Polish National Alliance Favors OEU

Eighty-six office and clerical employees of the Polish National Alliance, members of an independent union, voted overwhelmingly to affiliate with Chicago OEU Local 28.

This action climaxcd a campaign led by OEU International Representative Gene Dwyer and AFL-CIO Representative Al Brudit of the Chicago Regional Office.

Contract negotiations are now in progress.

Fine Settlement Made in Wisconsin

Office employees of the Gateway Transportation Co., La Crosse, Wis., ratified an unusually fine contract on November 16, 1960. A 13 cents per hour general wage increase, retroactive to July 15 of 10 cents, additional adjustment increases of 2 cents to 22 cents per hour for more than one rate of the bargaining unit, higher salary ranges and new job classifications were some of the prime features of the agreement.

Other Features

Additional benefits negotiated were: full union shop, dues check-off, job posting (promotions from within), strong seniority provisions, 3 weeks vacation after 10 years, 4 weeks after 20 years; paid sick leave up to 20 days annually; paid holidays; triple time when worked; paid for Saturday holidays; full pay for jury duty; 3 days by reversion pay; 15 minute rest periods twice daily.

At the conclusion of the negotiations with this company, Bloodworth announced that the Gateway Transportation Co. is the first company in the history of the OEU Local 28.

The energetic Bloodworth also reported that the overwhelming majority of OEU Local 28 members (3,000 in the studied area) are in the position of being represented by a labor union for the first time in their lives.

The first contract with Gateway Transportation Co. was not without its problems. To Bloodworth, the contract with Gateway Transportation Co. is a milestone in the history of labor in the dairy industry.

Contract Settlement at Southeastern Greyhound

Shown above are those who participated in recent negotiations at Lexington, Ky., of a contract between OEU Local 60 and Southeastern Greyhound Lines, a division of the Greyhound Corporation, Standing, left to right: C. M. Bailey and A. E. Pendleton, Greyhound officials; Jaas Sumer, OEU committee member; J. O. Bloodworth, OEU vice president; Rose Denura and Josephine Elam, OEU committee members. Seated, left to right: Ethel "Sue" Rose, president, OEU Local 216; R. G. Tyler, vice president-comptroller, Greyhound Corp.; and Henry E. Brummell, director, labor relations, Southeastern Greyhound Lines.

OEU Vice President J. O. Bloodworth announced the settlement of a renewal agreement with the Southeastern Greyhound Lines, a division of the Greyhound Corporation, which, for the first time in one of the 14 years of contract negotiations with this company, provides for a Union Shop.

In addition, a wage increase of 10 cents per hour was made effective as of August 1, 1960. An additional 8 cents will be given to all employees effective August 1, 1961.

Four weeks' vacation after 20 years of service, jury duty pay increases and improvements in the health and welfare program were also negotiated.

The contract provides for coverage of the OEU membership in Locals 18, 21, 41, 60, 61, 79, 144, 179, 182, 215, and 367, which are all in the southeastern part of the United States.

Baltimore Office of Steamship Line Signs

As a result of the activity in the home office at the American Export Lines in New York, the International Union organizing staff is expanding its efforts to bring into membership all of the employees of this company and the various offices in the other ports throughout the country.

Following the recent strike and subsequent negotiations, resulting in an excellent contract for the employees in the New York office, International Representative John Fitzmaurice made contact with the employees in the Baltimore office. In a very short period of time, all of the office employees in this operation signed authorization cards designating OEU Local 301 as their collective bargaining agent. As soon as these cards were signed, the home office was contacted and an agreement for recognition was worked out. Under the Agreement its representative was appointed as the impartial arbitrator in any dispute or grievances.

The Agreement also included a provision that all employees in Baltimore would be covered by an agreement providing substantially the same wages and working conditions as in the City of New York. The only differences in the two agreements are the sections pertaining to the location of the employees and the Local Union to represent them.

President Coughlin announced that this activity is in accordance with the International's plan to organize all of the employees of the steamship companies in the various ports throughout the country.

Two Credit Unions In Detroit Sign

Local 42, Detroit, reports the successful organization and conclusion of negotiations on first contracts of two credit unions: UAW Local 157-160 Credit Union and Detroit Federal Employees Credit Union. Local 42 now has collective bargaining rights at 26 credit unions in the greater Detroit area.

The first contract with UAW Local 157-160 Credit Union provides among other standard benefits an across-the-board salary increase of $5.50 per week. Most significant among the provisions of the agreement with Detroit Federal Employees Credit Union were a $5.00 across-the-board salary increase, paid vacation leave of up to twenty (20) days per year and severance pay benefits of one week's pay for each year of service at the prevailing rates.

Assisting Lee Kent and Local 42 representative, in organizing activities and contract negotiations were Pauline Hartknecht from UAW Local 157-160 Credit Union and Earl Day and Jim Turner from Detroit Federal Employees Credit Union.
Unemployment Rates in Canada and U.S.

Canada and the United States are facing similar rises in the ranks of the unemployed. Canada's unemployed rose to a total of 429,000 in mid-November, a post-war record for the month. This figure represents an increase of 61,000 from the previous month and 11,000 higher than the same month in the previous year. The total of 429,000 compared with an unemployed total of 318,000 in the 1957-58 recession.

In the United States, our jobless total is now 4,031,000. This is also a record high for a November in the post-war period. Practically all economic authorities indicate that unemployment would approach 6 million in the early months of 1961. As President-elect John F. Kennedy stated in his campaign, "bold measures are needed."

The Future

It is indicated that the population of the United States will be approximately 200 million by the year 1970. This means that we will have a labor force of approximately 90 million workers.

Despite these figures, we still are told by those who represent the utmost in conservatism that there is no need to spur the nation's growth. This is a fallacy.

Stanley H. Ruttenberg, Director of the AFL-CIO Department of Research, feels that the resources of the United States can be properly utilized to foster the desired growth. If private and public policies are coordinated, the United States can revitalize its production to bring about a five per cent growth rate. This additional five per cent would mean a trillion dollars worth of output by 1970—enough to take care of the needs of a growing population at home and to help our friends in other parts of the world.

We are hopeful that the incoming administration will lead the way towards achieving this growth.

NLRB Elections

AFL-CIO Unions took part in 1,146 representation elections during the third quarter of 1960. It won 581 of these elections. These elections were roughly 37,803 workers involved in the bargaining units which voted for representation by AFL-CIO affiliates. This was a drop off of almost 20,000 from the prior quarter, when 57,633 workers in 704 bargaining units chose AFL-CIO representation.

It is our belief that the number of winning elections will continue to decrease unless and until the National Labor Relations Board reverses its pre-business policies.

Detroit Elects Port Council

Thelma O'Dell, president and business representative of Local 18, Detroit (right from first) was elected a member of the Detroit and Wayne County Port Council at December meeting. She is shown with other members of the Council, affiliated with the Maritime Trades Department, AFL-CIO.

Paid Sick Leave and Rest Provisions Summarized

The October 1960 issue of the Collective Bargaining Report prepared by the Department of Research of the AFL-CIO contains a detailed report on the subject of paid sick leave provisions and rest period provisions in collective bargaining contracts.

The report discusses that "many union agreements provide for sick leave pay for workers absent from work because of sickness or injury. The paid sick leave provision divides the leave into two categories:

1. Group sickness and accident benefit plans are the most common. These provide payments less than full wages for an extended period of time.
2. Paid sick leave plans allow for the remainder of sickness leave provisions. They call for the full payment of usual wages, but ordinarily for a less extended period of time.

Sickness and accident benefit plans are more common in contracts covering blue-collar workers. Workers surveyed are covered by sickness and accident benefits while 59 per cent of the office workers are covered by sick leave benefits providing full pay without a waiting period.

The paid sick leave plans are classified into two broad types:
1. Uniform leave plans in which the number of days of paid sick leave is the same for all workers covered by the plan. Approximately 46 per cent of the agreements surveyed are of this type.
2. Graduated leave plans provide for paid sick leave based on the time of service with longer periods of paid leave allowed to the more senior employees. More than 54 per cent of the negotiated plans provide for graduated leave.

The most common type of sick leave plans call for full payment during the period of sick leave. The agreements surveyed plans provide for such full pay. Only 15 per cent called for less than full pay, usually two-thirds of the employee's regular pay.

The report on rest period provisions is also the result of a Department of Research survey. The acceptance of rest periods in American industry has become widely recognized as the result of experience during and after World War II. This acceptance is the result of employer recognition of the need for a respite from prolonged work periods.

ELECTING UNION OFFICERS

"Paid Sick Leave and Rest Provisions Summarized"

"Electing Union Officers"

Due to the tremendous number of inquiries addressed to the Bureau of Labor-Management Reports of the United States Department of Labor, a publication has been prepared by that Bureau to assist local unions in meeting the election requirements of the Reporting and Disclosure Act. The booklet is entitled "Electing Union Officers" and provides authoritative information on the subject of election requirements for local unions.

The booklet stipulates that the Reporting and Disclosure Act does not set forth in detail the procedures for nominations and elections of union officers. Rather, it establishes minimum election requirements. The election rules established for each labor organization are to be followed as long as these organizational rules meet the minimum requirements of the act.

Regarding the basic question as to which officers must be elected in compliance with the rules of the act, it is stated that "any constitutional officers, any person authorized to perform the functions of president, vice president, secretary-treasurer, or other executive function of a labor organization and any member of the executive board of a labor organization having similar governing body must be elected in accordance with the terms of the act. Those officers of local unions must be elected by secret ballot among the members in good standing.

On the other hand, professional and other staff members of labor organizations need not be elected if they do not determine policy and are employed only to carry out the policy decisions of the labor organization. Since these professional and staff persons are subject to the control and direction of the elected officials, the law does not require such professional and staff members to be elected.

Special provisions are made for a local union under trusteeship. It is unlawful to count votes of delegations of a local in any convention or election of officers of the parent international union unless such delegates have been chosen by a secret ballot in which all members in good standing of the trusted union are eligible to vote.

The frequency of elections of officers is stated explicitly in the act. Though elections may be held more often than required by the act, they cannot be held less often.

In the case of labor union elections, all officers must be elected at least every three years.

Ballot selection procedures are

Local 153 Raises $12,000 for Labor School

Meeting of Local 153 members in New York City at which the Raftle Committee announced results of drive which netted $12,000 for benefit of St. Francis Xavier Labor School.

O.E.I.U. Local 153, through the sale of tickets for a showing of "Fools Hurry", the Loew's State Theater in New York City, in addition to the sale of raflfe tickets raised $12,000 to be used to support the construction of a new St. Francis Xavier Labor School.

The membership of Local 153, fully aware of the tremendous educational assistance given on a non-sectarian basis to those desiring courses in trade unionism and industrial relations by the St. Francis Xavier Labor School, responded overwhelmingly to assist this school in its building fund campaign.

Numerous Local 153 members, including some of its present officers, have attended classes sponsored by the St. Francis Xavier Labor School down through the years. Many 153 officers have taught these classes.

There has been an activity sponsored by Local 153 which has received such widespread interest as has this project. Leaders of all faiths have participated wholeheartedly in the Local 153 campaign for funds.
OPERATION NEGOTIATIONS

By Mary V. Jordan, Local 324, Winnipeg

Successfully completing negotiations as Office Employees International Union Local 342, we have signed joint agreements covering the major labour unions, including the Labour Council in Winnipeg. Manitoba. Increases range from minimum wage rates of $211.75 and maximums of $260.15 to the maximums of $321.40 per month in the highest categories and increases accord- ingly as minimums in lower categories. Our hours, which were, are 32½ in the new agreement for 1960-1962. Increases in some cases meant +40 a month and in others the 32½ was just increased because employees were already getting over the maximum and had established a 35-hour weekly workweek which, of course, by choice in Agreement is retained.

Classification by category was our fight from May through Octo- ber. Some few employers in the labour movement, believe that we or not, refused to argue the point that minimums become the maximums of $260.15 to the maximums of $321.40 per month in the highest categories and increases accordingly as minimums in lower categories. Our hours, which were, are 32½ in the new agreement for 1960-1962. Increases in some cases meant +40 a month and in others the 32½ was just increased because employees were already getting over the maximum and had established a 35-hour weekly workweek which, of course, by choice in Agreement is retained.

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Letter to Mr. Goldberg

After the news was received that Arthur Goldberg, General Counsel for the United Steelworkers of America and Special Counsel for the AFL-CIO, was appointed Secretary of Labor by President-elect John F. Kennedy, I forwarded a letter of congratulations to him.

I stated in my communication that the Office Employees International Union, along with numerous other International Unions, feels that this appointment is an indication that the labor movement can look forward to a "fair shake." I also stated that on numerous occasions, I had noticed Mr. Goldberg's reference to the impact of automation on the workers of the United States.

I pointed out that the Office Employees International Union is particularly interested in this subject because white-collar workers, which now make up a major portion of the work force of our country, are becoming displaced in large numbers as a result of the introduction of electronic data processing machines.

It was suggested in my letter to Mr. Goldberg, in line with the action taken by the Executive Board of the OFEU, that a national meeting be held at an early moment, designed to both dramatize this problem and acquaint the public with the numerous problems created by automation in the office. In accordance with opinions previously expressed by Mr. Goldberg, I stated that the Federal Government must play an important part in finding a solution to the difficulties resulting from the ever-increasing use of electronic data processing machines.

On behalf of the Office Employees International Union, I offered our assistance in contributing to any program designed to resolve the problem of the tremendous displacement of office and clerical workers which is the end result of automation in the office.

From the standpoint of organized labor and the country as a whole, we believe the appointment of Mr. Goldberg is a step in the right direction towards resolving our increasing economic difficulties.

We believe that Mr. Goldberg brings to the position of Secretary of Labor the necessary perspective and viewpoint which will result in a fairer approach to labor-management problems.

A Challenging Job

We do not envy Mr. Goldberg his task. In addition to the administration of the Davis-Bacon and Walsh-Healey Acts, he is confronted with the responsibility of carrying out the provisions of the Labor-Manpower Reporting and Disclosure Act of 1959.

We are certain that Mr. Goldberg's decisions will be challenged by both industry and organized labor. He will find it most difficult to please the extremes of this economic partnership. If he renders a decision which appears to favor the organized labor movement, we are certain to see headlines which reflect condemnation by the National Association of Manufacturers and the Chamber of Commerce. On the other hand, if his policies tend to favor industrial unionism as opposed to craft unions, or vice versa, he will bear the brunt of criticism from either or both of these groups.

While we, on occasion, are concerned with decisions which may favor industrial unions over our organization, particularly plant clerical decisions which impinge office and clerical employees in manual worker units, we feel that the immediate and long range problems of white collar workers affected by automation are of far greater importance and deserve immediate consideration. More than 1 million office and clerical employees are displaced each year through the introduction of electronic data processing machines. This figure is increasing due to the availability of more perfect machines which can be used easily by small and middle sized businesses.

We must face up to this problem and we are hopeful that Mr. Goldberg will lead the way.

What's New in Automation

A resolution has been adopted by the Trade Section Conference of the International Federation of Office Employees, held recently in Paris dealing with the subject of mechanization of office and commercial offices.

The resolution refers in detail to the effects of the introduction of electronic data processing on office procedures.

The text of the resolution was as follows:

Dr. D., developer of mechanization in offices is progressively leading towards automation. Electronic data processing is a major breakthrough in office techniques which makes the traditional methods outdated. It might be the aim of the trade departments concerned but have it become the predominant functions and connected undertakings, and it can be expected that this development will be quick and possible at a source and technical content.

In addition to the reductions in labor, several important functions of clerical workers will be affected at all levels, both quantitative and institutional. A manager of considerable concern is the understanding of the functions carried out by clerical workers and this also applies to increased and higher categories of staff with a consequent curtailment of promotional prospects. It might be the aim of the trade departments to seek the introduction of automation in a responsible and systematic way. An essential towards this end is effective protective measures as a result of in its introduction, effective and automatic approaches. This entails the fullest consultation from the early stages and a long-term approach with the constant of general economic implications.

It is imperative that trade union agreements be so framed as to cover all staff involved.

Special social investment is imperative and automation reorders existing methods and procedures for the benefit of the staff involved.

The advent of automation makes the protection of the health of the clerical workers more than ever necessary. The professional status of the clerical worker is endangered by automation and every effort must be made to protect their professional status.

The trade unions must exert influence upon the responsible authorities to enable them to acquaint their systems of education to meet the needs of these new developments.

To ensure that automation is conducted in the appropriate framework of the human factor and to ensure that the fullest participation of trade unionists is in its introduction, effective protective measures must be taken to educate union officials in the new techniques.

The fulfilment of these demands will mean an objective policy on the part of the trade unions towards automation in their offices.

This Trade Section Conference of the OFEU, which is the only ones who earn their living in the distributive trades has a just claim to enjoy a rating standard of living and greater measure through a shorter working week, longer vacations and shorter retirement age.

Recognizing that improvements of the magnitude desired can be made possible as productivity in electronic data processing increases.

Declares, therefore, that subject to the unions being consulted before automation is introduced and at the various stages thereafter and provided that management and trade unions will not oppose the development of new methods and other measures of rationalization.

This Trade Section Conference further declares that the position of the worker can be safeguarded when the employers concede the following conditions:

1) A realistic employment policy involving proper staff training without narrow specialization and which protects the worker from automation.

2) The right of the worker to share in the results and benefits, including the inclusion in the approval of the acquired policy of equal pay for equal work.

3) Control over the work load and methods adopted to ensure that there is adequate intensification of work.

4) Full consultation and discussion with the trade unions and its members at all stages of any changes that may be introduced.

Furthermore, this Trade Section Conference reaffirms earlier declarations in favor of the rationalization of the distributive trades so as to provide the most economic and efficient means of production in our society and the higher possible standards of consumption and working conditions for the workers of our country, including the establishment of the acquired policy of equal pay for equal work.

Office Automation Aims At Reducing Clerical Costs

New machines and further development of automation aim at relieving clerical and office forces and eliminating of more assembly line jobs are being replaced.

"Exhibits at a recent business show in New York featured the newest office equipment," according to the New York Journal of Commerce. "In the past, the trade-off industry has been moving rapidly to provide equipment that will enable users to put a lid on rising costs of processing of office work.

A highlight of the show was a "Corbus-Center" in which several companies participated. One corner in the center was designed to handle a payroll of 10,000 in five minutes.

Less glamorous were such devices as new Therma-Vox visual communications system which permits copies of typed, written or drawn documents to be made in less than 10 seconds under any lighting conditions.

New accounting machines were reported which could perform initial, entry and prepare original documents while "capturing essential data for further automatic processing.

Other devices included a fully automated mailing machine while the makers claim reduces manpower for monthly mailings for a store now employing 20 people.

Rapid growth of computer in data-processing activity has created the need for new strength to meet the needs of the nation's leading manufacturers and other concerns of the Office Manufacturers Association — has begun to be recognized.

The objective is reported to be interchange of information among the various types of computer systems. While there are difficulties that must be overcome, achievement in this field is expected by managers who work in language would speed up office automation considerably.

Elected Union Officers

(Continued from page 2)

Outlined in the act which requires that a "reasonable notice" be given to all members in good standing to nominate candidates on their own initiative. The nomination procedures must be in accordance with the constitution and by-laws of the organization insofar as they are consistent with the requirements of the act, and they have afforded a reasonable opportunity for the nomination of candidates.

More specifically, the reasonable notice of nominations must be "easily available to all members of the organization to be held at the meeting of any member, subject to the agreement, between the parties to the agreement, as to the terms and conditions.

More particularly, the reasonable notice of nominations must also be made to the members of the organization to be held at the meeting of any member, subject to the agreement, between the parties to the agreement, as to the terms and conditions.

Campaign Literature

All reasonable requests to distribute campaign literature at a post office box is to be permitted. No funds received from dues or fees or similar levies may be used in support of any candidate's campaign.

Elections are barred from contributions to any campaign of any candidate. If there should be a vacancy in a campaign of any candidate then the election must be held at the meeting of the organization to be held at the meeting of any member, subject to the agreement, between the parties to the agreement, as to the terms and conditions.

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