Meany Names George Brown
As Liaison Man With OEIU

GEORGE BROWN

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On January 24, 1961, AFL-CIO President George Meany forwarded the letter below to OEIU President Coughlin.

The action taken by President Meany points up the fact that the Office Employees International Union, AFL-CIO is the only organization chartered by the AFL-CIO to organize office and clerical employees, regardless of industry.

Special assistant to AFL-CIO President Meany, George Brown, will coordinate the activities of the Office Employees International Union in the field of publicity, research, education and organization. He will report directly to President Meany.

OEIU President Coughlin has this appointment as an indication of President Meany's great interest in the unionization of office and clerical workers through the Office Employees International Union.

Union Employes in S.F.
Area Under Pensions

After many months of discussions and deliberations by a joint committee, consisting of three representatives selected by Local 29 and three representatives selected by the San Francisco labor organizations, a pension plan has been drafted for members working in the trade union offices, health and welfare fund offices and pension plan offices in the San Francisco Bay Area and Marin and Sonoma Counties. This is the beginning of pension plans for local 3. The trust agreement and pension plan are now being sent to the Internal Revenue Department for formal approval. The plan is being underwritten by Pacific Mutual Life Insurance Company, to be effective January 1, 1961.

The established pension plan provides retirement benefits for employees who are retiring from employment in the jurisdiction of Office and Professional Employees, Local 3. The pensions made available to members are subject to a deductible and a maximum benefit per month, and are paid by the employer up to an average of $16 per month effective New Year's Day. An additional $1.50 per month is to be paid by the employees for health and welfare coverage for dependents of the employees.

A new three-year contract with Colby Car Sales and George A. Kreiplin Company will mean a 3.52 per month wage increase for employees of that company. The contract also provides for a Pension Plan whereby the employee will be able to make a contribution of 10 cents per hour to the Western States OEIU Pension Trust Fund. This is the first contract negotiated by Local 29 calling for payments to this Pension Plan.

Employees of Consolidated Freightways in Reno, Nev., are the recipients of an average increase of $4.33 per month. Non-wage benefits include a payment of $8.67 per month to the pension plan and $15.50 per month for the health and welfare program.

Business Agents, International Reps Discuss New Organizing Activities

Fast Settlements
Reached in Oakland

Negotiations between Local 29 and employers under contract to that local union in Oakland, Calif., are off to a quick start in 1961. Three settlements have been reported calling for substantial wage increases and liberal employee contributions to health and welfare plans.

Wage rates for employees of the Valley Milk Company will increase $16 per month effective New Year's Day. An additional $1.50 per month is to be paid by the employer for health and welfare coverage for dependents of the employees.

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Tampa Employees
Sign for Increase

A substantial wage increase under a wage recomme ndation made by Local 46 and the Tampa Electric Company to, in Tampa, Fla. Approximately 180 OEIU members worked under the presently existing contract with that company.

Two Increases
The supplemental wage agreement provides for a general 4.25 per cent wage increase. An additional wage increase of 1.05 per cent was also incorporated as a result of discontinuance of the wage incentive program.

This will mean all employees will receive a $3.52 per month across-the-board wage increase effective May 1, 1961. Monthly salaries range to a high of $409. The contract runs until May 31, 1961.

Committees Listed
These lengthy negotiations were conducted by a committee assisted by International Vice President J. O. Bloodworth and composed of the following members of Local 46: Conrad Weber, chairman, Jack Fricks, secretary, John A. Jones, Arlen Crutenden, Ray K. Attenstrong, Harlen Drawdy, Charles DeWolfe, Kay Hyatt, Don Stiensland and Floyd Hagan.

All full-time business agents of Local Unions and the International representatives of the Canadian, North Central, Southwestern, and Erie Organizational Conferences held a two-day meeting in Chicago, III., at the Harrison Hotel, January 19 and 20, to discuss expanding the organizational activities of the Office Employees International Union.

Nineteen sixty-one has been designated as the year of organization for the Office Employees International Union. This meeting in Chicago was the first in a series of meetings which encompassed all full-time business agents and International representatives throughout the United States and Canada.

At these meetings, the results of previous campaigns were examined and evaluated. By increased use of the methods which have been found to be successful and elimination of methods which experience has proved less successful, the Office Employees International Union feels confident that 1961 will prove to be a very significant year for organization of the unorganized.

During these meetings, Director of Organization Douglas and International President Coughlin encouraged discussion by the participants and exchange of experiences in the field of organization. Following these discussions, President Coughlin summarized the salient information and augmented this information with his personal knowledge.

(Continued on page 3)
**Unemployment to Increase**

United States Secretary of Labor Mitchell, in a year-end statement, forecast that the current unemployment will increase in the next few months. He forecasted that hours of workers who are presently working will be shortened and the workweek will be lengthened before laid-off employees are recalled.

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

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.

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**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 of age have hospital 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.
Meet Your Canadian Officers:
Vice President Edward Beaupre Has Served OEIU Since 1947

Edward Beaupre, Canadian vice president, got his first glimpse in the labor movement when he was employed as a hod carrier in Quebec City back in the summer of 1925, when the Smith & Osgood's Abilith Power & Paper Company was shut down for 11 months. He has worked with ACP and is treasurer of the Stuelt Quarters.

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

Since 1947 Brother Beaupre has attended two international conventions, 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 Abilith group.

San Francisco Pensions

(Continued from page 1)

able under the plan are first payable January 1, 1961, and thereafter at intervals of one year.

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 payable to 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 will be paid for one year, at the rate of $50 per month, or 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-

tire before the ages of 55 and 65, with at least 15 years of service. The amount of the early retirement pension, which is payable for life, is proportionately reduced from the pension which would be payable at age 65, taking into account the fact that the pension benefits will be paid for a longer period of time.

4. A disability pension is provided for an employee who becomes permanently disabled between the ages of 55 and 65, and who has at least 15 years of pension credit. The disability pension is a monthly amount equal to $40 per month (or less than $100). All of the pensions provided by this plan are in addition to Federal Social Security benefits.

Generally speaking, the plan is designed to provide pensions for those persons who remain active as workers in covered employment, more or less continuously until the time they retire. However, once an employee has attained age 65 and has accumulated 15 years of pension credit, they will be eligible for a pension when they reach the required age even though they may not be longer worked in covered employment.

In other words, once an employee meets these two requirements, there is no other documentation required and the pension will begin.

Yellow Cab to Be Covered

The members of Yellow Cab Company were represented in local negotiations for the first time this year.

A disability pension is provided for an employee who becomes permanently disabled between the ages of 55 and 65, and who has at least 15 years of pension credit. The disability pension is a monthly amount equal to $40 per month (or less than $100). All of the pensions provided by this plan are in addition to Federal Social Security benefits.

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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. Halland, chairman of the subcommittee on automation of the House Labor Committee, 87th Congress.

Hundreds of thousands of jobs will be lost in the automative industry because of the installation of approximately 10,000 new automative assembly lines in factories in addition to numerous other automotive devices. Comparisons of automation estimates which now requires salesmen, of which installations would mean positions.

Clerical occupations in the process of elimination through installations accomplished in 1959 and proceeding years will add to that figure.

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

Some of the new machines available for use in offices include a reading machine perfected by both IBM and Addertronic-Mul- digraph which will type 1,000 words per minute. It will convert words into punch tape in code and the typed words when called upon.

National Cash Register has perfected an inventory control machine which is being used by 600,000 stores. This machine can replace salaried, order takers, stock clerks and many others.

IBM has announced that it has an automatic letter sorting machine which can 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 Automation, and the 851 are among other non-computer- automative devices will add to the number of jobs eliminated in the offices of our country.

For example, a number of computer programs are now being proposed which will automatically transcribe a typewriter's output. Thomas Sarnoff Research Center has made great strides in this direction with its experimental "Computer Typewriter." At the present time this machine, while not perfected, is indicative of practicability and may be available for use within the next year or two. A typewriter which can automatically transcribe from the spoken word an average of 1,500 words per hour.

The above is just an indication of what will be and can happen to jobs in the office in the near future. We sincerely believe that with the elimination of the new automotive devices these new positions created by automation are over-ruling our case.

The Office Employes Internationa- al Union feels that steps must be taken now to aver an economic catastrophe. With the number of unemployed now in excess of six per cent and the prospect of hundred- ds of thousands of positions to be eliminated in the office field, we feel that the time is now for reme- dial legislation.

We know that voluntary collec- tive bargaining processes cannot completely resolve the problem. It is another problem that must be solved. Even if we felt that management and labor could get together to try to come to the conclusion that labor is in a large displacement of workers, we know that the small percentage of organized establish- ments in the white collar field is not enough.

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In conclusion, we would like to state that the Office Employes Inter- national Union is an affiliate of the General Motors. 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 un- likely. Unfortunately, the ability of the AAW to pay strike benefits to its membership employed by either Ford or General Motors in the event of strike is also limited. The largeness of some of the United States in their justified resistance against these giant cor- porations. The Office Employes International Union, however, organizes both office and plant clerical alike and through our collective bargaining contracts protects and encourages employees in 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 to vote for or against the Office Employes International Union, they would vote for or against the Office Employes International Union.

Insufficient Figures

If the number of plant clericals were subtracted from the total clerical membership of industrial unions, this drop would be numerically insignificant. Industrial unions have not been successful in organizing office employees and it is felt that it would be more effective in a bargaining sense, in organizing office employees.

We believe the economic power of industrial unions is being totally wiped out and that conclusion is very near the balance at what is effective in a bargaining sense, in organizing office employees.

This is a purely theoretical statement which, when examined, reveals numerous flaws.

Industrial unions can be quite precarious in terms of a union's ability to eliminate these problems. For example, the United Automobile Workers Union has built up a dis- tinctive defense fund of approximately 40 mil- lion dollars. If industry bargaining

Agreement Covering Trade Union Employees Signed

Representatives of 14 International Unions met with the offices of Local 2, OEIU, in the Executive Council room of the AFL-CIO Building 1099 in Washington. Representatives of the following are present: John F. Kennedy and the Congress of the United States should immedi- ately move towards setting up a Na- tional Automation Planning Com- mission to study this problem. This Commission should have the power to make certain recommendations.

We feel that the following recommen- dations should include:

1. Training and retraining com- mittees, like the Bureau of Employment Service, Program for white collar workers.

2. Rehabilitation centers for those office and clerical employs in existing companies. These centers should be able to indicate their preferences, lost opportunities for advancement into the automotive industry.

3. Increased Unemployment Insur- ance payments and extended du- ration of time for receipt of such payments, for those displaced by automation. We believe these dis- placed workers represent a special problem and should receive special treatment.

4. Early retirement for white-collar workers.

5. The establishment of a shorter work-week. We believe this is in- evitable, particularly in view of the greater efficiency and increased productivity resulting from an increased in the number of clerical workers. The committee of which the educational institu- tions of the country are continuing to train potential office and clerical employes in skills such as bookkeeping, stenography, typing, the operation of calculat- ing machines, and other similar subjects which are being eliminated or are to be eliminated in the near future. We believe that this is a very formidable future.

Support the 1961 Heat Fund

Contradictory Statements Examined

In most instances, these clericals do not have an opportunity to indic- ate their own choice of collective bargaining representation but rather were engrossed in a mass meeting of the manual workers.

Employers hereafter, for the most part, cur- rently engaged in the promotion of clerical's from manual worker to clerical worker. The clericals who in most cases were pushed into industrial unions with- out a choice of representation, and the clericals who in most cases were pushed into industrial unions with- out a choice of representation.

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