of about $1,010. Much of course depends on the condition of the used car and prevailing market conditions.

Equipment prices listed by Car Fax, the price-publication, indicate that dealer's profit margin on automatic transmissions runs about 17-19 per cent. For example, the Ford automatic transmission has a wholesale price of $127 including federal excise, and a factory-suggested list price of $211.

On the other accessories the dealer's margin only runs 20-27 per cent. For example, the Rambler heater has a wholesale cost of $59 and a list price of $76. These figures can help you evaluate how much of a price cut dealers offer on optional equipment.

FOOD BUYS: Meat is a little cheaper this month. Pork, which has been high this summer, will be arriving in greater supply from now on through winter. The less-expensive cuts, such as the Boston butt in price, have made the shank bone, leaving a higher proportion of lean meat, advises the New York Cooperative Extension Service. Whole hogs sometimes sell for less than the total of the parts. If a whole hog is too big for you, the butt half has a higher proportion of lean meat than the shank. When the two halves are priced about the same per pound, the butt thus is better value.

Merchants also push cheese in October. Many people pay more than they need to. Government studies have found that many people buy pre-packaged cheese and in-store packaged cheese are displayed to you, the customer, in a way: (1) the price is a little easier in October. May I have some cheese, please? (2) the purchase tax is included in the price, (3) the factory-suggested list price of cheese in 1960 models is $2.14. It is now 2 cents an ounce cheaper this month.

Other improvements negotiated by the local 59 Negotiating Committee include a section calling for a dues check-off. The existing revenue system was improved so that pre-packaged cheese will be graded for wage increases every six months. Paid time off provisions were also improved by the addition of a rest period and a provision for time off for religious observance on Good Friday.

Labor Support Urged, for United Funds, Community Chest Drives

AFL-CIO President George Meany has called on all AFL-CIO members to lend their full support to the United Fund and Community Chest cause.

The AFL-CIO resolution predicted that the 13.6 million men and women of the federation would get their wholehearted support "from the union of the chief sources of support of United giving." He added, however, "We're not only a matter of giving, but of working as well, just like good citizens of the country."

"We in the labor movement believe strongly that we should be—as we want to be—part of the community in which we live. We want to carry our share of responsibility in community affairs."

Good Friday Holiday
Local No. 59 members employed as technical employees at the Westinghouse Electric and Manufacturing, have ratified a new collective bargaining agreement for the ensuing year, to be effective September 1, 1960. The contract will reflect wage gains of 10 cents an hour for all employees.

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from the desk of the PRESIDENT HOWARD COUGHLIN

“What Has the Union Ever Accomplished for Me?”

DELEGATES to our organizational conference meetings which deal solely with educational subjects are more made than met with, where the over terms commercial, and in particular our membership meetings, has a decided effect on our success or failure in the organizational field. For example, we have found that numerous local unions depend solely on the memories of those for whom past collective bargaining agreements were negotiated, for purposes of continuing the future appreciation of the Union’s place in a given office.

Many of our local leaders have felt that employees with many years of service will bring newer employees up to date on the past gains attained by the Union in years gone by. Suddenly, however, they are shocked into the realities of the situation when a newer employee stands up at a shop meeting and says bluntly, “What has the Union ever accomplished for me?”

The representative handling the meeting may not be the same individual who led the prior negotiations and thus finds himself in an embarrassing position, particularly when the older employees are not present or possess only a vague recollection of their previous contract gains.

Organizational conference delegates in discussing this subject arrived at the inescapable conclusion that the Union must keep a running record of improvements gained through collective bargaining done through the years and each shop under contract to the local. This record is then taken to all meetings of our shops under contract to the O.E.U. for purposes of reminding the older employees and acquainting the newer employees with the Union’s important part in the economic picture in the particular office.

Organizational conference delegates have also arrived at the conclusion that all membership meetings must be planned. They should be brief and concise.

Officers of the Union, particularly the President who conducts the meeting, should be fully aware of the reports of standing committees so that he can properly plan the meeting. Such officers are not expected to know the details and lengthy introductions should be eliminated. Time limits should be strictly adhered to.

The subject matter of guest speakers should be of such a nature that it will surely be of interest to the general membership. Newer employees appearing at the membership meeting for the first time should leave the meeting with a strong desire to attend subsequent meetings.

Communications should be acted on through the Executive Board. The membership in turn should adopt or reject the Executive Board’s recommendations through actions on the minutes themselves. Separate action by both groups is repetitive and unnecessary.

Delegates to organizational conferences are demanding and getting more attention paid to these basic and elementary trade union subjects at the organizational conference meetings.

Arbiters Assist Local 247

Local No. 247 in Holyoke, Mass., has successfully negotiated a one-year agreement with the American writing Paper Co. providing for a general wage increase of 6½% per hour. Additional wage improvements have been provided through the addition of automatic increases from the minimum wage rate. As a result Local 247 employees of the company will receive automatic increases every three months through the first 18 months of employment.

Federal benefit provisions were also improved by adding a third week of vacation after ten years of service, to be effective during the current year. Employee benefits under the existing pension plan were also increased. In the course of negotiating this contract the Union found it necessary to use the services of the Federal Mediation and Conciliation Service and the Massachusetts Board of Arbitration.

Local 247 was represented by a committee composed of David Johnston, President of the Local, and members Mrs. Ellen Thompson and Francis Donahue. The committee was assisted by Leo J. Wallace, International Representative.