Negotiators on Convair Contract

Convair Agreement Has Improvements

Local 277 has reached an agreement with the Convair Corporation in Fort Worth, Texas. The new agreement reverses a previously existing agreement for a period of two years. Wage increases were negotiated retroactive to June 6, 1960 to include a 4 cent per hour increase. In addition, a 5 cent per hour cost-of-living increase will be incorporated into the base rate of pay. The minimum and maximum rates for each job classification and labor grade will also be increased by 9 cents per hour. An additional increase of 5 cents per hour will be granted during the second year of the agreement effective July 10, 1961. Under the terms of the new agreement, rates of pay will range from a minimum of $1.22 per hour to a maximum of $3.52 per hour.

Employees will be guaranteed improved wage security by the addition of extended holiday benefits to a maximum of $500.00.

Other benefits added are increased retirement payment of $2.00 per month for each year of service to be effective January 1, 1961. Life insurance benefits will also be liberalized for retired employees as a result of these negotiations. Employees who retire subsequent to January 1, 1961 will have their life insurance benefits increased from $500.00 to $1,000.00.

Approximately 1500 clerical employees will be represented by the OEUU under this contract.

The Union Committee was headed by Ray B. Norman, President of Local 277. He was assisted by the following members of Local 277: M. O. Cartwright, R. H. Jones, J. B. Moss, R. W. Porter, W. B. Peden, and H. Marshall. International Representative Frank Morton sat in during these negotiations.

Office Employment Shrinks Sharply

20 Companies In BLS Study

Office workers are becoming the victims of shrinking employment opportunity, a study of the U. S. Department of Labor reveals. A summary of the study is scheduled for publication in the Monthly Labor Review of the Labor Department. It will present data on 17 of 20 firms covered in a detailed study made by the Technological Studies Branch of the Bureau of Labor Statistics. The study shows that automation sharply cut the hiring requirements of the firms surveyed over a four-year period. Routine and part-time jobs were hardest hit. These are the jobs normally filled by women workers.

While layoffs were rare in the firms studied, opportunities for new employment shrank drastically. Over the four-year period, there was a seven per cent rate in the local office force. This was less than half the national growth rate of 15 per cent.

There is little evidence from the study to show that the new electronic equipment raises the skills of the office force appreciably. About a third of those affected were upgraded while only a "negligible" number were downgraded. BLS reports that most of the upgrading was among the 45-year-old and older group and that it probably would have taken place even if there had been no automation.

About four-fifths of the workers affected by office automation performed routine jobs—keypunching, typing, and record maintenance. (Continued on page 4)

MEAN CALLS FOR ALL TO REGISTER

AFL-CIO President George Meany has called the $3.5 million-member labor federation for a full-scale drive to secure maximum voter participation in the 1960 presidential elections, declaring that failure to register and vote is "a betrayal of democracy."

"Regardless of our individual preferences for parties and candidates," Meany wrote the presidents of affiliated unions, "we can all unite upon one basic objective—the greatest possible participation in the elections by all qualified Americans."

The AFL-CIO president declared that "it should be a matter of deep concern to us all that hardly more than a bare majority of the potential voters actually cast ballots at election time." He added: "There are today more than 40 million citizens who are not even registered to vote in their respective states. I submit that this is a betrayal of democracy."

Meany referred to figures compiled by the American Heritage Foundation, a nonprofit institute devoted to encouraging an increase in registration and voting, which showed that the highest percentage turnout of voters in the U. S. came in 1952, when 62.7 per cent of the nation's voters participated in the presidential election.

Signing in Albuquerque, N. M.

The Negotiating Committee of Local 251 in Albuquerque, New Mexico, took on E. C. Peterson, Manager of the Labor Relations Department of the Sandia Corporation, to sign the recently negotiated supplementary agreement.

Representing Local 251, was: Eldel Gons, President of 251, and standing, left to right: W. S. Torbet, Director of Security and Industrial Relations; Paul Cruz and Albert Mares, members of Local 251's Negotiating Committee.
THE WHITE COLLAR

Organizational Conference Schedule

Portland, Oregon
Montreal, Canada
Baltimore, Maryland
Washington, D.C.
Milwaukee, Wisconsin
Chattanooga, Tennessee

Local 131, New York City, in collaboration with union representatives from 11 international unions, is currently working up plans for a unique group drug plan. This plan is designed to give participating organizations the opportunity to offer medical insurance in a cost-effective manner. The plan is expected to be made available to employers in the near future.

President Eisenhower and defeated the proposal. Thereafter,

A four month struggle to retain

The leadership of Local 131 will continue its program of research, study, and formulating this plan in the weeks ahead. The membership will be informed of the membership efforts to provide the membership with better health care at reduced costs.

Substantial benefits were gained for Local 29 members in Oakland, California, as a result of a recent contract settlement.

The negotiated agreement with Skaggs Stores will bring monetary improvements amounting to over $30,000 per month, which increases will amount to $20.00 per month effective July 1, 1960. As a result of these improvements, employee wage benefits average $3.00 per month.

Employer contributions of $7.75 per month to the Local 29 Health and Welfare Plan are also included. An additional fringe benefit improvement was the reduction of qualifications for retirement benefits from seven to 5 years. In addition, the contract contains a provision for the aged in the following manner: After seven years for these benefits in over $31.00 per month. Local 29 members are entitled to benefits which are equal to what existing savings could be made through this means.

Cohan said that the ultimate ob- jection of the Plan was to inaugurate a pre-paid drug insurance. This would allow employers contributions to existing welfare plans to cover drug costs.

Secretary-Treasurer Cohan has high hopes of substantially reduc ing the overall personal cost of phar maceuticals through the implementation of this drug service. Brother Cohan has estimated that for those workers purchasing and improved distribution, we can make available prescription drugs at 34 cent less than the regular price.

In addition to reduced drug prices, it is anticipated that related products may be offered for sale. While it is not contemplated that elaborate non-health products cur ried by commercial drug stores be stocked, such items as tooth paste, shaving cream, foot care items, and cosmetics will be stocked.

Local 131, in the preliminary stages of the discussion with other participating unions, stated that this plan will vary among the membership of each participating union for consideration and ap plication.

Funds for the non-profit plan will be raised by contributions from the participating unions. Consideration is being given to the possibility of covering the contributions of 153 members from the Local's general fund. After the first six months' contribution by the members of Local 131 towards the ownership and maintenance of the plan, there would be no additional costs to the individual member.

The Board of Directors of the corporation will be composed of union representatives, and officers of H.I.P. Directors may also be offered to pharmaceutical companies as well as labor union representatives from the community.

The plan will pay reduced retail prices at these stores; while union members will benefit from theucle of non-participating patients receiving an identification card which will give them access to the plan.

The need for such a drug plan became apparent when researching the costs of health care in the individual budget. Expenditures for drugs amounted to 22 per cent of the total expenditures made by indi viduals for personal health services. Payments for prescriptions amounted to 27 per cent and 28 per cent for hospital care.

After a 20-page New York City newspaper carried reports of plans to incorporate, the participating unions met with representatives of the New York Retail Drug Store Stores.

The Drugists Association held mass meetings and threatened to strike if local unions in New York City vote in protest to the Union Drug Plan. Though the Drugists Association estimated that the cost of the plan would be slashed from $1.25 per week to $1.00, the drugists made it clear they would keep the issue alive by making public declarations to the contrary. The plan was described as an effort to overcome the problem of mounting drug costs.

Local 131, by the adoption of a new resolution, declared that it was giving considera tion to operation of the retail drug plan in concert with what existing savings could be made through this means.

Subcommittee Price $1 a Year

Aged Lose

The plight of the aged became a battleground for the poli ticians in the Senate. It had been agreed by both parties in their respective planks that a program of medical and hospital care existed for America's senior citizens.

When the only logical method of resolving this problem through the Social Security system was thrust upon the Sen ate, politics intervened. Northern Republicans, with a single exception, and Southern Democrats with a few exceptions bowed to the will of the American Medical Association and President Eisenhower and defeated the plan. Thereafter, a meaningless bill which would allow charitable payments in the event the various states pass enabling legislation was passed.

It is inconceivable that in this day and age, elected repre sentatives of the people in the United States Senate would bow to political pressure when faced with human needs. We are sorry to see that such political hypocrisy still exists.

Minimum Wage

The Senate passed a good minimum wage bill which pro vides for an increase to $1.25 per hour. It also would include four to five million additional workers, mostly employed in the retail field. As we go to press, the passage of this bill in the House of Representatives is doubtful.

A single Republican vote in the House of Representatives prevented an immediate meeting of House and Senate conferences for purposes of working out a joint measure.

Many out of work workers are awaiting passage of this improvement in the minimum wage law.

Meany's Forecast

A FL-CIO President George Meany, at a recent meeting of the General Executive Board, stated that the country's future was bleak and that it was time to do away with lower prices unless prices at the fraction of the role one who forecasts doom and gloom, he could not help but note that:

(1) The unemployed represents 5% of the working force;
(2) While we have 65 million workers, their total now represents almost 13 million part time workers in 1960 as opposed to approximately 4½ million in 1953;
(3) Since 1953, the United States has permanently lost 1,500,000 jobs in manufacturing, 400,000 in railroads, and 200,000 in mining;
(4) The total man hours worked in the private sector of our economy in 1959 was less than the total in 1953.

In pointing these important economic facts, the AFL-CIO continues its responsibility to the American people. Everything is not as rosy as the politician would like you to believe.

Brown Brothers, Ltd.

A four month strike to win certain important clerical job titles within the bargaining unit has been settled with the certification of Local 131 as the bargaining agent for the employees of Brown Brothers, Ltd., Toronto.

After several hearings were con ducted by the Board, Local 131 was successful in winning extremely reasonable terms and conditions of employment for the employees of Brown Brothers, Ltd., Toronto.

Elected Officers

Local 335, Federation of Stor ight, has elected a new set of officers to serve for the coming year. A shift in officers took place in the President's and Vice-President's posts and a new Treasurer was elected. The new officers are: Bert Stroia, President, Albert Glotzer, Vice President, Jacqueline Burtkahn, Secretary and Lawrence Epstein, Treasurer. In addition, seven Stewards were elected to make up an Executive Committee of eleven members.

Research Department Lists Reports Now Available

The OEU Research Department has prepared a number of studies and reports at the request of Local Unions requiring research on specific issues.

Although this material has been composed to meet specific situations and needs of the Local Union involved, certain reports are of a general nature and may be useful to other Local Unions other than those which made the original requests.

Copies of these studies and reports will be furnished to OEU Local Unions requiring such information by submitting written re quest to the OEU Research Department at 265 West 14 Street, Suite 610, New York, N.Y. 11, New York.

The completed reports which may be of general interest include:

- Illustration of White Collar Tandem Relationship in Collective Bargaining Prevailing Wage and Union Contractual Cli ma;
- Pension Plan Clauses in OEU Transportation Industry Contracts; Wage and Fringe Benefit Analysis of OEU Banking Industry Contracts; Salary and Fringe Benefits; Wages and Fringe Benefits in OEU Contractual Services;
- OEU's Experience of a Small Urban Independent Union;
- Strike Benefits; Politics and Eligibility Requirements; Women in the Working Force; Employment Prospects; and Training Requirements.
Arbitration Protects Jobs of 2 Members

Local 277 in Fort Worth, Texas, was recently forced into a labor arbitration to protect the jobs of two members of the Local.

After the employer refused to provide promotion for the two employees concerned, the union was forced into arbitration to protect the jobs from the employer's action. The arbitration was a success, and the employer agreed to promote both employees.

This type of situation is becoming more common as employers seek to reduce costs and improve efficiency. The use of arbitration as a means of resolving disputes is increasing as well. It is important for individuals to understand their rights and to seek legal advice when necessary.

Detroit Hospital Group Votes OEIU

Lee Kent, President of Local 42 in Detroit has announced that approximately 200 clerical and maintenance employees of Metropolitan Hospital and Clinics voted overwhelmingly in favor of Local 42 as their collective bargaining representative.

In a representation election, conducted by the State Labor Mediation Board, the vote was 121 in favor of Local 42 to 13 for no union. The majority of these employees have been union members of Local 42 since May.

2 Unions Set Safety Record in Atomic Plant

Albuquerque, New Mexico members of OEIU, Local 251 and their employer, Sandia Corp., have received a safety award trophy from the Atomic Energy Commission for establishing a new, all-time, nationwide record for man-hours worked at an atomic energy installation without a disabling injury.

Cited by the AEC were 2,700 employees represented by Atomic Projects & Production Workers Metal Trades Council and Local 251, employed at Sandia Labs.

As of July 1, the commission reported, Sandia employees had worked more than 12.7 million man-hours without a lost-time injury, eclipsing the old record of 11.1 million man-hour held by General Electric Co.'s installation at Oaklnd, Ohio.

Representing the two unions in the award ceremonies were H. E. Burrell of the Metal Trades Council and E. L. Gunn of the OEIU.

Holyoke Agreement Renewed for Year

The agreement between the National Book Company and Local 247 in Holyoke, Massachusets has been renewed for a one-year period.

A general increase of 3.1 per cent will be reflected in the new agreement.

Recent developments have also been modified by the inclusion of a major medical insurance plan.

The contract was negotiated by a Union Committee consisting of David Cooper, President, Howard J. Fontain, Alice F. Wheatley, Rita A. Menard, Paul F. Richard, assisted by OEIU Vice President Leo Wallace.

Sad News

Gas station attendant to his own:
"Your oil's okay, but your engine needs changing."

Recent Developments in Automation

Starling Developments in Data Processing Are Becoming Routine

Revolutionary announcements by leading firms in the field of electronic data processing manufacturing are made almost weekly.

International Business Machine last week stated that it had perfectioned an electronic computer which will function as an automatic law library and law clerk. This machine, which was recently demonstrated to members of the American Bar Association, performed seven man hours of legal research in a matter of minutes.

In order to get the answers to a question about tax exemptions for a charitable hospital, IBM's brain analyzed some 400 laws from 50 states and the District of Columbia. In less than ten minutes it had typed out all of the statutes and case limitations and was beginning the full texts of the material.

This special machine, designed for specific tasks costs $600,000 to buy and $12,000 monthly if rented. While it is apparent that this machine will not be widely used by attorneys, generally, it is also true that we can expect smaller models of this brain in the foreseeable future.

Hardly had we overcome our amazement at this latest IBM development before the Rome Air development Center at Griffis Air Force Base in Rome, New York, had a reading machine which scans entire typewritten pages at the rate of 1,800 words a minute and converts the material to a punch tape that can automatically operate a tool...
from the desk of the
PRESIDENT
HOWARD COUGHLIN

FIGHT OF THE PEOPLE
WENT FOR NAUGHT

In a news article published on the first page of The New York Times on August 24th, we were informed that "Republicans and Southern Democrats teamed today in killing the 'Social Security approach' to medical care for the country's 16 million aged persons. The vote was 51 to 44. The only exception in the Republican ranks was Senator Clifford Case of New Jersey. Senator Case voted for the Anderson amendment which would have provided this much-needed care through the Social Security program to America's senior citizens. Thus the possibility for dignified assistance for the aged was eliminated. As a sop, the Administration patched a bill which would provide federal funds to states which also enacted enabling legislation provided that the aged were able to prove their need through a means test and, in some instances, deducing their property interest in a manner to be determined by the state.

The opposition to the amendment, which is the only logical approach to the problem of assistance for hospitalization and medical care was based on reasoning which is both fallacious and ridiculous. Those who followed the Eisenhower Republican approach stated in effect that they were opposed to this change in the Social Security system because it would be compulsory and not voluntary.

Those who claimed that they were in opposition because of the compulsory features of the proposal failed to state that the Social Security system is itself compulsory as is the Wage and Hour Act, Unemployment Insurance, Workmen's Compensation, and numerous other measures which are enacted into law by Congress in previous years. President Eisenhower, who has been recipient of government medical care all during his adult life, has taken a position which is beyond belief.

On July 20th, the Southern Democrats, with certain exceptions, have chosen to oppose the amendment, backed by Presidential nominee, Senator John Kennedy, for reasons dealing with states' rights. In other words, they stated in effect that such a proposal should be put into effect only through the various states and not through a centralized federal government. This reasoning is even worse than that of the Republicans.

The President is not disputing the fact that employers, insurance companies and the American Medical Association had a great deal to do with the opposition which resulted in a coalition of Republicans and Southern Democrats. The reasons given by these bodies have been partially refuted.

Prior to the recent Republican convention in Chicago, the newspaper made reference to the fact that Vice President Nixon and New York Governor Rockefeller had agreed to oppose this proposal through an amendment to the Social Security law. It was noteworthy that in accordance with an article published by The New York Times, Vice President Nixon was on the floor during the roll call and was shown by the Chambers like a party whip rounding up Republican votes.

Therefore, America's aged are deprived of a prepaid insurance system through Social Security which would have provided 120 days hospitalization, or 240 days nursing home care, or 360 home health visits a year. The cost of this program would have been borne through an increase of one-quarter of one percent by employees and employer alike. All reports had indicated that the mail forwarded to the Senate was overwhelmingly in favor of this legislation. Despite this fact, 51 votes, 19 Democrats and 32 Republicans, were recorded against this vital measure.

It is ironic to note that Senator McClure of Arkansas, who fought for the so-called bill of rights feature of the Labor-Management Reporting and Disclosure Act of 1959, now is on record as being opposed to:-(1) civil rights (2) The $1.25 minimum wage bill (3) hospitalization and medical benefits for the aged.

Now more than ever are the issues drawn before the American public.

Now more than ever, we must do our utmost to elect representatives to Congress who aspire to enact legislation for the good of the people rather than for special interests.

WASHINGTON—The first year of the Labor Control Act of 1959 (Landrum-Griffin) has been one of "confusion and irritation" according to a report adopted by the American Bar Association's Section on Labor Legislation. The points and serious problems raised by the report offer much support for the charges of union leaders and labor attorneys in their attacks on the law.

Prof. Clyde W. Summers of Yale University, who presented the report to the ABA's Committees on the Development of the Law of Union Administration and Procedures, and the Department of Labor, in its interpretations, had tried to make "some sense out of nonsense."

The committee is made up of attorneys in the labor and management field. In addition to Sumners, other co-chairmen are labor leader Roy Mitty of the United Mine workers and Washington attorney Helen Humphreys.

On the question of union officer and employee reports, the ABA points out that "the section is fraught with uncertainties as to who must report and what transactions must be reported.

"Boiling Requirements—"No single provision of the Act," the ABA concludes, "causes more initial confusion and dismay than Section 302, requiring union officers and employees who handle union funds to be bonded. This provision, which received relatively little attention in the legislative debates, was shortly seen to contain a brazen and furious attack on the labor movement, designed to make it unworkable if not unworkable."

Interpretations by the Secretary of Labor may have eased the problem, the report said, but certainly did not solve it.

"In spite of the Department of Labor's efforts," the report declared, "through extended consultation with representatives of unions and many companies, to make application unfruitful and workable, much confusion and uncertainty remains.

"Surety companies, curious in caution, have indeed fixed rates which will be certain to cover all eventualities until experience guides are developed. As a result, the costs to the unions have been extremely heavy, in some cases times that prior to the statute."

"The investigations by the Department of Labor at the end of the first nine months, the number of cases for investigation had reached 1,287. However, the report notes that the Office of Compliance and Enforcement, which handles investigations, does not need any formal complaint to start probing. "A letter suggesting a violation is enough," the ABA declared, "and it may be addressed to any official of an official such as a Congress, the NLRI or the Department of Justice."

What the interpretation of grounds complaints means is explained as follows:

"The filing of an unfounded complaint brings investigators, who, by their questioning of union members, may create unjustified suspicions and fears. The investigator often explores all possible leads before interviewing the union officers against whom the charges are filed. By the time the officers have an opportunity to demonstrate that the charges are groundless the damage has been done. In some instances, unsupported complaints have been filed by an opposing group within the union for the purpose of distrusting the officers and disrupting the democratic process."

"The very fact of an extensive investigation inevitably creates a cloud which is almost impossible to disperse. The Act itself provides for the refusal to disclose the names of the investigators."

"When the Act was passed," the report said, "union spokesmen expressed fears that unions would be harassed by a flood of litigation intended to disrupt the smooth workings of the union movement. This fear has not materialized. Less than 25 published court decisions have been found and questionnaires to all members of the section have turned up 11 other cases, most of them still pending."

"Confusion and Irritation" Mark Labor Bill's 1st Year

Campaign Kickoff

WASHINGTON—The first year of the Labor Control Act of 1959 (Landrum-Griffin) has been one of "confusion and irritation" according to a report adopted by the American Bar Association's Section on Labor Legislation. The points and serious problems raised by the report offer much support for the charges of union leaders and labor attorneys in their attacks on the law.

Prof. Clyde W. Summers of Yale University, who presented the report to the ABA's Committees on the Development of the Law of Union Administration and Procedures, and the Department of Labor, in its interpretations, had tried to make "some sense out of nonsense."

The committee is made up of attorneys in the labor and management field. In addition to Sumners, other co-chairmen are labor leader Roy Mitty of the United Mine workers and Washington attorney Helen Humphreys.

On the question of union officer and employee reports, the ABA points out that "the section is fraught with uncertainties as to who must report and what transactions must be reported.

"Boiling Requirements—"No single provision of the Act," the ABA concludes, "causes more initial confusion and dismay than Section 302, requiring union officers and employees who handle union funds to be bonded. This provision, which received relatively little attention in the legislative debates, was shortly seen to contain a brazen and furious attack on the labor movement, designed to make it unworkable if not unworkable."

Interpretations by the Secretary of Labor may have eased the problem, the report said, but certainly did not solve it.

"In spite of the Department of Labor's efforts," the report declared, "through extended consultation with representatives of unions and many companies, to make application unfruitful and workable, much confusion and uncertainty remains.

"Surety companies, curious in caution, have indeed fixed rates which will be certain to cover all eventualities until experience guides are developed. As a result, the costs to the unions have been extremely heavy, in some cases times that prior to the statute."

"The investigations by the Department of Labor at the end of the first nine months, the number of cases for investigation had reached 1,287. However, the report notes that the Office of Compliance and Enforcement, which handles investigations, does not need any formal complaint to start probing. "A letter suggesting a violation is enough," the ABA declared, "and it may be addressed to any official of an official such as a Congress, the NLRI or the Department of Justice."

What the interpretation of grounds complaints means is explained as follows:

"The filing of an unfounded complaint brings investigators, who, by their questioning of union members, may create unjustified suspicions and fears. The investigator often explores all possible leads before interviewing the union officers against whom the charges are filed. By the time the officers have an opportunity to demonstrate that the charges are groundless the damage has been done. In some instances, unsupported complaints have been filed by an opposing group within the union for the purpose of distrusting the officers and disrupting the democratic process."

"The very fact of an extensive investigation inevitably creates a cloud which is almost impossible to disperse. The Act itself provides for the refusal to disclose the names of the investigators."

"When the Act was passed," the report said, "union spokesmen expressed fears that unions would be harassed by a flood of litigation intended to disrupt the smooth workings of the union movement. This fear has not materialized. Less than 25 published court decisions have been found and questionnaires to all members of the section have turned up 11 other cases, most of them still pending."

"Confusion and Irritation" Mark Labor Bill's 1st Year

Campaign Kickoff

WASHINGTON—The first year of the Labor Control Act of 1959 (Landrum-Griffin) has been one of "confusion and irritation" according to a report adopted by the American Bar Association's Section on Labor Legislation. The points and serious problems raised by the report offer much support for the charges of union leaders and labor attorneys in their attacks on the law.

Prof. Clyde W. Summers of Yale University, who presented the report to the ABA's Committees on the Development of the Law of Union Administration and Procedures, and the Department of Labor, in its interpretations, had tried to make "some sense out of nonsense."

The committee is made up of attorneys in the labor and manage-