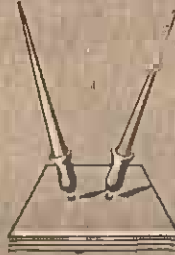




WHITE

Official Publication of the



COLLAR

Office Employees International Union



Polish National Alliance Favors OEIU

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

This action climaxed a campaign led by OEIU International Representative Gene Dwyer and AFL-CIO Representative Al Bradt 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, retroactivity to July 15 of 10 cents, additional adjustment increases of 2 cents to 22 cents per hour for more than 25 per cent 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; 7 paid holidays; triple time when worked; pay for Saturday holidays; full pay for jury duty; 3 days bereavement pay; 15 minute rest periods twice daily.

International Representative Arthur Lewandowski negotiated the contract along with Local 44 bargaining committee members Betty Swartz, Mary Lou Larkin and Ron Wilhelm.

Started in May

This initial contract is the culmination of an effective organizing campaign initiated by the energetic officers of Local 44 in May. The NLRB hearings and the pre-election activities were directed by Representatives Lewandowski and Don Hilliker, with valuable assistance from Local President Tom Weigel. The election was won by a 51-6 vote; the bargaining unit now contains some 75 office employees.

Baltimore Office of Steamship Line Signs

As a result of the activities 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 employes 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 employes in the New York office, International Representative John Fitzmaurice made contact with the employes in the Baltimore office. In a very short period of time, all of the office employes in this operation signed authorization cards designating OEIU 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 which the Reverend Reese was appointed as the impartial arbitrator to determine whether or not Local 301 in fact represented a majority of the employes in the Port of Baltimore.

The agreement also included a stipulation that the employes 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 employes and the Local Union to represent them.

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

Union Security Clauses In 76% of Union Contracts

The Bureau of National Affairs, in a continuing study of 400 representative collective bargaining contracts, has reported the results of this survey as regards union security clauses.

The survey indicates that closed shop provisions have declined almost to the vanishing point. Such clauses are forbidden by the Taft-Hartley Act. Likewise, maintenance of membership clauses have also declined drastically.

Some form of union security appears in 76 per cent of the studied contracts. The most common form of union security is the union shop. This type of clause requires all employes in the unit to join the union and to maintain their membership as a condition of employment. Full or modified union shop clauses are found in 68 per cent of the contracts and amount to

nine-tenths of all union security provisions.

Modified union shop provisions appear in 13 per cent of the contracts. Modified union shop provisions follow two basic types:

(1) New employes must join the union and present union members must maintain their membership but present employes who are not now union members need not join in the future.

(2) New employes must join the union but may later withdraw during specified escape periods.

Most modified union shop provisions are of the first type.

Maintenance of membership union security provisions appear in only 5 per cent of the contracts. This type of union security is becoming less popular. This type of clause requires persons who become union members to remain so. However, union membership is not imposed on other employes.

Agency shop provisions are contained in 6 per cent of the surveyed contracts. Under an agency shop clause, employes may choose not to join the union; however, they are required to pay a service charge to the union which is equal in amount to the dues paid by union members. Agency shop clauses are more common in those states in which union shops are forbidden by "right to work" laws.

Contracts containing arrangements for having the employer check off union dues appear in 82 per cent of the surveyed contracts. This figure represents a slight increase over the percentage reported in a previous survey.

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 Employes 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 \$2.50 per week.

Most significant among the provisions of the agreement with Detroit Federal Employes Credit Union were a \$5.00 across-the-board salary increase, paid vacation leave of up to twenty-six (26) 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 Betty Yochim, president and recording-secretary of Local 42 respectively, in organizing activities and contract negotiations were Pauline Harkleroad from UAW Local 157-160 Credit Union and Earl Dey and Jim Turner from Detroit Federal Employes Credit Union.

Settlement Follows Brief Picketing

Following two hours of picketing by members of Local 353, Grand Rapids, Mich., at the office of Muskegon Federal Co-Op Credit Union, a signed agreement was reached, International Representative Gene Dwyer reports.

Features of the new agreement, all retroactive to May 1, 1960, include: a 37½-hour week for 40 hours pay; 12 days paid sick leave per year; a \$50 bonus if no sick leave is taken, and a pro-rated bonus on the unused portion; a substantial wage increase; hospitalization paid for by the employer. The contract is for two years.

Contract Settlement at Southeastern Greyhound



Shown above are those who participated in recent negotiations at Lexington, Ky., of a contract between OEIU Locals and Southeastern Greyhound Lines, a division of the Greyhound Corporation. Standing, left to right: C. M. Bayhi and A. E. Pendleton, Greyhound officials; Joan Sames, OEIU committee member; J. O. Bloodworth, OEIU vice president; Rose Demma and Josephine Elam, OEIU committee members. Seated, left to right: Ethel "Susie" Rose, president, OEIU Local 215; B. G. Tyler, vice president-comptroller, Greyhound Corp.; and Henry E. Bransom, director, labor relations, Southeastern Greyhound Lines.

OEIU 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 our 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 employes effective August 1, 1961.

Four weeks' vacation after 20 years of service, jury duty payments and improvements in the health

and welfare program were also negotiated.

The contract provides for coverage of the OEIU membership in Locals 18, 21, 46, 60, 61, 73, 128, 144, 179, 182, 215, and 367, which are all in the southeastern part of the United States.

WHITE COLLAR

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

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Unemployment Rises in Canada and U.S.A.

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 compares 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 rate.

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. 37,803 workers were 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 pro-business policies.

Detroit Elects Port Council



Thelma O'Dell, president and business representative of Local 10, Detroit (third from right) 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 agreements. The paid sick leave report was adopted from a recent survey by the United States Department of Labor which examined the sick leave clauses in major union contracts effective in 1959.

The report discloses that most union agreements provide for sick leave pay for workers absent from work because of accident or illness. The paid sick leave provisions divide themselves 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 account for the remainder of sick leave provisions. They call for the full payment of usual wages, but ordinarily for a less extended period of time.

Sickness and accident benefits are more common in contracts covering plant workers whereas sick leave benefits are more prevalent in contracts covering office workers.

Forty-three per cent of office 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 plan calls for full payment during the period of sick leave. Eighty-five per cent of the surveyed plans provide for such full pay.

Only 15 per cent called for less than full pay, usually two-thirds or three-fourths of the employees' regular pay.

The report on rest period provisions is also the result of a Department of Labor survey.

The acceptance of rest periods in American industry has become widely recognized as the result of experience during and after World War I. This acceptance is the result of employer recognition of the need for a respite from prolonged work periods.

Most agreements concluded in the 1959 survey did not formally spell out rest time practices. Only about one-quarter of the agreements have specific provisions for paid rest periods.

As to the length of the individual rest period, the most frequently stipulated period is for 10 or 15 minutes. The single most common provision is for two rest periods a day of 10 minutes each. Most of the rest period provisions do not specify the exact clock time when rest periods are to be observed. This is generally left to common understanding without a formal stipulation in the agreement. In practice, of course, it is generally recognized that rest periods are observed without specific provisions in the agreement.

"Electing Union Officers" Published by Labor Dept.

(Part I)

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 publication 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, the act 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 its executive board or similar governing body" must be

selected 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 delegates of a trustee union 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 trustee union were 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 local union elections, all officers must be elected at least every three years.

Basic nomination procedures are (Continued on page 4)

Local 153 Raises \$12,000 for Labor School



Meeting of Local 153 members in New York City at which the Raffle Committee announced results of drive which netted over \$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 "Ben Hur" at the Loew's State Theater in New York City, in addition to the sale of raffle tickets, raised \$12,000 to be used towards 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 by 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 hardly 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.



CANADIAN FILE

OPERATION NEGOTIATIONS

By Mary V. Jordan,
Local 342, 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 maximum of \$321 per month in the highest categories and increases accordingly as minimums in lower categories. Our hours, which were 35, are 32½ in the new agreement for 1960-1962. Increases in some cases meant \$40.00 a month and over; in others there was no increase because employees were already getting over the maximums and had established a 30-hour five-day workweek which, of course, by clause in Agreement is retained.

Classification by category was our fight from May through October. Some few employers in the labour movement, believe it or not, refused to argue the point that minimums become the maximum. The easy way out was, of course, to say: "We will give a five per cent across-the-board increase." This was the offer on May 1. After reams of mimeograph paper and weeks of negotiations, the offer had

not altered on October 1 but before the end of that month joint negotiations triumphed.

Local 342 OEIU had a negotiation committee of five members, all with long and varied experience in labour union offices and none of us would want to work anywhere else. The difficulty, however, was a real one because we wanted joint negotiations. Nature never rhymes her labour leaders, nor makes two International representatives alike. Naturally, the question became one of personalities and that too had to be fought firmly.

The chairman of our negotiation committee was Miss Angela Shozda of the Plumbers and Steamfitters Union, Local 254. She had her facts and figures and they were not questioned. Truth attracts as a magnet and the only tribute you can pay to it is to possess it by the unchallenged recognition of its luminosity. That was our weapon, even above the threat-to-strike weapon.

We are very happy today—and so are they all in Winnipeg Labour offices—about the successful outcome of our wage negotiations and the establishment of classifications by category.

The classifications and, in fact, all the changes we made for the better in our 1960-1962 Agreement were based on information we re-

ceived (and studied) by contact and courtesy of our sister locals in the International association. We feel this is important and we would like to say that if out of the experiences we gained in this agreement year we can help any other Local, we will be glad to do so.

Our committee chairman, Angela Shozda, when she was on holidays in October (late because she would not leave until negotiations were all signed or nearly so) visited the office employes in Vancouver on her way to Los Angeles. She enjoyed very much meeting those with whom she found so much in common. I had this same reaction when I talked to office employes in Ottawa at the time of the Canadian Labour Convention there last April.

We feel that such contact is good for our organization. Office employes belonging to the OEIU sometimes are hesitant about visiting each other. If some plan could be made to encourage this spirit of "getting together" we think it would be a step forward and to this end we would like to welcome any visiting members to Winnipeg. If you would send us a note and let us know, we would enjoy meeting you at any season of the year. And it's not always forty below in Winnipeg—and it's not bad even at forty below.

Role of White Collar Workers In the Developing Countries

By Kalmen Kaplansky, Director,
International Affairs Dept., Canadian Labour Congress

White collar workers play a key role in the trade union movements of the developing countries. In many of these countries it is not the manual skilled or semi-skilled workers, but government employes, bank clerks and office workers who have pioneered in the building of trade unions and who now form the backbone of the leadership and most active participants in the growing efforts to establish functioning trade union organizations. These white-collar unions are also discharging their responsibilities towards the international community of free labour—the ICFTU.

The International Confederation of Free Trade Unions is on the eve of important structural changes and intensification of its world-wide activities. Faced at the beginning of its second decade of existence by pressing demands for aid and assistance from the trade union movements in the economically less-developed countries, the ICFTU began a process of reorganization and is calling on its older affiliates for greater participation and assistance.

The first step in that direction was taken at the July 1960 meeting of the Executive Board in Brussels with the resignation of J. H. Oldenbroek, who was general secretary of the ICFTU since its inception and the election of Omer Becu as the new general secretary.

The reorganization is to follow the lines set out by the 6th World Congress of the ICFTU last December. This Congress called on the ICFTU "to commit greater resources and greater efforts to the achievements of the objectives of peace, freedom and justice for all through the building of stronger trade unions throughout the world"; it approved the decision of the Executive Board for the "appointment of four Assistant General Secretaries and machinery to promote a maximum of co-ordination and integration within the secretariat;" it directed "the Executive Board . . . to reorganize the structure of the ICFTU to make it more adequate and responsive to the tasks ahead" and specifically to place "increased emphasis on the need to build effective trade union organizations . . . in Asia, Africa, Latin America and other parts of the world, where the struggle is the hardest and the need is the greatest"; and finally instructed "the Executive Board to establish an ad hoc committee for the purpose of giving immediate consideration to the problem of reorganization as it relates to structure, resources, officers . . . and personnel."

The new General Secretary Omer Becu is, like his predecessor, a veteran of 40 years in the labor movement. Born in Ostend, Belgium, he went into his country's merchant marine as a radio operator in his youth, was active in the seamen's union and became head of the dock workers' union. His role in developing co-operation between marine and waterfront workers in different countries led him into the International Transportworkers Federation, of which he became president and later secretary-general.

For the effective implementation of an expanded ICFTU programme in all areas the Executive Board realized that more adequate financial resources must be secured.



Kalmen Kaplansky

It decided, therefore, that "a specific goal of at least \$10,000,000 should be raised through the International Solidarity Fund for the 1961-63 period, and the affiliates who are in the most favourable position shall be asked to assume their proportionate share of this increased financial obligation."

As of July 1, 1960, the ICFTU had 135 affiliates from 102 countries, comprising a total membership of close to '58 million workers. In its ten years of existence this world-wide organization has accomplished the following:

For the first time in the history of the international labour movement, the ICFTU has developed an active functional programme in the fields of organization and education. It is actively promoting the development of trade union organizations in countries where they were non-existent or extremely weak. It has taken a major part in the formation of plantation workers' unions and is developing a co-ordinated programme of action with International Trade Secretariats in every continent.

The educational programme of the ICFTU is showing concrete results. The labour college in Calcutta, India, is now followed by the labour college in Kampala, East Africa. Plans are now being prepared for a labour college in Africa to cater to French-speaking trade unionists. An intensified programme of labour education is being pursued in Latin America with the objective of setting up a labour college in South America.

The International Solidarity Fund, which was established as an experiment several years ago, has proved itself very successful. The goal set for a three-year period in 1957 was \$5,600,000, to be raised from the voluntary contributions of affiliated organizations. At the end of this three-year period the ICFTU has decided to proclaim a \$10,000,000 objective for the three-year period starting January 1, 1961.

This will help the ICFTU to act effectively in meeting the rising expectations of the young trade union movements in the newly-established countries. The ICFTU is determined to help raise the living standards of the workers, to maintain with them links of international labour solidarity, and to frustrate the activities of demagogues and totalitarians, who are trying to separate the new trade union organizations from the free labour movement.

Preposterous Piecework Plan for Post Office

How many lines a day do you type? Ever counted them? Enough to make a living if you were on piecework? These questions may seem academic to you, but not to the federal civil servants in Ottawa.

It all started with the post office incentive plan of extra-pay-for-extra-work which is based on a daily line-count of each typist's work, together with an evaluation of its quality and the typist's general efficiency. (Couldn't you have a hey-day with that one?) If a typist's production is above average the annual pay cheque may be increased by up to \$480 over and above the regular typist's wage scale.

The additional \$480 sounds attractive on the face of it—but it's a dangerous plan. We mention it here because some variation of the incentive plan may be proposed by management during your next contract negotiations. Any incentive

plan based on an objective appraisal of a person's "general efficiency" is bound to create problems. The two words "general efficiency" defy definition. Add to that our personal reaction to the people we meet and with whom we work—a reaction which is subjective rather than objective—and such evaluation will be based, at best, on whether the supervisor likes or dislikes the person, at worst, on who is the best "apple-polisher."

However, the extra pay for a daily line-count rather fascinates us. No mention is made of the length of a line, and any day now, we expect to get a letter from the Income Tax Division saying:

"your refund cheque is being mailed to you."

Quebec Sets Up Labour Courts

The Quebec government will move shortly to set up provincial labour courts, Premier Jean Lesage recently announced.

The courts will attempt to break through the huge backlog of labour matters before the Quebec Labour Relations Board. In the future they will deal with routine problems, leaving the QLRB to tackle the big problems.

Chairman for Publicity Named

Local 161, Smooth Rock Falls, Ontario, announces the appointment of Sister Gayle Parisee as publicity chairman.

We hope that the other locals in the Canadian Conference will follow suit in appointing publicity people. It is through them that we get our information.

If you want to publicize your local, get yourself somebody to do this.

Local 343 has members working in union offices and related organizations from coast to coast. Most of the sisters and brothers are in the Toronto-Hamilton area, but master agreements with many unions have produced this far-flung membership.

Monthly meetings are held in Toronto. To keep Local 343 members in touch with each other, a quarterly newsletter, "Intercom," is distributed, and each member also receives a copy of the minutes.

In the past year the number of signed collective agreements has risen from 35 to 44. (Three in the office at time of writing).

All negotiations, grievances, arbitrations, etc., are handled by a volunteer bargaining committee.

YOUR EXECUTIVES



Local 343 Executive Committee: Olive Chester, Margaret Klym (president), Margaret Lazarus, Anne Picken, Fran Morrison, Margaret Bartlett, Daisy Kaschte, Rose Lees.

from the desk

of the

PRESIDENT

HOWARD COUGHLIN



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 references 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 presently being 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 OEIU, that a national meeting be held at an early moment, designed to both dramatize this subject 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 a viewpoint which can only 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-Management 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 imprison 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 Commercial, Clerical and Technical Employees held recently in Paris dealing with the subject of mechanization and automation in commercial offices.

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

The text of the resolution was as follows:

The development of mechanization in offices is progressively leading towards automation. Electronic data-processing introduces changes in office-techniques which makes the traditional methods outdated. These effects apply not only to the departments concerned but have repercussions in associated departments and connected undertakings and it can be expected that this development will continue both in scope and technical content.

In addition to the reductions in the members of staff employed the functions of clerical workers will be affected at all levels, both quantitatively and qualitatively. A matter of considerable concern is the devaluation of many traditional functions carried out by clerical workers and this also applies to intermediate and higher categories of staff with a consequential curtailment of promotional prospects.

It must be the aim of the trade unions to seek the introduction of automation in the most advantageous way. An essential towards this end is effective protective measures of every kind covering the employees affected. This entails the fullest consultation from the earliest stage of planning and within the context of general economic planning.

It is imperative that trade union agreements shall be so framed as to cater for these developments. Special social investment is imperative and automation renders this both necessary and possible. The advent of automation makes the protection of the health of the clerical workers more than ever necessary. The professional status of female clerical workers is endangered by automation and every effort must be made to protect their position.

The trade unions must exert influence upon the responsible authorities to introduce reforms into their systems of education to meet the needs of these new developments.

To ensure that automation is introduced with every regard for the human factor and to ensure the fullest participation of trade unions in its introduction, effective measures must be taken to educate union officials in the new techniques.

The fulfilment of these demands would make possible a positive attitude on the part of the trade unions towards automation in offices.

This Trade Section Conference of the IFCCTE affirms that those who earn their living in the distributive trades have a just claim to enjoy a rising standard of living and greater leisure through a shorter working week, longer vacations and improved conditions of retirement;

Recognizes that improvements of the magnitude desired can be made possible as productivity in distribution rises;

Declares, therefore, that subject to the unions being consulted before the introduction of changes and at the various stages thereafter and provided that management concedes the appropriate safeguards 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 unemployment;

2) The right of the worker to share in the results and benefits, including the implementation of the accepted policy of equal pay for work of equal value;

3) Control over the work load

Office Automation Aimed At Reducing Clerical Costs

New machines and further developments in automation aimed at cutting office clerical forces and elimination of more assembly line jobs are being reported.

Exhibits at a recent business show in New York featured devices intended to mechanize office work. "A tour of exhibits," according to the *New York Journal of Commerce*, "left little doubt that the office equipment industry is moving rapidly to provide equipment that will enable users to put a lid on rising costs of processing office work."

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

Less glamorous were such devices as a new Thermo-fax 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 functions and prepare original documents while "capturing essential data for further automatic processing."

Other devices included a fully automated mailing machine which the makers claim reduces manpower for monthly mailings for a store now using it by 65 per cent.

Rapid growth of computers in data-processing activity has created the need for a single "language" for the robots. The nation's leading manufacturers of the equipment—under sponsorship of the Office Manufacturers Association—has begun a project to this end.

The objective is reported to be interchange of data-processing among the various types of computer systems. While there are difficulties that must be overcome, achievement of such a common language would speed up office automation considerably.

Electing Union Officers

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outlined in the act which require that a "reasonable opportunity" be given to all members in good standing to nominate candidates of their own choice. Again, these nomination procedures must be in accordance with the constitution and by-laws of the labor 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 that must be given, must include a statement of the offices to be filled by the election and the time and place for sub-

mitting nominations. The notice should also include the proper form for submission of nominations. The requirement of reasonable notice may be fulfilled by a mail notice to each member in good standing within a reasonable time before nominations are to be held. The act does not prohibit a single notice of both nominations and elections to be held. Timely publication in a union newspaper which provides a reasonable opportunity for nominations will also meet the requirements of the act.

Every member in good standing is eligible to be a candidate and to hold office subject to reasonable qualifications, uniformly imposed by the local union. For instance, prescribing minimum time periods of previous membership is generally regarded as reasonable. Certain persons are excluded from eligibility for holding office. In

general, persons convicted of certain crimes are not eligible for five years after conviction if there has been no imprisonment, or for five years after the end of the period of imprisonment. The ineligibility provisions are also extended to persons holding membership in the Communist Party or for five years after termination of membership in the Communist Party.

The act also stipulates that certain rules must be observed in the conduct of election campaigns. These rules may be stated briefly as follows:

Campaign Literature

All reasonable requests to distribute campaign literature at a candidate's expense must be honored. No funds received from dues or similar levies may be used to promote any person's particular candidacy.

Employers are barred from contributing to the campaign of any candidate. If there should be a union shop clause or maintenance of membership clause in the existing agreement, a candidate has the right within thirty days prior to election to inspect a list of members, subject to the agreement, but he may not copy it. Finally, privileges extended to one candidate must be extended to all.