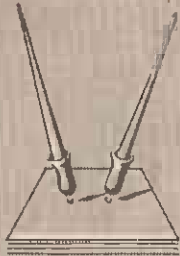




WHITE

Official Publication of the



COLLAR

Office Employees International Union



Season's Greetings

The International Executive Board takes this opportunity to wish to our members everywhere a very Merry Christmas and a Happy New Year.

Howard Coughlin, President
J. Howard Hicks, Secretary-Treasurer
Henderson Douglas, Director of Organization

J. O. Bloodworth
John P. Cahill
Donald K. Camp
J. E. Corum

George P. Firth
Donald R. Hilliker
John B. Kinnick
William A. Lowe
Frank E. Morton

William J. Mullin
Edward P. Springman
Leo J. Wallace
Helen D. Wise

MERCURY TEST SITE CLERICALS VOTE OEIU

Important Assistance Given by Las Vegas Building Trades



President John Gorman receives charter from International President Coughlin.

Five hundred and forty-five office and clerical employees of the Reynolds Electrical and Engineering Company, working at four desert sites in Nevada, have chosen the OEIU by an overwhelming majority to be their collective bargaining agent.

The organizational campaign, climaxed by a 7 to 1 victory, was the result of an intensive effort in which temporary officers and 22 shop stewards, directed by International Representative Joseph McGee and Intl. Vice President Frank Morton, combined their organizational skills for purposes of achieving the largest "yes" vote possible. AFL-CIO Representative Ed Lingo also assisted the OEIU in its organizational tasks.

Unlike most campaigns the

employees of REECO formed their union prior to the NLRB election. A majority of the eligible employees paid their initiations fees and were chartered as OEIU Local 400. Temporary officers were selected and the campaign proceeded under the leadership of an organized local union of the OEIU.

President John Gorman, Secretary-Treasurer John Garrett, Business Agent Al Guzman, Recording Secretary Pat Parkening. Vice Presidents Bill Smith and Bill Kerr and Executive Board members Mary Jo Roby, Elaine Williams, Blaine Parkening and Jerry Ray, selected as officers of the newly formed Local Union, waged an aggressive organizational campaign.

Jim Arnold, Secretary-Treasurer of the Las Vegas Building Trades Council, and Ralph Legion, Business Manager of the local union of the IBEW, which represents a large group of workers at the Mercury Test Site, fully supported and assisted the OEIU. Ted Lawson, Secretary-Treasurer of the Southern Nevada Central Labor Council, also worked with the OEIU.

This campaign called for contacts and group meetings at the four major locations where our membership is employed. Las Vegas, Mercury, Tonopah and Fallon are all situated in Nevada in an ap-



Above: Local 400 receiving charter for the employees of Reynolds Electrical and Engineering Company at Mercury Test Site in Nevada.

proximate 200 mile radius. Employees are required to travel a minimum of 65 miles from their homes to the Test Site. Actual miles by automobile to the working location averages 100 miles one way. Low wages, and the threat of eliminating a daily subsistence allowance of \$7.50 per day to compensate for travel and numerous living inconveniences were the major factors which resulted in the strong desire for unionism and collective bargaining.

Director of Organization Douglas made several trips to Las Vegas to assist in the presentation of the OEIU petition for certification to the National Labor Relations Board.

OEIU President Howard Coughlin presented the char-



From left: Int'l. Vice President Frank Morton, Local 400 President Gorman, Executive Board Member Elaine Williams, Int'l. Representative Joe McGee and OEIU President Coughlin.

ter to a packed meeting of REECO employees at Carpenters Hall in Las Vegas on November 14th.

A new campaign to organize 300 technical and clerical employees which make up a residual unit of REECO em-

ployees is currently being jointly waged by the OEIU and the IBEW.

This Test Site is under the jurisdiction of the Atomic Energy Commission and the National Aeronautical Space Administration.

WHITE COLLAR

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

HOWARD COUGHLIN
President

J. HOWARD HICKS
Secretary-Treasurer

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Medicare Substitute

If one were to read the full page advertisements in major national magazines, the impression would be gained that there are numerous substitutes for medical care through Social Security now available for our senior citizens.

The National Council of Senior Citizens found that no such plans could be obtained in 24 States. Some of the so-called new policies, which are supposed to be substituted for the President's plan of hospital care through Social Security, would cost elderly couples a total of \$360.00 a year.

Such existing plans are poor substitutes.

Goldwater Again

Recently Senator Barry Goldwater of Arizona revealed what he had in mind when he previously stated that he intended to introduce labor legislation in the next Congress.

His proposals include the following—

Taxation on Unions;

Place Unions under anti-trust laws;

Strengthen injunction powers against Unions;

Enact a national open shop law;

Curb the right to strike; and,

Eliminate the requirement that management must bargain with a Union which represents a majority of its employees.

It would seem that Senator Barry Goldwater would turn the clock back fifty years, eliminate trade unionism, and place all workers under a management and government dictatorship.

Equal Pay Fails

While for the first time in history, bills calling for equal pay for equal work passed both the House and the Senate, parliamentary difficulties developed and the Bill failed of enactment.

On September 5, 1962, after public hearings at which the OEIU was represented, an equal pay bill, H.R. 11677, was passed and sent to the Senate. When no action was taken by the full Senate Committee on Labor and Public Welfare, Senator Pat McNamara of Michigan attached an amended version of the House passed bill as a rider to a bill to authorize funds for United States Foreign Service buildings abroad. This bill was passed by a voice vote. An effort to appoint House and Senate conferees to iron out language difficulties failed.

As a result, this very important legislation died. It is imperative that all Local Unions of the Office Employees International Union do everything possible to insure the passage of a similar measure in 1963.

Teamsters Lose

The Teamsters attempt to displace OEIU Local 33 as bargaining agent for the employees of Teamsters Local 249 was turned down by the National Labor Relations Board. The Teamsters, in this instance, designated a so-called white collar Local 72 to represent the office staff of Teamsters Local 249 who have been, for many years, members of OEIU Local 33.

In dismissing the Teamsters petition, the Board held that this union was not competent to bargain the terms and conditions of a contract because of allegiances which conflicted with the purposes of protecting and advancing the interests of the employees it seeks to represent.

In effect, the Board continued the precedent set in the Oregon Teamsters case wherein the United States Supreme Court threw out the Teamsters attempt to represent its own employees.

A company union is a company union even if it's established by a labor organization.

Fair Practices Statement Signed at White House



OEIU Secretary-Treasurer J. Howard Hicks (Standing, fifth from left) pictured with various International Presidents, AFL-CIO President George Meany, President Kennedy, Vice-President Lyndon Johnson and Secretary of Labor Willard Wirtz, signed a statement guaranteeing equal employment opportunity to all regardless of race, creed, color or national origin.

This joint statement and a union program for fair practices automatically places our Union on the President's Committee On Equal Employment Opportunity.

The labor movement pledged its cooperation in obtaining its goals of equal opportunity in all aspects of employment including tenure, terms and

conditions of employment, work assignments, promotion and transfer, without regard to race, creed, color or national origin.

While the Committee's program is confined to employment under federal government contracts and to federal employment, all Unions pledged to extend this program to fair practices for all employment.

This pledge, therefore, is in effect carrying out the mandate of the last Convention of the AFL-CIO to eliminate discrimination and unfair practices wherever they exist.

The OEIU previously had been one of the first Unions, if not the first Union, to sign such a pledge.

World Unions Map White Collar Drive

Organization of all white collar workers in the free world is now more essential than ever, officers of the Intl. Federation of Commercial, Clerical & Technical Employes declared at a meeting in Washington, D. C.

If human freedom and union freedom are to flourish and expand, the white collar workers' movement must be strengthened, said General Sec. Erich Kissel and Pres. Joseph Hiscock at a press conference marking the first meeting of the IFCCTE executive committee in the Western Hemisphere.

U.S. Backed on Cuba

The delegates unanimously adopted a resolution expressing "deep concern" about the world situation arising from the establishment of Soviet missile bases in Communist Cuba.

They agreed that the threat to American countries of these bases had provoked counter measures taken by Pres. Kennedy and urged the heads of states concerned, and the United Nations, in full realization of the gravity of the situation, to "use every possible endeavor to bring about a settlement which will remove the danger to world peace created by the Cuban crisis."

Kissel said the international trade secretariat has 77 affiliated national unions with almost 4 million members in 44 countries and that, in spite of the fact that non-production workers are "very difficult to organize," the organization will continue its efforts to bring an estimated 55 to 60 million such workers the benefits of union organization.

"We believe our efforts will prove an effective barrier against inroads by communism and contribute to the preservation of peace with freedom," Kissel told reporters.

AFL-CIO Pres. George

Meany welcomed the delegates to Washington. After a tour of the White House they met to discuss the possible effect of the European Common Market on organizing activity; the boycott of the Retail Clerks and the labor movement against Sears, Roebuck & Co., and trade developments.

Offices in Holland, Peru

The secretariat has headquarters in Amsterdam, Holland, and a regional office in Lima, Peru.

The chief objectives of the IFCCTE, it said in a statement, are to organize and educate the officers and members of non-manual workers' unions in the free world.

Information on how to set up and operate unions is in great demand, and the secretariat's collection of comparative data

on collective bargaining gains by other white collar unions has helped affiliates gain many benefits, it said.

Reporting on activities in Africa, Asia and the Caribbean, Kissel said "these are key areas in the struggle for human dignity and trade union freedom." The IFCCTE has eight affiliates in Asia and 12 in Africa to be used as a nucleus in building toward the "economic, social and political security" of commercial, technical and clerical workers in developing nations.

Two U.S. union officials are on the 14-member IFCCTE executive committee — AFL-CIO Vice Pres. James A. Suffridge, who also is president of the Retail Clerks; and J. Howard Hicks, Office Employees secretary-treasurer.

Oakland Reports On Settlements

OEIU Local Union 29, Oakland, Calif., reports the following collective bargaining agreements:

Sacramento Milk Companies — the 20 members of Local 29 working for Borden's in Sacramento have ratified a new two year contract calling for wage increases of \$22.00 per month retroactive to September 1, 1962 and additional wage increases of \$22.00 per month effective September 1, 1963. Effective January 1, 1964, there will be an additional employer contribution of \$4.33 per month in the pension plan, and employer contribution in the Union's health and welfare plan was increased from \$12.50 to \$14.08 per month for each employee.

Sun Garden Cannery—effective September 1, 1962 the members of Local 29 received a wage increase of 4 per cent, and the same dollar amount on September 1, 1963. Another gain bargained by the Local was—in the event an employee uses his own car for company business, said employee will be reimbursed at the rate of 8 cents per mile.

Benner-Nauman—\$15.00 per month increase on November 1, 1962; \$15.00 per month increase on November 1, 1963; and, Local 29's health and welfare plan paid in full by the company for each employee and dependents.

Sherwood-Swan—\$3.00 per week increase retroactive to June 1, 1962; \$2.80 per week increase effective June 1, 1963; and, an improved health and welfare plan including \$1,000 life insurance policy.

Western Conference Held in San Diego



The Western Educational Conference was welcomed to San Diego by Reedus Sides, President of Local 139.

Rev. Leo Davis rendered the invocation, and thereafter discussed the responsibilities and obligations of trade union membership. He predicted that the OEIU in the next fifteen years will be the largest and most influential in organized labor.

James Little of the Bureau of Labor-Management Reports explained the requirements of the reporting procedures and the legal necessity of conducting elections in strict conformity with the Landrum-Griffin law.

OEIU President Howard Coughlin described the activities of the International Union in the organizational field since the last Conference meeting.

OEIU Vice President Kinnick led an informative group participation session on meeting the problems of subcontracting in

our collective bargaining unit.

Conference Chairman Don Camp introduced delegates John Gorman, Al Guzman, Elaine Williams and Gordon Stanton of our newly chartered Local 400 at Las Vegas. This Union represents the Atomic Test Site clericals at Mercury, Tonopah, Fallon and Las Vegas in Nevada.

The film "Inquiry", an interview program, which featured OEIU President Coughlin on the subject of automation, was shown to the assembled delegates.

Phyllis Mitchell and Don Camp led group discussions on pre-strike strategy, and the conduct of a strike.

International Representative Joseph McGee, at the request of the delegates, outlined OEIU activities at the Mercury Test Site which led to the overwhelming victory achieved at the Reynolds Electrical and Engineering Company.

Sign With Curtiss-Wright

OEIU Local 212 signed a three year contract with Curtiss-Wright Corporation's Metal Processing Division, Buffalo, New York.

Settlement of the new agreement was based on a fringe improvement package this year and wage increases of 3½ per cent in October 1963, and again in 1964.

Retirement benefits have been increased from \$2.25 for each month of service to \$2.50 for those who are now on retirement and to \$2.75 for employees retiring in the future. The employee now has a vested right in the pension plan after 10 years of employment and has reached age 40, where previously it was 20 years of employment. When an employee has 15 years of service or more, regardless of age, and becomes disabled, he also has a vested right in retirement benefits.

For the first time, a survivor's option plan is available, and \$1,000 free life insurance was added to the pension plan.

At an increased cost to the company, hospital and surgical insurance coverage was increased, plus an employer-paid major medical plan.

Length of service was reduced from 15 years to 10 years for three weeks' vacation, and increased vacation pay for employees with 15 or more years of service to 140 hours of pay.

The day after Thanksgiving is an additional holiday with pay, making a total of 9 holidays per year under the contract.

In the new agreement, jury duty pay, previously deducted from sick leave, becomes a separate item amounting to the difference between company base pay and jury pay.

Effective April 1, 1963, an employee on lay-off for at least four consecutive weeks is entitled to pay ranging from 40 hours after one year of service, to 120 hours after 15 years' service.

**Buy and Use
Christmas
Seals**

Improvements Won In Illinois Contract

A renewal agreement has been negotiated with Stetson China Company, Lincoln, Illinois, and ratified by the membership of OEIU Local 167.

The new three year agreement calls for wage increases amounting to \$7.00 per week over a three year period. In addition to the general wage increase, certain job inequities were readjusted up to \$6.50 per week.

Other gains negotiated were: an additional holiday, the employee's birthday; an additional sick day leave per year; all employees who reach their 10th anniversary of employment with the company shall be paid an additional week's bonus.

Incorporated into the agreement was a funeral leave clause, with no loss of pay.

The negotiating committee consisted of Ann Tague, Jo Ann Costa and Cathy Nash, assisted by International Representative Gene Dwyer.

Board Orders Backpay In Discharge Case

The National Labor Relations Board awarded backpay for workers discharged when the textile mill closed to avoid bargaining with the union.

One of the country's largest textile firms, Deering, Milliken, Incorporated was ordered by the NLRB to assume backpay and other obligations to employees who lost their jobs when one of the corporation's affiliated mills discharged them and shut down the plant in late 1956. About 500 employees were affected by the shutdown.

The NLRB found that the mill had been closed by stock-

holders to avoid collective bargaining with the Textile Workers Union of America, AFL-CIO, which on September 6, 1956, had been elected by employees as their collective bargaining representatives.

Another NLRB order requires that Deering, Milliken is directed to offer employment to the discharged employees, if they desire, in other mills in South Carolina or adjacent states.

The Company is also ordered to offer to pay employees travel and moving expenses to other mills.

Sign With Alcoa In New Jersey

A two year agreement was signed by OEIU Local 20 and the Aluminum Company of America, Edison, New Jersey.

Highlights of the new contract was a 23 cents an hour increase for all employees covered by the contract. In addition to these wage increases, the local union has the right to re-open the contract for additional wage increases.

Of critical importance to the members of the local union was the agreement of the company with OEIU Local 20 to provide a retraining program for employees displaced by the introduction of automation office equipment.

The pension plan now in effect will continue for the duration of the contract.

OEIU International Representative John F. Fitzmaurice led the negotiations for Local 20.

Increases Obtained At Roosevelt University

Salary increases ranging from \$15.00 to \$23.00 per month were negotiated by OEIU Local

391, Chicago, Illinois, with Roosevelt University.

A new clause included in the agreement is a training program for members of Local 391 whose jobs have been displaced by automation.

Representing Local 391 were Fayneta Bouldon, Randall Jackson, Carrie Brown, Gloria Coleman and Nannine Vernon, assisted by International Representative Eugene J. Dwyer.

North Carolina Pact Improved

A renewal agreement has been ratified by the membership of OEIU Local 354.

The agreement between the Local Union and the Weyerhaeuser Company, Plymouth, North Carolina, grants a 3 per cent wage increase to employees covered by the contract.

In addition to the general wage increase, the negotiating

committee members were successful in winning a large number of wage adjustments in the salary schedule and improved language was added to the vacation clause.

The committee representing OEIU Local 354 in the negotiations were Doris R. Wells, Norma B. Spruill and William B. Watts, Jr., with the assistance of International Vice-President J. O. Bloodworth.

IMPROVED VACATIONS

Vacation benefits continue to improve, according to a Bureau of Labor Statistics survey of major contracts in 1961. Since 1957, the proportion of vacation plans providing paid vacations of up to four weeks has risen from 20 to 43 per cent. In addition, length of service requirements have been reduced. Four out of five agreements in non-manufacturing, which includes retailing, now provide improved vacations.

Erie Educational Conference Held



Fifty-seven delegates to the Erie Educational Conference, recently held at Cincinnati, Ohio, elected Thomas Doll and Joyce Reber, respectively, to President and Conference Secretary.

Highlights of the Educational Conference were —The impact of automation and the effects of automation on labor, problems of subcontracting, and

compliance with the Landrum-Griffin Act with regard to the procedures of electing Local Union officers.

OEIU Local Unions from Ohio, Michigan, New York, West Virginia and Pennsylvania sent delegates to the Erie Conference.

from the desk
of the
PRESIDENT

HOWARD COUGHLIN



The Shorter Work Week

ONE of the major questions of the day is organized labor's insistence on a shorter work week. The merits of the shorter work week are discussed regularly in the daily press, radio and television.

Secretary of Labor Willard Wirtz recently stated that he disagreed with a proposal for a 35-hour work week, but felt that organized labor was sincere in its conviction that the reduced work week was needed to combat loss of jobs due to automation and technological change.

The Office Employees International Union, at its recent Convention in Kansas City, Missouri, unanimously endorsed a program which called for a reduced work week.

Convention after Convention of International Unions, after discussion of continuing cut backs in membership and the constant unemployment rolls, arrived at the conclusion that there is no alternative to these problems except a reduction in working hours.

Your President has attended numerous meetings called by many segments of our economic society to discuss the problem of continuing unemployment and the effects of automation. We listened with amazement to those who not only opposed a shorter work week, but insisted that greater production is the answer to our economic ills. When we pointed out that improved technology and automative devices have continued to effect substantial increases in production while cutting back the number of workers required to so produce, those who oppose a shorter work week are without answer.

At this point, generally, we hear vague references to the possibility of new industries taking up the slack without proof that such has happened within the past five years.

In our own craft, in such industries as insurance, banking and brokerage, we have enjoyed a shorter work week for many years. Up to a few years ago, while unemployment was a national problem, clerical workers were not affected primarily because of a shortage of personnel since the close of World War II.

With the advent of the transistorized computer and many other labor-saving devices in the office, we have noted that the unemployed percentage of clerical and kindred workers has steadily increased. In the past two years, the number of clerical unemployed has about doubled.

The effects of automation in the office were not unforeseen. The OEIU predicted this result in testimony before Congressional committees.

Thomas Watson, President of International Business Machines, substantiated our position in his testimony before the House Subcommittee on Unemployment and the Impact of Automation when he stated "We cannot argue that technological change and automation are not labor-saving devices. Of course they are. They do cause displacement of people. In fact, to do so is one of their major purposes."

Experts on the impact of automation and those who have studied the effects of improved technology have arrived at the inescapable conclusion that we must reduce our working hours if we are to continue to gain a fair share of the increased profits derived from increased production through automation and technological change.

If we fail to achieve a reduction of working hours, we will court economic chaos and face the prospect of mass unemployment.

Organized labor, since the turn of the century, has been able to decrease the work week by three hours each decade to the present date. We must continue this trend.

Local Unions of the Office Employees International Union, in their collective bargaining agreements must do everything possible to bring about a reduction of working hours if they are going to properly represent our membership.

Organized labor must accomplish the desired results in order to continue our country's economic progress.

Trucking Unit Signs in Denver

Another trucking industry unit of office employees has joined the ranks of OEIU Local 5, Denver, Colorado.

The clerical employees of Consolidated Freightways voted by a 23 to 9 margin in favor of

OEIU representation in an NLRB election.

The same Local Union was victorious in an NLRB election a few weeks earlier among the office employees of the United Buckingham Freight Lines Inc.

Negotiations for a first contract with Consolidated Freightways are now underway.



Pacific Northwestern Conference Meets in Portland

The Pacific Northwestern Educational Conference, chaired by James Beyer, Secretary-Treasurer of Local 11, was held in Portland, November 10th to the 11th. Prior to the start of the educational sessions chosen for this Conference meeting, a thirty minute film titled "Inquiry", dealing with the subject of automation in the office, was shown to the delegates. It will be remembered that this film which featured OEIU President Howard Coughlin being interviewed regarding the latest automative innovations in the office field was televised on the Sunday prior to the opening of the OEIU Convention at Kansas City in June.

An excellent job of leading the session dealing with subcontracting was accomplished by

Ron Bone and Vic Daykin of Local 378. During this period, the many forms of subcontracting, such as the use of computer centers, bank computers and employment of manpower agencies to do work for which our Unions were certified, was dealt with in detail. Methods of combating and preventing subcontracting became the subject of minute study.

The Conference also heard Dow Walker, a representative of the Bureau of Labor-Management Reports, explain in detail the correct methods of completing these rather complex reports. Mr. Walker answered numerous questions as he continued his presentation.

OEIU Vice-President Gene Corum and Frank Sawyer of Local 11 collaborated in a two-

part program designed to remind delegates of the intensive preparation required before a strike is called in addition to details of the conduct of a strike. This sessions provoked much comment.

OEIU President Coughlin presented a brief description of the organizational activities of the International Union since our last Conference.

Numerous changes in the Constitution of the Conference were unanimously ratified by the delegates to conform with International Union Constitutional changes enacted at the Kansas City Convention.

Bernie Meyers was re-elected as Conference Secretary, and Vera Pardo of Seattle Local 8, the city named for the next Conference meeting, was chosen unanimously to succeed retiring Chairman James Beyer.

Automation Threatens Execs, Too

Automation is now threatening the job security of business executives in middle management according to Prof. Thomas L. Whisler.

In an address before the Systems and Procedures Association Prof. Whisler of the University of Chicago, Graduate School of Business Administration, cited an illustration in which warehouse managers of a steel distributor could be eliminated.

Information gathered from past demand patterns, mill output capacities, costs of capital and other items would be fed into a data processing machine. The result would be a choice based on quantified rates of exchange between services to customers and the amount of capital tied up in inventory.

One warehouse manager using the set formula could manage several warehouses. Automation might even eliminate the need for managers, Prof. Whisler suggested.

Though customarily automation is viewed in the light of drying up clerical jobs, decisions are now being made concerning uses to be made of the new technology which will have adverse personal effects on the managers making the decisions.

Prof. Whisler called for a greater awareness of the problems and unhappy side effects stirred up by automation. The

repercussions of the new technology should be thought out, discussed and planned for, not only with regard to displacement of clerical workers, but also with regard to the displacement of business managers.

Cash Value of H.S. Education

The monetary advantages of completing high school and college are significantly disclosed in the National Industrial Conference Board's report on personal income.

Based on 1961 figures, the NICB report shows that the median annual income for men who have completed four years of high school is \$1,187 more than that earned by men who

start but do not finished high school — \$5,052 as compared with \$3,865. Men with four years of college earn an average of \$2,015 more than those who begin but do not complete college—\$7,261 against \$5,246.

The financial picture is similar for women, according to The Conference Board report, which lists income by education, age and occupation.

More Married Women in Labour Force

There are more married than single women working in Canada today and one in five wives now holds a job, according to a recent DBS report.

Of the 1,838,000 women in the 6,862,000-member labour force during August, 47.3 percent were married, 42.5 percent were single and 10.2 percent widowed or divorced.

The percentage of wives at work has risen sharply in the last eight years, from 12 percent in 1953 to 20.8 percent last year. The female labour force has had an annual growth rate of 4.8 percent during that period compared with 1.6 percent annually for men.

Unemployment hits women workers less severely than men and August figures show a 2.8 percent unemployment rate for women compared with 4.6 percent for men.