

WHITE COLLAR

official Organ of
OFFICE EMPLOYEES INTERNATIONAL UNION
affiliated with the AFL-CIO

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President

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Most of the major newspapers of the United States gave very brief news coverage to the fact that 19 of the country's principal electrical equipment manufacturers pleaded guilty to fixing prices on bids covering more than 1 billion dollars.

The firms involved included General Electric, Westinghouse, Allis-Chalmers Manufacturing Co., I.T.E. Circuit Breaker Co., and the Pacific Electrical Company. The guilty pleas entered into in the United States District Court in Philadelphia placed 44 business executives, including 4 vice presidents of General Electric and 3 of the Westinghouse Corporation in a position where they could receive prison terms.

Despite the fact that these corporations admitted that they conspired both to fix prices and to divvy up the market on certain electrical items, we are doubtful that any such drastic penalties will be handed down.

Probably, these corporations will be subject to fines and statements that they will not commit the same acts in the future. This is similar to a National Labor Relations Board "cease and desist order" which, like the above-mentioned possible fine, has no effect whatsoever.

We feel, in all of these instances, that more severe penalties will tend to prevent crimes against our economic system.

Unemployed to Increase

United States Secretary of Labor Mitchell, in a year-end statement, forecast that the current unemployed will increase in the next few months.

Mr. Mitchell stated that the jobless problem is complicated by the fact that much of the current unemployment involves "experienced men and women, one million of whom have been out of work for over 15 weeks."

He forecast that hours of workers who are presently working the shorter workweek will be lengthened before laid-off employees are recalled.

Secretary Mitchell asked that action be taken to insure that unemployment compensation payments are of sufficient duration and amount to meet the needs of the times.

In view of the increasing effect of automation in the white collar field, Mr. Mitchell's recommendations coincide with those of the OEIU Executive Board which recently called for extended unemployment insurance payments and increased duration of such payments for white collar workers displaced by electronic data processing machines.

Medical Care For The Aged

A report published during the Eisenhower Administration by the United States Public Health Service reveals that less than one-half of the Nation's over-aged citizens have any form of health care insurance.

The report indicates that only 46 per cent of all persons over 65 years have hospital insurance; 37 per cent have surgical insurance; and only 10 per cent have insurance covering doctor's bills for non-surgical care.

In the face of these figures, it is difficult to understand why the outgoing administration opposes a health care plan operated and financed through the Social Security system.

Such a plan is the goal of the Kennedy Administration. Fourteen million men and women over 65 years of age are eagerly awaiting affirmative action by the Congress and the President.

Dubious Proposition Examined

Contradictory Statements of Industrial Union Spokesman Challenged by Douglas

(The following is an answer forwarded by H. B. Douglas, Director of Organization, to the Bureau of National Affairs' "White Collar" which published a paper submitted by Everett M. Kassalow, research director of the Industrial Union Department of the AFL-CIO, wherein Mr. Kassalow stated that "my own guess is that the most serious new efforts to organize white collar workers in America in the next decade will probably stem from drives by existing major industrial unions of the AFL-CIO." Mr. Douglas takes sharp issue with this statement in his answer which follows.)

WE have read with interest the paper submitted by Everett M. Kassalow, research director of the Industrial Union Department of the AFL-CIO, to the Industrial Relations Research Association, published by BNA's "White Collar Report" wherein he proposes certain changes designed to make the AFL-CIO more attractive to white collar workers. Some of Mr. Kassalow's suggestions or proposals confuse us because they tend to be contradictory.

On the one hand, he suggests something like a special department or division for white collar problems within the AFL-CIO "if the prevailing blue collar interests are to be modified in terms of the needs of white collar workers." At the same time, he rules out the possibility of a purely white collar workers union and thereafter points to the success of the Retail Clerks International Union, a purely white collar union, which has multiplied in membership over four times in the post-World War II period. He then arrives at the conclusion that "the most serious new efforts to organize white collar workers in America in the next decade will probably stem from drives by existing major industrial unions of the AFL-CIO."

The basic arguments advanced to justify his conclusion regarding the success of industrial unions in organizing white collar workers in the next decade or so, are similar to, if not the same, as those we heard 25 years ago when the Congress of Industrial Organizations was founded. All through Mr. Kassalow's paper are the same old staid arguments for industrial organization as opposed to craft organization.

We did not expect to see such outdated arguments advanced in the year 1961, particularly in view of the fact that all figures indicate that craft unions are increasing their membership and industrial unions are showing sharp declines.

Fallacies Pointed Out

I quote Mr. Kassalow as follows: "I cannot imagine a union of clerks and secretaries, which cuts across all private industry lines, bargaining successfully with General Motors. I doubt, for example, that any serious bond of group consciousness links a General Motor's clerk with one in the Chase Manhattan Bank, and in the absence of such bond I can't see the basis for any kind of unionism." The fallacies of Mr. Kassalow's arguments can be found in the very text of that statement.

One would think that the office of General Motors contained two classifications—clerks and secretaries. Those of us in the purely white collar unions know that an office installation such as can be found in the General Motors Company will contain hundreds of classifications.

While our studies indicate that there are approximately 70 common classifications, we have found that there are more than 750 various types of clerical occupations and this number is growing by leaps and bounds with the advent of automation.

The white collar employees of General Motors today have tremendous economic power of their own, particularly in view of office system changes which have taken place in the post-war period. Officials of the General Motors Company would be the first to admit this fact privately, if not publicly.

We are amazed that Mr. Kassalow cannot see a link between a General Motors' clerk and one in the Chase Manhattan Bank. Does Mr. Kassalow imply that a serious bond of consciousness does not exist between tool and die makers, fitters, machine operators and mechanics of General Motors and those employed by Ford and Chrysler? General Motors' tabulating machine operators, calculating machine operators, stenographers, typists, programmers, schedulers, and console operators can perform exactly the same functions in the Chase Manhattan Bank with little or no break-in period.

In those instances where General Motors and the Chase Manhattan Bank are located in the same city they compete for white collar labor just the same as General Motors and Ford compete for manual labor in the city of Detroit.

The wages received by white collar workers in one establishment, completely unrelated in terms of nature of business to a second establishment, will have a decided effect on the wages sought by the office and clerical workers in the second establishment.

Obtaining Wage Information

This wage information is obtained either by word of mouth, advertisements in the daily newspapers, employment agencies, government statistical agencies and unions.

Those of us who have spent the greater part of our adult lives in the unionization and representation of white collar workers know that unorganized office and clerical employees do not want to be represented by manual worker or blue collar unions. Only by being in the field of white collar unionization are we exposed to the numerous reasons for this objection to white collar representation through a blue collar union.

The need for white collar identification, greater emphasis on proper classification, promotional opportunities, and understanding of the unique problems of clerical workers and their relationship to management and promotional progression paths must be included in any program sponsored by a white collar union if it is to be successful. Loss of identification in an industrial union plus the historical failure of an industrial organization to recognize the ideals and aspirations of office and clerical crafts have brought these industrial unions to a point where they are no longer an important factor in organizing white collar workers.

In addition, it is a well known fact within the organized labor movement that numerous crafts within the industrial unions would sever their relationship with these unions and join craft organizations if National Labor Relations Board policies would allow them to do so. Industrial unions' policies of treating these craftsmen in exactly the

same way wage-wise as the unskilled and semi-skilled has created serious discontent among the craft workers in industrial unions.

White collar workers, known historically for their insistence on individual recognition and even more independent in point of view than skilled craftsmen, refuse to be engulfed in an industrial type organization.

The figures prove our contention. The Office Employees International Union, AFL-CIO has compiled a record of elections conducted among white collar workers by the National Labor Relations Board in the United States for the four year period, 1957 through 1960.

OEIU Is Leader

It is interesting to note that the Office Employees International Union is the leader in the field by far. We have organized twice as many office and clerical workers through NLRB elections in this four year period as was organized by the major industrial unions, the UAW, United Steelworkers and the IUE combined.

It is also interesting to note that we have organized more than five times the number of white collar workers during this period than has any one of those industrial unions. This comparison does not take into consideration numerous OEIU successes in the white collar field through voluntary recognition or elections conducted by state agencies.

Lest one derive an erroneous opinion from the above-mentioned figures, due to the possibility of one outstanding success influencing the total number organized, we want to point out that the Office Employees International Union during the same four year period engaged in more National Labor Relations Board elections than the three above-named industrial unions combined. Thus, it is easily seen that the OEIU is not only the most successful union in the field of white collar organizing but is also the most active, this despite the fact that the Office Employees International Union, AFL-CIO does not have the resources available at its disposal as do these industrial unions. In fact, the organizational staff of the OEIU is only a small part of the total staff of any of the three major industrial unions.

I am certain that any unbiased observer could only arrive at one conclusion, namely the Office Employees International Union, a purely white collar union with limited resources as compared to the greater resources of industrial unions is not only far ahead of these organizations in the field of white collar unionism but is first in this field. This record of OEIU successes was achieved during a period when we saw numerous announcements by industrial unions of nation-wide drives to organize white collar workers.

We have noted that industrial unions have had some small success in white collar unionism in years gone by. This success was limited mostly to plant clerical workers and was primarily due to an NLRB policy which, in effect, stated that clericals in a plant which also housed production workers had a mutual interest with production workers and, therefore, were part of that collective bargaining unit. As a result, industrial unions found it very easy to incorporate plant clericals into a unit of manual workers where the clericals were outnumbered by at least 10-to-1.

(Continued on page 4)



CANADIAN FILE

Meet Your Canadian Officers:

Vice President Edward Beaupre Has Served OEIU Since 1947

Edward Beaupre, Canadian vice president, got his first experience in the labor movement when he was employed as a hod carrier in Quebec City back in the summer of 1951 when the Sault mill of the Abitibi Power & Paper Company was shut down for 11 months. He has 35 years' service with Abitibi and is treasurer of the Sault Quarter Century Club.

Brother Beaupre's OEIU activities date back to 1947 at which time Local 214 was chartered. He became president and remained in this position until his resignation in 1959. However, four months later he was elected secretary-treasurer.

Since 1947 Brother Beaupre has attended all contract renewal negotiations, and is secretary of the negotiating committee representing the seven locals dealing with the



company. At last year's negotiations he was presented with a beautiful brief case by the locals in the Abitibi group.

Vice President Beaupre has attended all OEIU conventions since 1949 at St. Louis. In New York in 1955 he was elected vice president for Canada and re-elected in 1957 and 1959.

Brother Beaupre's relations with the local press are very good. The Sault Daily Star devoted a lengthy editorial to the information he supplied them following the meeting of the international executive board last December. The report stressed the ever-growing concern of the threat of automation in the white collar field.

Outside of kicking up a lot of dust with his power saw, Ed has no hobbies, his time being taken up by attending union meetings and the like. He is a real family man who loves to stay around home with his wife, Rose, and eight-year-old John and Anne-Marie, not quite three.

Employee's Birthday A Holiday!

It has been customary to celebrate the birthdays of dead monarchs, and live ones too. Most of us even celebrate our own birthdays.

However, in the agreement recently reached between Local 343 and the United Glass and Ceramic Workers of North America, in Hamilton, a new twist is added. Here the employee's birthday is considered a paid holiday.

This will come somewhat as a shock to those who have quit having birthdays. It sure makes one reconsider.

Local 110, Galineau, Que., Renews 3 Agreements

The employees of International Fibre Board Limited, Masonite Company of Canada Limited and International Panel Boards Limited, who are members of Local 110, have signed a two-year agreement with their employers from November 1, 1960, to October 31, 1962.

The agreement provides for gen-

eral increases as follows: October 1, 1960, \$8.14 per month; May 1, 1961, \$9.74 per month; and November 1, 1961, \$6.50 per month.

Effective January 1, 1961, three weeks' vacation after 10 years' service instead of 15, and one additional non-scheduled holiday. Change in the seniority clause and improvement in the promotion wage increase was negotiated.

The committee was composed of: A. E. Nesbitt, president, S. F. Chambers, F. J. Langill, V. Gandy; assisted by Romeo Corbeil, international representative.

OFL Conference on Jobless Called

Toronto, (CPA): The 500,000-member Ontario Federation of Labour will call a public conference on unemployment.

The OFL expects to invite economists, welfare experts and other community spokesmen to the session in an effort to map short-term and long-term means of creating jobs.

The Federation called for a vast stepped-up programme of invest-

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ment in public works, low rental housing and other public enterprises, stimulation of export trade, the 40-hour week, an end to the time limit for payment of unemployment benefits and adoption of the principles of democratic planning for the country's economic development.

In announcing plans for the unemployment parley, the OFL executive said that to some extent current discussions about unemployment are too negative.

"These discussions reach a climax during the time of the year when the jobless problem is acute and are buried when the problem lessens" the Federation Executive commented.

But with unemployment levels about 5 per cent of the work force throughout most of the year, it is essential to realize that the jobless situation is a chronic one which requires basic economic solutions, the OFL said.

designed to provide pensions for those persons who remain active as workers in covered employment, more or less continuously up until the time they retire. However, once an employee has attained age 45 and has accumulated 15 years of pension credit, they will be eligible for a pension when they reach the required age even though they no longer work in covered employment. In other words, once an employee meets these two requirements, their pension credits are vested and will not be cancelled.

Yellow Cab to Be Covered

The members of Yellow Cab Company will soon be realizing a pension plan. A committee will be working with representatives of Yellow Cab Company this year to complete a plan for Local 3 members working in this unit by November 1, 1961.

able under the plan are first payable January 1, 1961, and thereafter as employees become eligible. The four types of pensions provided by the plan are:

1. A normal pension of \$100 per month is payable for life to an employee who retires after reaching age 65, if she has at least 25 years of pension credit.

2. A reduced pension will be provided for an employee who retires after attaining age 65 if she has pension credit for at least 15 years, but less than 25 years needed for a normal pension. The reduced pension is a monthly amount, payable for life, equal to \$4.00 for each year of pension credit.

3. The early retirement pension is designed to provide a monthly pension benefit for those who re-

4. A disability pension is provided for an employee who becomes permanently and totally disabled between the ages of 50 and 65, and who has at least 15 years of pension credit. The disability pension is a monthly amount equal to \$4.00 for each year of pension credit (but not more than \$100). All of the pensions provided by this plan are in addition to Federal Social Security benefits.

Generally speaking, the plan is

A Fable

The Scholar and His Cook

Once upon a time, there was a cook who served his master faithfully for many years. His master was a scholar who studied machines, because he knew that the technical age had come, and because he hoped to derive much profit from his studies.

One day, the master invented a machine which cooked, fried, steamed and served the food, ready to eat on the table, provided the proper buttons were pressed. The cook had become redundant. But his master, grateful for the long years of faithful service, kept him to shine his shoes.

The new job did not last long, as the master soon invented a machine for shining shoes. On humanitarian grounds, the servant was kept on to empty the refuse.

From a skilled cook, he had become menial help. His wages had been reduced to a third of his former wages as a cook.

His master, however, had become very rich; he had far more leisure for his studies and his greatly increased income now enabled him to experiment with more complex and expensive equipment.

Local 57 Negotiates Four New Agreements in Montreal

La Cle de Publication La Patrie: 30 members

A first collective agreement was signed for one year retroactive to May 5, 1960. It provides for a modified union shop, check-off, office-wide seniority on promotion, recall, lay-off and transfers; nine statutory paid holiday; two weeks' vacation after one year and three after 20 years; time and one-half for overtime; grievance and arbitration procedure; a cumulative sickness plan; a job classification with automatic range progression of \$2.50 per week ever six months to the maximum and a general increase of \$1.50 per week retroactive to May 5, 1960.

The negotiating committee was composed of: Alderic Vallee, president, and Gilles Bernier, secretary; assisted by J. Tunney, Local 57 business agent, and Romeo Corbeil, international representative.

Printing Industry Parity Committee Montreal: 20 members

A first collective agreement was signed for one year effective and retroactive to July 20, 1960. It provides for modified union shop, check-off, 35-hour week, with time and one-half for overtime, departmental seniority, 11 paid statutory holidays, two weeks' vacation after one year, three after 10 years, grievance and arbitration procedure, cumulative sickness plan payable at time of employee's leaving the employer, and a general increase of 5 per cent as of July 20, 1960.

The negotiating committee was composed of G. H. Gingras, president; T. E. Barrath, vice president;

Rene Rousselle and Mireille Loisel; assisted by J. Tunney and Romeo Corbeil.

Continental Paper Products Limited:

Government conciliation services were necessary for the settlement of this first agreement signed for one year effective December 8, 1960. Increases ranging from \$5.00 to \$29.00 per month were obtained retroactive to September 1 for half the employees; others will be reviewed on their anniversary date. The increases represent 3 per cent. Office-wide seniority on transfer, promotion, lay-off and recall was negotiated with a maintenance of membership clause, a grievance and arbitration clause, a 35-hour work-week, 8 statutory holidays, and protection in case of technological change in the office of the employer.

The negotiating committee was composed of Claude Dupuis, president; G. Latorre, vice president; Mrs. C. Mercier, secretary; assisted by J. Tunney and Romeo Corbeil.

Brotherhood of Carpenters and Joiners:

First agreement, signed for one year effective January 1, 1961. It provides for: union shop, check-off, seniority, grievance procedure, arbitration, vacation, maintenance of privileges, 12 statutory holidays with pay, and a \$5.00 general increase for all employees.

The negotiating committee was composed of Roger Bertrand, Lise Tremblay, Pierrette Brisebois; assisted by J. Tunney and Romeo Corbeil.

Mitchell to Run for Governor of New Jersey

James P. Mitchell, Secretary of Labor, in the Eisenhower Administration, announced his candidacy for the governorship in New Jersey.

Mr. Mitchell's announcement will insure the Republican voters in the New Jersey Primary of a choice of a liberal as opposed to the espoused candidacy of more conservative candidates.

Mr. Mitchell was honored by the labor movement last year as an eminently fair person who did an outstanding job as Secretary of Labor.

Chicago Meeting

(Continued from page 1)

edge and experience in the field of organization.

At the close of these sessions, all of the participants agreed that these were most constructive organizational meetings that the International Union has had to date and requested that more of this type of meeting be scheduled in the future.

It is the intention of our International Union to hold these sessions periodically in order that all International representatives and business agents may be kept fully informed as to which methods are currently most effective and successful in the field of organization.

OEIU Stand on Automation Given to 87th Congress

The following statement on automation was submitted by the OEIU to President John F. Kennedy, Secretary of Labor Arthur Goldberg, and Rep. Elmer J. Holland, chairman of the subcommittee on automation of the House Labor Committee, 87th Congress.

Hundreds of thousands of jobs will be eliminated in 1961 due to the installation of approximately 10,000 electronic data processing machines in addition to numerous other automative devices. Computer Sciences, Inc. estimates that 10,000 new computers will be installed in offices throughout the United States this year.

Based on a United States Department of Labor study of the effects of computers on clerical jobs, these installations would mean the elimination of 350,000 clerical positions. Clerical occupations in the process of elimination through installations accomplished in 1959 and preceding years will add to that figure.

In addition, advances made in automative devices which are not directly related to computer operations will have the effect of eliminating thousands of additional positions.

Some of these new machines available for use in offices include a reading machine perfected by both IBM and Addressograph-Multigraph which will type 1,800 words per minute. It will convert words to punch tape in code and reprint the typed words when called upon to do so.

National Cash Register has perfected an inventory control machine which will provide for information to be sent directly from a retail or wholesale cash register to a computer. The computer in this instance can print 11 characteristics of a 600,000 item inventory in 18 minutes. This machine can replace salesmen, order takers, stock clerks and many others.

IBM has announced that it has an automatic law clerk which will perform legal research in several minutes which now requires seven (7) man hours of manual work.

Burroughs Signature Verifier, RCA's 601, Universal Match's Automatic Sales Girl, RCA's 301, and numerous other non-computer automative devices will add to the number of jobs eliminated in the offices of our country.

For example, a number of companies are working on a typewriter which will automatically transcribe from the spoken word. The David Sarnoff Research Center has made great strides in this direction with a machine called the "Educated Typewriter." At the present time this machine, while not perfected, gives indication of practicability and may be available for use within the next year or two. A typewriter which can automatically transcribe from the spoken word can eliminate 1,500,000 secretaries, typists and stenographers.

While the above is just an indication of what will and can happen to jobs in the office in the near future, we are certain that we may be minimizing the effects of these new automative devices rather than over-stating our case.

The Office Employees International Union feels that steps must be taken now to avert an economic catastrophe. With the number of unemployed now in excess of six per cent and the prospect of hundreds of thousands of positions to be eliminated in the office field, we feel that the time is now for remedial legislation.

We know that voluntary collective bargaining processes cannot completely resolve the problems that are before us. Even if we felt that management and labor could get together to take steps towards alleviating the effect of a large displacement of workers, we know realistically that the relatively small number of organized establishments in the white collar field would make this step impractical.

The Office Employees International Union feels that government assistance is absolutely necessary if we are to avoid the economic results of the displacement of workers on a large scale.

The Office Employees International Union feels that President John F. Kennedy and the Congress of the United States should immediately move towards setting up a National Automation Planning Com-

mission to study this problem. This Commission should have the power to make certain recommendations. We feel that these recommendations should include:

1. Training and retraining centers, through the Unemployment Insurance Program, for white collar workers.

2. Rehabilitation centers for those office and clerical employes advanced in age, and not readily adaptable to the operation of automative devices.

3. Increased Unemployment Insurance payments and extended duration of time for receipt of such payments, for those displaced by automation. We believe these displaced workers represent a special problem and should receive special treatment.

4. Earlier retirement for women. Women now make up two-thirds of the white collar force. It is far more difficult for a female in her forties or fifties to gain new employment than is true of a male.

5. The establishment of a shorter workweek. We believe this is inevitable, particularly in view of the greater efficiency and increased profits resulting from the installation of automative equipment. We believe that a radical cut in working hours for office and clerical employes will eventually result in the establishment of a four-day week.

The Office Employees International Union is vitally concerned with the fact that the educational institutions of our country are continuing to train potential office and clerical employes in skills, such as bookkeeping, stenography, typing, the operation of calculating machines, and other similar subjects which are being eliminated or are to be eliminated in the near future, thus worsening our unemployment difficulties in the foreseeable future.

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Contradictory Statements Examined

(Continued from page 2)

In most instances, these clericals did not have an opportunity to indicate their own choice of collective bargaining representation but rather were engulfed in a maelstrom of manual worker votes. Employers thereafter, for the most part, curtailed or eliminated the possibility of promotion of clericals from plants to home offices. Thus plant clericals who in most cases were pushed into industrial unions without having had an opportunity to indicate their preferences, lost opportunities for advancement into the home offices of their companies, when managements striving to stem the advance of clerical unionism, blocked these advances through changes in personnel policies. The Office Employees International Union, however, organizes both home office and plant clericals alike and through our collective bargaining contracts protects and encourages promotions within all phases of the companies' operations.

It is our feeling that if these plant clericals had an opportunity for separate elections conducted by the National Labor Relations Board they would, in most instances, prefer and select a purely white collar workers union.

Insignificant Figures

If the number of plant clericals were subtracted from the total clerical membership of industrial unions, this membership would be numerically insignificant. Industrial unions have had little or no success in organizing home offices of companies with which they have contracts covering manual workers.

Mr. Kassalow makes reference to the economic power of industrial unions and subsequently arrives at the conclusion that white collar unions to be effective in a bargaining sense, must be organized in intimate relationship with existing production and maintenance worker unions. This is purely a theoretical statement which, when examined, has numerous flaws.

Industrial unionism can be quite precarious in terms of a union's ability to carry on a strike. For example, the United Automobile Workers Union has built up a defense fund of approximately 40 million dollars. If industry bargain-

ing with Ford, Chrysler, General Motors and American Motors broke down and a strike was called against these companies, the defense fund would have little value and would be wiped out in a matter of several weeks if strike benefit payments were made to striking workers. We realize that a simultaneous strike against the Big Three is highly unlikely. Unfortunately, the ability of the UAW to pay strike benefits to its membership employed by either Ford or General Motors in the event of strike is also limited. We sympathize with this weakness of Industrial Unions in their justified strikes against these giant corporations and along with the entire labor movement we contribute to the support of strikers and their families who are without income to purchase necessities of life during these extended periods.

Craft unions do not have this problem. Because of the very nature of their organizations, they deal with numerous employers in various industries for the crafts which they represent. When it is necessary to wage a strike against a company because of its failure to meet the wage and working conditions attained in contracts with its competitors, the craft unions find it relatively easy to sustain a strike. This is particularly true of the Office Employees International Union.

One of our local unions in New York, under contract to approximately 700 companies, is in a financial position through its defense fund to pay strike benefits interminably on a regular weekly basis to strikers. In fact, therefore, this so-called strength attributed to industrial unions is its very weakness.

Agreement Covering Trade Union Employes Signed



Representatives of 14 International Unions met with the officers of Local 2, OEIU, in the Executive Council room of the AFL-CIO Building in Washington, D. C., to sign a labor agreement covering a majority of the trade union offices in the capital.

Pictured above are Joseph D. Keenan, secretary of the International Brotherhood of Electrical Workers, and John P. Cahill, president of OEIU Local 2, as they signed the master agreement in the presence of the secretary-treasurers and the shop stewards of the various shops involved. Others participating in the momentous event were, left to right, sitting: Curtis Sims, secretary-treasurer, American Bakery and Confectionery Workers International Union; Tom Moran, assistant to the secretary-treasurer of the AFL-CIO, representing William Schnitzler; Mel J. Boyle, assistant to the secretary of the International Brotherhood of Electrical Workers; W. A. Smallwood, secretary-treasurer of the Communication Workers of America; Martin J. Ward, assistant secretary-treasurer of the United Association of Plumbers and Fitters; Joseph D. Keenan, chairman of the Employer Negotiating Committee and secretary of the International Brotherhood of Electrical Workers; John P. Cahill, president, OEIU Local 2; John C. Hazel, Rosemary Ruane, Mary Helen Breen, Lawrence Smedley and Roger A. Vonland, members of Negotiating Committee; Sue Gene Martin, shop steward, United Association of Plumbers; Arthur Kelley, shop steward, American Bakery and Confectionery Workers. Standing: Harold Mills, secretary-treasurer, Int'l Union of Wood, Wire and Metal Lathers; Wanda Kidd, shop steward, Int'l Union of Wood, Wire and Metal Lathers; Wes Taylor, secretary-treasurer, Int'l Brotherhood of Bookbinders; Mildred Sharp, shop steward, Plasterers and Cement Masons' Int'l Association; John Hanck, secretary-treasurer, Plasterers and Cement Masons' Int'l Association; Phil Daugherty, business agent, OEIU Local 2; W. Earl Ball, shop steward, AFL-CIO; Howard Richardson, shop steward, Int'l Association of Fire Fighters; Florence McGrath, shop steward, Int'l Brotherhood of Bookbinders; Emmett C. Etheredge, business agent, OEIU Local 2; Kenneth Carpenter, shop steward, Int'l Brotherhood of Electrical Workers. Other signatories not present for the photograph included: O. J. Mischo, secretary-treasurer, Amalgamated Association of Street and Electric Railway Employes of America; Hunter Wharton, secretary-treasurer, Int'l Union of Operating Engineers; John Kabachus, secretary-treasurer, Int'l Association of Fire Fighters; Reuben Kremers, secretary-treasurer, National Association of Letter Carriers.

In conclusion, we would like to state that the Office Employees International Union is an affiliate of the Industrial Union Department, AFL-CIO and the AFL-CIO, itself. We are the only organization chartered by the AFL-CIO to organize office and clerical employes regardless of industry.

Await Reuther's Answer

We can only assume that Mr. Kassalow is presenting the views of the officers of the Industrial Union Department. When Mr. Kassalow's statement was brought to the attention of Howard Coughlin, President of the Office Employees International Union, AFL-CIO, he forwarded a letter of protest to Mr. Walter Reuther, President of the IUD. He is presently awaiting an answer.

We believe that the economic events of the last several years have tended to destroy the myth of industrial unionism as the cure-all for the organized.

Wages attained by the craft organizations approximately double those gained by industrial organizations for workers performing the same tasks.

The Office Employees International Union, AFL-CIO, a purely white collar organization, seeks to attain and is attaining the highest wages for office and clerical employes in the United States and Canada.