Discuss Drive in Wilkes-Barre

George T. Brown, AFL-CIO President George Meany's special assistant who has been appointed to act as liaison between President Meany and the Office Employees International Union in coordinating the AFL-CIO facilities to support OEIU organizational campaigns, recently conferred with Director of Organization Douglas and President Howard Coughlin in the New York office of the OEIU.

Discussion of the use of AFL-CIO publications, education and research material was held, and an OEIU drive to organize the office and clerical employees of Blue Cross throughout the nation was singled out for special attention. The Office Employees International Union represents the staffs of Blue Cross in a number of cities in the United States and Canada.

Brother Brown expressed surprise when told of the opposition of some of the managements of Blue Cross to OEIU organizational efforts and to the desires of the office and clerical employees of these organizations for collective bargaining. He said he could not conceive of Blue Cross organizations, which for the most part are dependent on the organized labor movement for their members, fighting unionization of their office and clerical staffs. Brown pledged the complete cooperation of the AFL-CIO State and City Central Bodies in the renewed drive of the Office Employees International Union in this field.

Automation's Best Jobs Going to the Educated

With the introduction of office automation, a number of new office positions have been created. These new positions are generally slated high in the pay grade structure for office employees and would include such jobs as programmer, computer operator and electronic data processing machine operator.

For example, console operators and programmers have been classified 5% above the rate for the highest paid accounting clerks. In other office, monthly rates for console operators ranged from $397 to $454, senior level from $459 to $770.

Since most of these positions are filled from within the ranks of the existing office staff, special retraining is required for the programming and operating of the computer. This retraining is necessitated by the most difference between the job content of the newly created positions and the former jobs of the office employees selected for training.

It should be noted that employees selected for the automation positions had attained a substantially higher level of formal education than those in the general white collar positions.

For example, 95% of those in the automation positions were high school graduates while only 83% in the general clerical categories were high school graduates. Similarly, 62% in the automation positions were college graduates or above, while only 7% of the general clerical had attained this education level. The need for increased education for the new positions is evident.

Resistance Encountered in First Recognition Attempt

George Brown, Special Assistant to AFL-CIO President George Meany, met with OEIU representative and numerous officials representing a cross section of the labor movement of the AFL-CIO in the Wilkes-Barre area of Pennsylvania to discuss expediting the recognition of the OEIU by the Hospital Service Association of Northeastern Pennsylvania, usually known as Blue Cross.

Thereafter, a meeting was arranged with George Bell, President of the Hospital Service Association of Northeastern Pennsylvania. Despite the fact that the trade union movement in that area of the country makes up the largest portion of Blue Cross membership, Mr. Bell refused to comply with organized labor's request that an extended recognition procedure be effectuated.

Instead, Mr. Bell insisted on his right to invoke the delayed procedures of the National Labor Relations Board. His attitude was reminiscent of the experience of the OEIU in Dallas, Texas where the infamous firm of Nate Shellman was seen to be employed to block the desires of Blue Cross employees for collective bargaining.

Mr. Brown's entourage into the picture at the request of AFL-CIO President George Meany signals the all out efforts of the AFL-CIO to gain collective bargaining for Blue Cross employees throughout the United States.
**Southwestern Organizational Conference**

The Southwestern Organizational Conference recently held its two-day meeting at the Huckins Hotel in Oklahoma City, Oklahoma. After welcoming address by Speaker J. Missy Carter of the Oklahoma House of Representatives, the Conference proceeded to split into study groups. Groups discussions were held at each table on:

1. The organizational process
2. Grievance machinery and arbitration
3. The use of government agencies

International President Howard Coughlin conducted the first session with J. B. Moss of Local 277 assisting as Resource Leader. International Vice President Frank Morton led the discussion on grievance machinery and arbitration with Doris Cates serving as Resource Leader. International Representative Fred Dennington chaired meetings dealing with the use of government agencies and Larry Green of Local 87 acted as Resource Leader.

The following served as Chairmen of the respective study groups: J. Q. Walker, Local 66; Larry Green, Local 87; Doris Cates, Local 277; Alma Herring, Local 129; William Speers, Local 5; Edel Guinn, Local 277; and Daisy Rich, Local 341.

Delegates agreed that the two-day Conference was most educational.

Doris Cates and Edel Guinn were re-elected as President and Secretary-Treasurer, respectively, to the Southwestern Organizational Conference.

It is expected that the next meeting of the Southwestern Conference will be held in Fort Worth, Texas.

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**Hagerstown Helpers**

The Hagerstown (Md.) clothiers' strike was loaded in the Washington Gas Light Company yard, across to Hagerstown and unloaded there by this brassy crew. Front row (from left): Harry McDaniel, Local 2 Executive Board Mem- ber; President John P. Cahill, Local 2; Kenneth C. Kehler, Business Agent; Executive Board Members Earl Ball and Kenneth Carpenter. Second row: Van Driver Warren Wells of National Publishing Company; Washington, D. C. (which put wheels on the Hagerstown strike! Dave Hilbert and Robert Crab of the Washington Gas Light Co.; John Hazel, Executive Board Member, Local 2. At rear: William Benton of the Gas Company; Howard Halman, Secretary-Treasurer, Local 2; Philip Daughtery, Business Agent.

WASHINGTON, D. C.: Members of Office Employees International Union, Local 5, Washington, D. C. collected a 25% ton load of clothing and food to help hard-pressed neighbors in Hagerstown, Maryland.

Members of Local 2 formed a relief committee after learning of the plight of the residents in the Hagerstown area. This aid was aided by recent recession conditions.

Local 2 also dipped into its pockets to such good effect that President John P. Cahill (second from left) was able to take along as well a check for over $400 to Hagerstown's Salvation Army.

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**Schedule of Conference Meetings — 1961**

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<tr>
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<td>3/26</td>
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<tr>
<td>5/14</td>
<td>San Francisco, Calif.</td>
<td>Sir Francis Drake</td>
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OEIU Insures Their Future

For the first time in Canadian trade union history an insurance company has been organized. Special guaranteed certification for a group of 100 employees at Associated Medical Services Inc., Toronto.

Robert Eads, A.M.S. emp-

Should We Try It?

We heard about a local union officer who was brooding about the small attendance at membership meetings. As a competitor with T.V., sports and social activities, union life usually is not run-

Can Arbitrators Award Damages?

An interesting battle is being fought in the Ontario Supreme Court and its outcome will be felt by unions across Canada.

Prof. Laskin, chairman of the three-man arbitration board, said that Polymer Corporation Ltd. in Swastik is entitled to damages from the Oil, Chemical and Atomic Workers International Union for financial losses stemming from an illegal walkout in February, 1958.

The report states, "When immigration was low in relation to the labour force, employment was high. When immigration was high, unemployment was low.

Do Immigrants Cause Unemployment?

The official labour opinion on immi-

Tell the Press

Following his return from the December meeting of the interna-

Oakland Settlements

Local 29, Oakland, California has successfully concluded negotiations with three employers. A powerful, highly skilled workers’ union, has been reached with the Richmond-Chase Company, price cutter for the can-

Smooth Rock Falls Elects

Publicity Chairman Clydie Parisee reports that Local 161, Smooth Rock Falls, Ontario, elected the following members into office for 1961: L. Larcheolle, President; L. Larcheolle, Vice Presidents; R. Turgeon, Treasurer; A. Beaulieu, Recording Secretary, L. Larcheolle, Historian; J. Couture, M. Bejoul and A. Drolet, Trustees; L. Larcheolle, Club Rep- resentative; D. Watson and R. Turgeon, Medical Advisors.

After 34 years of service with the Company Brother E. G. Crow-

wishes Brother Crosswell a long and happy retirement.

The Face of Labour

Last winter the publicly-owned Canadian Broadcasting Corporation produced a television series in which management personalities were interviewed. The scales were brought into balance this year through a similar set of shows. Among the interviewees rep- resentatives had a chance to tell their side of the story.

The contract is the result of subjects which discussed and listed are some of the highlights.

The contract is not just an attempt to put in the welfare and pension plan.

The缩短es are the shortest ever sent out by the local "Don’t attend. No need to bother. No entertainment, no games. All to take a strike vote and raise dues. Result: the biggest turnover in the local’s history.

The question was asked if man-

While busy negotiating the above agreements, Local 29 officials found time to contribute to Interna-

The shorter work week, the more leisure time, was inevitable in view of the large number of jobs. A group of local unions looked at a report on the effect of unemployment. The report also said that "The main thing is to provide jobs. A subsidiary task is to keep immigration enthusiasm from adding un-

Your Executives...

Left to right: Margaret Sykes, Anne Fraser, Angela Stender (standing), Gladys Page, Mary Jordan.

Winning Local 342, representing employees in union offices, elected the following officers for 1961: Angela Stender, chairman; Dorothy Goldberg, vice chairman; Margaret Sykes, secretary, Faith Smith, treasurer; Mary Jordan, Dorothy Goldberg and Helen Fraser, trustees.


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An interesting battle is being fought in the Ontario Supreme Court and its outcome will be felt by unions across Canada.

Prof. Laskin, chairman of the three-man arbitration board, said that Polymer Corporation Ltd. in Swastik is entitled to damages from the Oil, Chemical and Atomic Workers International Union for financial losses stemming from an illegal walkout in February, 1958.

David Lewis, counsel for the OCAW, argued before the Ontario Supreme Court that granting any damages against the company was contrary to the collective bargaining agreement because it would open the way to end-

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The contract is not just an attempt to put in the welfare and pension plan.
WE have recently concluded meetings of full time Local Union Representatives and International Union Represen-
tatives throughout the country. These meetings were held in Portland, Oregon, Washington, D. C., and Chicago, Illinois. We were pleased and gratified with the Same interest in-
dicated by all concerned at these most important meetings.

We discussed the historic apathy of white collar workers towards unionization and the many developments which are
charging this apathy to one of interest. In addition, the sessions concentrated on organizational techniques and the
newer approaches to be used in the unionization of office and
clerical employees.

Many of the representatives present forwarded enthusiastic
letters to the International office in which they again evidenced
their interest and gave us the benefit of second thoughts which
indicated their continued concentration on our organizational
problems long after the meetings took place.

One letter received from International Representative
Arthur Lewandowski touched on the many basic reasons for
the failure of white-collar workers to organize on a mass
basis. Lewandowski stated:

“One of the real problems facing us is our inability to get
across the idea that unionization doesn’t mean the loss of
individuality. Most of the unorganized seem to feel that
through unionization they will be reduced in status and will
no longer have the individual way of life in the office, such as
having coffee with their fellow employees and discussing
social and economic policies with their fellow office workers
or even with supervisors. They have the mistaken idea that
their whole framework of existence will be somewhat changed.
On the other hand, they are completely aware and approve of
joint action to obtain benefits and improvements in their
wages, hours and working conditions.”

Need More “Advertising”

International Representative Lewandowski placed his finger
on something that is indeed basic. We have long noted that
office employees who are among the most militant of our mem-
bers have done little toward publicizing the advantages of
their Union in their social lives. A building tradesman for
example, who has gained the highest hourly wage rate in the
nation, will talk of his job at the first opportunity and empha-
sizes the better working conditions the Union has secured in his
excellent conditions. White collar workers, generally, will
discuss the Union only with fellow Union members.

Winston Churchill is quoted as saying “Man is an indi-
vidual for some purposes and a collectivist for others, and it
is in the harmonious combination of these opposite philoso-
phies that future statecraft is comprised.”

I have never met a mature white-collar worker who has not
admitted that group activity is the only answer to the imme-
ciate economic problems of all workers, including clericals.
However, these same mature white-collar workers exhibit a
certain amount of timidity in joining a union. This timidity
springs from a fear of loss of personal identification through
union group action.

Joseph P. Fitzpatrick, S.J., in a treatise entitled “The
Dilemma of the White Collar Worker,” published in 1951, in
a discussion of this subject stated:

“It is much more timidity in the face of a more
powerful employer. It is a fear that springs from the general
problem of person versus the group. In a word, though they
realize the weakness of their economic position, they are
afraid that if they identify themselves with thousands of other
workers in a strong union, they will lose what little individuality
they still possess.” The writer further stated: “But as a result of
the changes that industrial society has brought to the office
worker’s life, the manner in which his ideals should be ex-
pressed remains obscure and ill defined. Consequently, he
moves with uncertain steps in the midst of confusion and
prefers to cling to any small realization of these values in a
situation which he knows rather than risk their entire loss in
a situation that he does not know.”

“This is the basis of his dilemma. The features of
community, the qualities of a group which enable an individual
to achieve greater freedom and satisfaction, have never been
seen clearly by the white-collar worker as characteristic of labor
unions. Therefore, he thinks he is preserving his individual
freedom by resisting unionization.”

It is necessary, therefore, that the Office Employees
International Union’s representatives and organizers do everyth-
ing possible to explain away the many misconceptions of Unions
which still exist in the minds of unorganized white-collar
workers.

Instead of losing dignity, the unorganized worker finds he
gains dignity through collective bargaining. Sound welfare
plans and pension plans add to this dignity and independence.

Individualism in our industrial society as we know it in the
past is a myth. No individual can do anything to combat
nepotism, favoritism, layoffs and other unilateral acts of the
employer.

Only through collective bargaining can true individualism
be created.

President Coughlin Installs Charter

OEU President Coughlin is shown above after issuing OEU Charter Number 391 to the staff of Roosevelt University, Chicago, Illinois. Seated are President of the United Federation of OEU, standing, left to right are: Dan Vers, Vice President of Local 391, Jacqueline Watson, Chief Steward, Yahonds Hembre, Asst. Secretary-Treasurer, Elsworth Filton, Recording Secretary, Currie Brown, Executive Board Member, Julia Randolph, Chief Steward and Carolyn Corbin, Secre-
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tary-Treasurer.

Union Recovers Back Pay for Two

PICTURED ABOVE, left to right, are Duane Morrison and Bernard Craze, showing Emmet C. Etheridge, Business Representative for Local No. 2, the checks received from the W. W. Chambers Co. for back pay as a result of their illegal firing by that Company in February of 1959.

Duane Morrison and Bernard Craze received back pay in the total
amount of $2,127.63 as a result of the National Labor Re-
lations Board finding that these two employees were dis-
charged in violation of the Labor
Management Relations Act. These
employees participated in the suc-
scessful union-sponsored drive con-
ducted by Local 2 of the OEU in conjunction with the Regional
Office of the AFL-CIO.

When the employees were dis-
charged by Chambers on February 19, 1959, the union imme-
diately filed unfair labor practice charges against the Company.
In August of 1959, A. Bruce Hunt, Trial Ex-
aminer for the NLRB, ordered the
company to make full reimbursement to the former
employees, and this recommendation of the Trial Examiner was con-
versed in December of 1959 by a three
man panel of the Board consisting of Philip Ray Rogers, Stephen S.
Bean, and John Funtins.

The proceedings were handled by Chambers in February of 1959.

Finally, in February 1961, al-
most two years after the discharge,
Duane Morrison received a gross
salary check of $1,323.92, and
Bernard Craze a gross salary check
of $893.51, representing salary lost
as a result of their illegal discharge by Chambers.

Emmet C. Etheridge, Local 2
Business Agent, who conducted the
union-sponsored drive and pursued the unfair labor practice charge,
declared that the outcome of this
case and said it should serve as
a warning to employers that to trife
with the National Labor Relations Act can be expensive, and should
surely serve as an incentive to people in-
terested in organization that the
NLRB still affords considerable
protection for employees seeking the
right of organization.

Machines Will
Erase Many Jobs

Representative Elmer J. Holland, a member of the House Education
and Labor Committee, stated that machines will eliminate
office and clerical jobs in the next five years.

In a report forwarded to Presi-
dent Kennedy, Representative Hol-
den gave a realistic estimate of the
impact of automation and mechanization on employment in
the future statecraft.

In addition to the loss of 4 mil-
on office and clerical jobs, Repre-
sentative Holland estimates 300,000
unemployed automobile workers
will never return to automobile
factories during automation. His
findings also include a statement
that employment dropped 25% in
ten years in the brewing, liquor
and soft drink industry.

Automobile workers replaced
40,000 operators in New York City
in the past fifteen (15) years.
About 20,000 jobs have been elimi-
nated in radio and television trans-
misision, including 1,000 railroad
employees, 1,000 radio and 800
electrical switchboard operators
since 1953.

Automation now enables 12 men
to produce one ton of steel whereas
15 men were required for this task
twenty years ago.

Local 42 Signs
With Hospital

Lee Kent, president of Local 42, Detroit, announced the ratification
of a collective bargaining agree-
ment covering over 150 non-profes-
sional employees of Metropolitan
Hospital. Metropolitan is the pilot
hospital for Community Health
Association, a labor-sponsored
group health plan.

Among the provisions of this
first agreement are seniority rights,
abortion of grievances, shift premi-
num of $1.00 per hour for afternoons and middnights and a
general wage increase.

Henry A. Paycheck, chairman of the Bargaining Com-
mittee for the hospital, was Flora
Maison, Michele Stady, Stanley
Macjaski and Alfred Wiggins.

In Buffalo

A supplemental agreement has been negotiated by Local 212. Buf-

dalo workers will eliminate the
Fitzpatrick Union. The supplement was negotiated pursuant to a wage
recovery clause called for in the
contract.

By the time the new wage ne-
gotiations open, employees will receive a
44 cent per hour wage increase retro-
active to October 21, 1960.

The results of this supplemental agreement were reported by Busi-
ness Representative Emil W. Coughl

Page Four