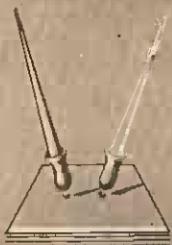




WHITE

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17

Negotiators on Convair Contract



OEU Local 277 representatives on the Negotiating Committee pause for a picture-taking session with representatives of the Convair Corporation at the conclusion of recent negotiating sessions.

Convair Agreement Has Improvements

Local 277 has reached an agreement with the Convair Corporation in Fort Worth, Texas.

The new agreement renews 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 3 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 \$1.82 per hour to a maximum of \$3.52 per hour.

Employees will be guaranteed improved wage security by the addition of extended layoff 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 OEU under this contract.

The Union Committee was headed by Ray E. 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. E. Peden, and H. Marshall. International Representative Frank Morton sat in during these negotiations.

MEANY CALLS FOR ALL TO REGISTER

AFL-CIO President George Meany has rallied the 13.5-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 preference 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 election 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 non-profit 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.

Two Bargaining Units Certified

Local 57 in Montreal, Canada has been certified as the collective bargaining agent for two new units in Montreal and first agreements are presently in the process of negotiation.

Fifty Employees

Fifty employees of the Continental Paper Company will now be represented by Local 57. The Continental Paper Company is a subsidiary of Canadian International Paper which has several collective bargaining agreements with the OEU in the United States and Canada.

A unit of 18 employees of the Printing Industry Paritary Committee will also receive the benefits of certification and improved working conditions.

Office Employment Shrinks Sharply

Shorthand Reporters Sign in New York City

Local 335, Federation of Shorthand Reporters in New York City, has completed successful negotiations with the principal reporting agencies in the field and signed a new contract ending October 1, 1962.

The Negotiating Committee headed by Albert Glotzer, former President of Local 335 and Bert Sirota, recently elected President, along with Ike Shapiro, Ella Brauch and David Horn, held contract meetings with the employer representatives through the months of April, May and June.

Because of the peculiar nature of rates in the free-lance reporting field, the Federation had to deal with price schedules covering about two dozen items, including minimum job rates as well as a variety of transcript page rates in legal proceedings, convention reporting, arbitrations, and government work such as NLRB, Security Exchange Commission, etc.

The long negotiations resulted in page rate increases to the Federation reporter from 60 cents to 65 cents on regular work, and a proportionate increase in expedited and daily copy (immediate production of a transcript) to 70 cents and 85 cents. The minimum job rate was increased from \$12.50 to \$13.00. There was an increase in luncheon reporting rates, as well as an adjustment on out-of-town rates. Most important to the working reporters was the increase in the regular page rate indicated above, which comprises the bulk of the work in the field.

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 rise in the total 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-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 perform routine jobs—keypunching, filing, and record maintenance. (Continued on page 4)

Signing in Albuquerque, N. M.



The Negotiating Committee of Local 251 in Albuquerque, New Mexico look on as E. C. Peterson, Manager of the Labor Relations Department of the Sandia Corporation, signs the recently negotiated supplementary agreement. Representing Local 251, seated: Edsel Gunn, President of 251, and standing, left to right: D. S. Tarbox, Director of Security and Industrial Relations, Paul Cruz and Albert Mares, members of Local 251's Negotiating Committee.

WHITE COLLAR

Official Organ of
OFFICE EMPLOYEES INTERNATIONAL UNION
Affiliated with the AFL-CIO

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Aged Lose

THE plight of the aged became a battleground for the politicians in the Senate.

It had been agreed by both parties in their respective platforms that a problem 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 presented to the Senate, 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 proposal. 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 representatives 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 provides 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 conferees for purposes of working out a joint measure.

Millions of underpaid workers are awaiting passage of this improvement in the minimum wage law.

Meany's Forecast

AFL-CIO President George Meany, at a recent meeting of the General Executive Board, stated that the country's future was bleak. Meany said that while he did not like to be cast in the role of 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, this 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 to 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 struggle to retain certain important clerical job titles within the bargaining unit has been concluded with the certification of Local 131 as the bargaining agent for the employees of Brown Brothers, Ltd. in Toronto, Canada.

After several hearings were conducted by the Board, Local 131 was successful in resisting strenuous company efforts to weaken the bargaining unit by excluding a wide variety of responsible clerical job titles.

Elect Officers

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

Organizational Conference Schedule

October 8 & 9
October 15 & 16
October 22 & 23
October 29 & 30
November 5 & 6
November 19 & 20

Northwestern and Western
Canadian
Erie
Northeast
North Central
Southeast

Portland, Oregon
Montreal, Canada
Toledo, Ohio
Washington, D. C.
Milwaukee, Wisconsin
Chattanooga, Tennessee

Low-Cost Drugs Sought For N. Y. Union Members

Local 153, New York City, in conjunction with other local and international unions is currently working up plans for a unique group drug plan. The ultimate objective of the plan is to make medicinal drugs available to the members of Local 153 and the other participating unions at tremendous savings. This latest pioneering development by the leadership of Local 153 will achieve these savings through the operation of a chain of union owned and operated drug outlets.

The unions participating in the plan represent approximately a half million working people in the New York City Area. Secretary-Treasurer Ben J. Cohan, a chief proponent of the plan, has represented Local 153 in the preliminary stages of the discussions with other union leaders and representatives of the Health Insurance Plan of Greater New York. A non-profit corporation will be organized to underwrite the project. Before the plan is finalized, it will be submitted to the membership of each participating union for consideration and approval.

Funds for the non-profit plan will be raised by contributions of \$1 from members of the participating unions. Consideration is being given to the possibility of covering the contributions of 153's members from the local's general fund. After the initial \$1 contribution by the members of Local 153 towards the ownership and operation of the retail drug outlets, there would be no additional costs to the individual members.

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

The general public will pay reduced retail prices at these stores, while union members will benefit from still lower prices upon presenting an identification card which will be furnished by the union.

The need for such a drug plan became apparent when researching the cost of medicinal drugs in the individual budget. Expenditures for drugs amounted to 22 per cent of the payments made by individuals for personal health services. Payments to physicians accounted for 27 per cent and 28 per cent for hospital care.

After all the New York City newspapers carried reports of plans to incorporate, the participating unions met with strong opposition from the New York Retail Druggists Association.

The Druggists Association held mass meetings and threatened to shut down a number of their stores in protest to the Union Drug Plan. Though the Druggists Association maintained a discreet silence during the recent Senate hearings which disclosed profiteering in the drug industry, they now began making public declarations to the New York City press of their concern over the problem of mounting drug costs.

Local 153, which is spearheading the progress of the Plan, declared that it was giving considera-

tion to operation of the retail drug outlets to ascertain to what extent savings could be made through this means.

Cohan said that the ultimate objective of the Plan was to inaugurate pre-paid drug insurance. This would be accomplished through employer contributions to existing welfare plans to cover drug costs.

Secretary-Treasurer Cohan has high hopes of substantially reducing the over-all personal health expenses through the implementation of this drug service. Brother Cohan has estimated that "through central purchasing and improved distribution, we think we can make available prescription drugs at 34 per 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 intended that the elaborate non-health products carried by commercial drug stores be stocked, such items as tooth paste, shaving cream, foot care items, and cosmetics will be stocked.

The leadership of Local 153 will continue its program of research, study, and formalizing this plan in the weeks ahead. The membership will be informed of the continuing efforts to provide the membership with better health care at reduced costs.

OAKLAND SETTLEMENTS

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

The newly negotiated agreement with Skaggs Stone will bring monetary improvements amounting to over \$30.00 a month. Salary increases will amount to \$20.00 per month effective July 16, 1960. As a result of reclassification of twelve employees, wage benefits average \$3.00 per month were achieved.

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 qualifying time for three weeks' vacation from 7 years to 5 years.

The average cost to the employer for these benefits is over \$31.00 per month. 70 Local 29 members are employed by Skaggs Stone.

The contract was negotiated by Business Agents Ann Hollingsworth and John Kinnick. They were assisted by Neva Huckaba, Margaret Jaixen and Ron Rodriguez.

The negotiated contract between Local 29 and the Santa Clara Milk Companies has been ratified.

The contract calls for a wage increase of \$26.00 per month effective as of July 1, 1960. The employer contributions to the Local 29 Health and Welfare Plan were also increased by \$1.50. An additional wage increase of \$5.00 will go into effect on January 1, 1961.

Agreement has also been reached with the Milk Companies of Alameda County.

This contract will bring benefits to approximately 200 Local 29 members. A monthly wage increase of \$26.00 was negotiated and made effective as of June 1st.

As a result of these wage increases, monthly salaries, such as the following, will be typical: File Clerk-\$376.00 per month; Accounts Payable Clerk-\$426.00 per month.

Welfare Plan coverage will be improved effective September 1, 1960.

Local 6 Wins at McLean Trucking

The office employees of the McLean Trucking Company, by a 6 to 2 vote with one challenge, choose OEIU Local 6 in Boston, Mass., as their collective bargaining representative.

Tom Flynn, business manager of Local 6, conducted the organizational campaign.

Negotiations for a collective bargaining agreement are now in progress.

Research Department Lists Reports Now Available

The OEIU Research Department has prepared a number of studies and reports at the request of Local Unions requiring research assistance.

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 of possible use to Local Unions other than those which made the original requests.

Copies of these studies and reports will be furnished to OEIU Locals requiring such information by submitting a written request to the OEIU Research Department at 265 West 14 Street, Suite 610, New York 11, New York.

The completed reports which may be of general interest include: Illustration of White Collar Tandem Relationship in Collective Bargaining; Prevailing Wages Paid to Organized Chemists; Pension Plan Clauses in OEIU Transportation Industry Contracts; Wage and Fringe Benefit Analysis of OEIU Banking Industry Contracts; Clerical Wage Rates contained in OEIU Contracts with Large Southwestern Industrial Companies; Standard Job Descriptions for Tabulating Machine Operators and Prevailing Wage Rates in Various Illinois Locations.

Also included are: An Analysis of OEIU Metal Trades Industry Contracts; Prevailing Wage Rates of Organized Draftsmen; Comparative Analysis of OEIU Paper Industry Agreements; Strike Benefit Policies 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 to go to arbitration in order to protect the jobs of two members of the Local.

After having won the right to a promotion for the two employees concerned, the union was confronted with an attempt to arbitrarily discharge the employees from their newly acquired positions.

Promotions were to be made on the basis of seniority and qualifications. At the third step of the grievance procedure, the company agreed to grant promotions to both employees. Shortly after both members were in their new positions, the company fired them. The employer's position was that implicit in the grievance settlement was an understanding that the individuals must perform to the employer's satisfaction. The Union vigorously protested any such implicit understanding.

It was the decision of the arbitrator that since the contract did not provide for a trial period in the case of promotions, but only in the case of new employees, that the employer could not unilaterally impose such a trial period on the two newly promoted employees. He stated further that if such a trial period for promoted employees were to be established, it must be as solemnly negotiated and agreed upon by the Union and the employer as the original agreement.

A grievance settlement conference cannot be used to piece-meal eliminate provisions contained in an already executed contract. The arbitrator also chastised the employer for what he suspected to be a pre-determined decision to discharge these two employees.

It was noted that both promoted employees were college graduates and evidenced, that, if given a fair chance, they could successfully perform the duties of the positions to which they were promoted. However, it seemed odd that they were restricted from seeking assistance from older employees engaged in the same type work. He also found fault with the manner in which the orientation program was conducted for the new jobs. In addition, the employer failed to corroborate statistically his charges concerning the performance by the promoted employees.

By a vigilant policing of the original grievance, the employees were able to rightfully obtain their promotions and, in spite of the employer's attempts to deny them their promotions by arbitrary discharge, Local 277 was able to retain the promotions by enforcing the contract through arbitration.

S.F. Election

Election Committee Chairman Lucille Marshall of Local 3 in San Francisco has reported the results of recently conducted elections for that Local.

The newly elected slate of officers is as follows: President, Eleanor Clifford; Vice President, Anthony Morelli; Recording Secretary, Elsie Lisle; Trustees, Anna Marie Grace, Earla Knight, and Eloise Simpson.

In additions, members were elected to posts on the Local 3 Executive Board and delegates were chosen for the San Francisco Labor Council and the Western Organizational Conference of the OEIU.

Detroit Hospital Group Votes OEIU

Lee Kent, President of Local 42 in Detroit has announced that approximately 200 clerical and maintenance employes 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 employes have been dues paying members of Local 42 since May.

Metropolitan Hospital is the pilot hospital for the Community Health Association insurance program. Work has already begun to increase the facilities and space of the hospital. Within a year, it is anticipated that this new unit of Local 42 will consist of well over 300 members.

Local 42 already has a collective bargaining agreement with the Community Health Association itself, providing such benefits as a 35-hour workweek, progressive salary increases, severance pay,

paid sick leave and insurance benefits. Negotiations will begin immediately to obtain these and other benefits for the employes of Metropolitan Hospital.

Working tirelessly with Miss Kent in this successful drive were Recording Secretary Betty Yochim, Gladys Maule, Flora Malone, Vivian Banks, Elmo Bjorn, Peter Paycheff, Alfred Wiggins, Stanley Majeski, Michelene Sudy, Harold Nance and Bill Johnson, members of the Organizing Committee.

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 employes represented by Atomic Projects & Production Workers Metal Trades Council and Local 251 of the Office Employees.

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

R.C.A. Agreement Renewed

The contract between Local 13 in St. Louis, Mo., and R.C.A. has been renewed in recent negotiations.

As a result of these concluded negotiations, a general increase of \$2.50 per week will go into effect as of August 2, 1960. An additional increase of \$2.40 for all employes will be effective as of July 31, 1961. 80 cents per week maxima will be added on all labor grades.

Fringe benefits were improved to include time off for religious observance on Good Friday. The company's sick leave policy and lunch room facilities were also improved. Seniority benefits have also been tightened for the benefit of all employes.

Holyoke Agreement Renewed for Year

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

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

The welfare provisions have also been modified by the inclusion of a major medical insurance plan.

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

Sad News

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

Recent Developments in Automation

Startling 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 perfected 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 analysed 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 \$600,000.00 to buy and \$12,000.00 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 when it was announced that 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 teleprinter machine for long distance transmission of messages.

An electronic scanner is presently being used at the Atlantic City Electric Company in New Jersey. This machine scans paid bill stubs and automatically punches out on tape the customers account numbers and the amounts of the payments. This scanner transmits into computer language a total of 7,200 stubs an hour. It would take 24 Key Punch Clerks to process the same number in a like period.

National Cash Register, Addressograph-Multigraph and others are in the process of taking orders for these first optical readers.

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Fight of the People Went for Nought

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 to kill 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 passed 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, deeded their property to the state.

The opposition to the Anderson 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 in itself is compulsory as is the Wage and Hour Act, Unemployment Insurance, Workmen's Compensation and numerous other measures which were 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 the other hand, Southern Democrats, with certain exceptions, have chosen to oppose the Anderson 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.

There is no 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 Senators do not necessarily reflect the truth.

Prior to the recent Republican convention in Chicago, the newspapers made reference to the fact that Vice President Nixon and New York Governor Rockefeller had agreed to approach this problem through an amendment to the Social Security laws. 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 moving about 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.

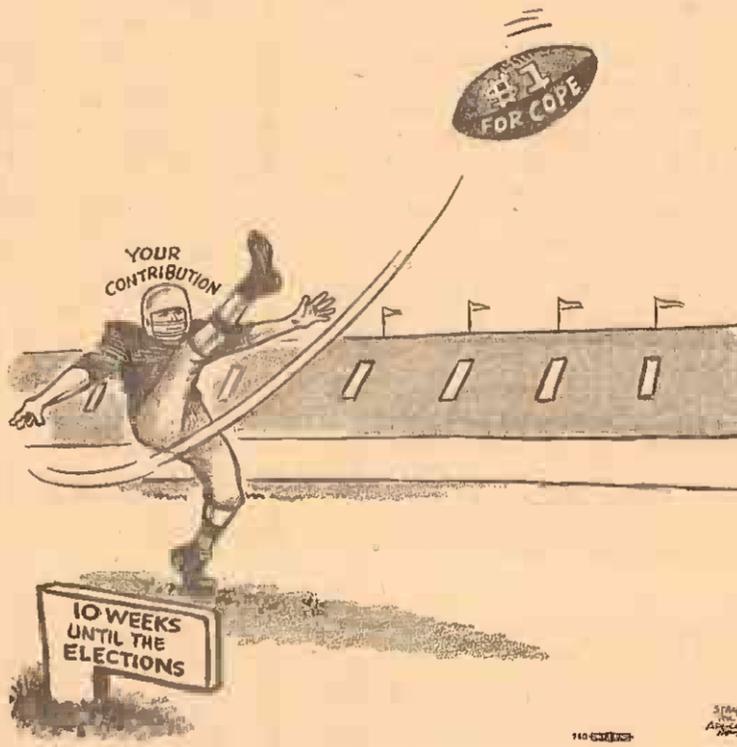
All reports had indicated that the mail forwarded to the Senate was overwhelmingly in favor of this legislation. Despite this fact, 51 votes, 19 Democrats and 32 Republicans, were recorded against this vital measure.

It is ironic to note that Senator McClellan 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.

Campaign Kickoff



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

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 Relations Law.

The points and serious problems raised by the report offer much support for the charges of trade 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 Committee on the Development of the Law of Union Administration and Procedures, said 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 Summers, other co-chairmen are labor attorney David Previant of Milwaukee and Washington attorney Helen Humphreys.

The committee reviewed the operation of the Act for the first year, section by section, including interpretations by the Secretary of Labor. Following is the ABA's analysis of sections of the Act:

Reporting Requirements—The study is concerned with six kinds of reports required by the Act, saying: "The reporting requirements present the most burdensome task, both for those subject to the Act and those charged with administering it."

It notes that "the problems created by the reporting provisions are numerous and complex, inevitably producing a multitude of small problems and annoyances."

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

Bonding Requirements—"No single provision of the Act," the ABA report declares, "caused more initial confusion and dismay than Section 502 requiring union officers and employes who handle union funds to be bonded. This provision, which received relatively little attention in the legislative debates, was shortly seen to contain a bramble of ambiguities which threaten to make it unworkable if not unbearable."

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 surety companies, to make the section understandable and workable, much confusion and uncertainty remains."

"Surety companies, cultured in caution, have tended to fix 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 six times that prior to the statute."

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 almost any official or agency such as a Congressman, the NLRB or the Department of Justice."

What the filing of groundless 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 opposition group within the union for the purpose of discrediting the officers and distorting the democratic process."

"The very fact of an extensive investigation inevitably creates a cloud which is not easily dissipated, but this is aggravated when the Department refuses to disclose the results of the investigation."

Enforcement in the Courts—"When the Act was passed," the report said, "union spokesmen expressed fears that unions would be harassed by a flood of litigation initiated by dissidents and crackpots. 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."

Office Employment Shrinks Sharply

(Continued from page 1)

Fewer than two per cent of the workers were assigned to new computer jobs.

About a third of the 2,800 workers surveyed were shifted to other jobs. Another sixth quit, retired, took a leave of absence, or died. About half the workforce was unaffected by the new office automation.

The average pay of the total office force went up, but this was due chiefly to elimination of low-paid jobs rather than higher skills or salaries. Only those assigned to computer programming jobs received pay boosts based on skill. Most of those so assigned had at least some college training and had worked in accounting procedure analysis, or related jobs.

The study reports that it usually takes about three years' preparation to complete the installation of a computer or other office automation, especially where an effort is made to avoid dislocations of significant magnitude in the workforce. It urges planning and the curtailing of hiring programs to permit displaced workers to fill vacancies resulting from usual labor turnover.

The study would seem to indicate that office automation is now in its early stages, and that its impact upon routine white collar work will be at least as great as the impact of factory automation upon production workers.

Expanding white collar employment has been looked upon as the chief answer to the country's job needs. In view of the rapid growth of today's labor force, the implications of the study are serious.

The Labor Department has forecast a net addition of 13.5 million new workers in the labor force dur-

ing the 60's. Almost no expansion in manufacturing jobs has been forecast, and it is unlikely that there will be significant expansion in the blue collar service trades.

Even the National Association of Manufacturers has finally recognized that it would be "idle to contend that automation will not bring about major changes in the economy," in a new pamphlet carrying the byline of its public relations vice president.

But the NAM—despite the absolute decline in the manufacturing labor force that has already taken place—blandly predicts that automation simply means a "relocation of job opportunities."

"We see no problems in the offing in connection with automation," the NAM pamphlet states, "except those which we may create ourselves through unwise action or foredoomed efforts to alter or distort the smooth workings of our economic destiny."

As automation encroaches in both office and factory, it is apparent that the big danger lies not in the new process itself, but in the blind belief in a world of automatic readjustment held by too many of our corporate employers.