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. Kinick
William A. Luev
Frank E. Morton
William J. Mullin
Edward P. Springman
Lee J. Wallace
Helen D. Wise

MERCURY TEST SITE
CLERICALS VOTE OEU

Important Assistance Given by Las Vegas Building Trades

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

From left: Int’l. Vice President Frank Morton, Local 400 President Corum, Executive Board Member Elaine Williams, Int’l. Representative Jim McGee, and OEU President Coughlin.

Given

President John Corum 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 OEU by a overwhelming majority to be their collective bargaining agent.

The organizational campaign, climaxd 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 Int’l. 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 OEU 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 initiation fees and were chartered as OEU Local 400.

Temporary officers were selected and the campaign proceeded under the leadership of an organized local union of the OEU.

President John Gorman, Secretary-Treasurer John Garrett, Business Agent Al Graham, 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, who represents a large group of workers at the Mercury Test Site, fully supported and assisted the OEU.

Ted Lawson, Secretary-Treasurer of the Southern Nevada Central Labor Council, also worked with the OEU.

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 approximate 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 OEU petition for certification to the National Labor Relations Board.

OEU President Howard Coughlin presented the charter to a packed meeting of REECO employees at Caradon 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 employees is currently being jointly waged by the OEU and the IBEW.

This Test Site is under the jurisdiction of the Atomic Energy Commission and the National Aeronautical Space Administration.
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 strike to right; 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 Fail

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

On September 5, 1962, after public hearings at which the OEU was represented, as 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 OEU 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 OEU 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 allegations 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.
Western Conference Held in San Diego

The Western Educational Conference was welcomed to San Diego by Reeds Josias, President of the San Francisco Metal Trades Council. Rev. Leo Davis rendered the invocation, and thereafter discussed the responsibilities and obligations of trade union membership. He predicted that the OEU in the next fifteen years will be the largest and most influential in organized labor.

James Little of the Bureau of Labor-Management Relations 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 Kinrick 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 Gurman, Elaine Williams and Gordon Stanton of our newly chartered Local 400 at Las Vegas. This Union represents the Atomic Test Site clerical 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.

Improvements Won in Illinois Contract

A renewal agreement has been negotiated with Sitton 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 paid vacation day; and weekly delivery, which led to an additional paid vacation day.

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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 were 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 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 Faynesta Boulton, Randall Jackson, Carrie Brown, Gloria Coleman and Nanette Vermon, 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 Westinghouse 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 S. 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 percent. 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 Dell and Joyce Reber, respectively, as 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 elected Local Union officials.

OEIU Local Units 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 conditions out 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 attention to those who did not oppose a shorter work week, but insisted that greater production is the answer to our economic ills. When we pointed out that improved technology and automotive devices have continued to effect substantial increases in production while cutting back the number of workers required to do so, those who oppose a shorter work week are without response.

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

In organized labor, since the 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, many industries 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 skilled workers has steadily increased. In the past two years, the number of clerical unemployment has 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 Employment and Training in the field 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 personnel. 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 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 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 CONVENTION MEETS IN PORTLAND

The Pacific Northwestern Educational Conference, chaired by James Bayl, Secretary 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 automotive 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 Ran Bone and Vic Daykin of Local 378. During this period, the many forms of subcontracting so essential in present day centers, bank computers and employment of manpower agencies to do work for which our Unions were certificated, 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 Relations, explain in detail the correct methods of completing these rather complex reports.

Mr. Walker answered numerous questions as he concluded 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 session proved 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 Constitution changes enacted at the Kansas City Convention.

Berne Meyers was re-elected as Conference Secretary, and Vic Pardo of Seattle Local 8, was chosen unanimously to succeed retiring Chairman James Bayl.

AUTOMATION THREATENS EXECU, TOO

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

In an address before the Systems and Procedures Area of the Automation Conference held at the University of Chicago, Graduate School of Business Administration, cited an illustration in which warehouse managers of a major distributor could be eliminated.

Information gathered from pattern demands, goods from local sources, 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 change of the effects of automation on customers and the amount of capital tied up in inventory.

On the other hand, an executive using the same formula could manage several warehouses.

Automation might even eliminate the need for managers, Prof. Whistler suggested.

Though cost-saving automation is viewed in the light of a dry up of clerical jobs, decisions are now being made concerning the very essentials of the new technology which will have adverse personal effects on the managers making the decision.

Prof. Whistler 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 discussed in the National Industrial Conference Board's report on personal income.

Based on 1963 figures, the NICB report shows that the median annual income for men who have completed 12 years of high school is $1,187 more than that earned by men who start but do not finish high school — $5,053 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 workers in Canada today and in five five workers now hold a job, according to a recent Department of Labour survey.

Of the 1,850,000 women in the 6,662,000-member labour force during August, 47.3 percent were married, 42.8 percent were single, and 14.9 percent were 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 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.