Sales Group Votes OEIU

A quick organizational victory was scored by Local 453 of the Greater Lesbian, Transgender, and Non-binary Union of Households Guild, Inc. in New York City. In an NLRB election, these door-to-door salesmen voted for OEIU representation by a margin of 8 to 6, with one void ballot.

Business Representative Al Addo held his first meeting with this group on January 3 and petitioned the NLRB for a secret balloting election on January 5. Shortly thereafter, the Board’s Trial Examiner held meetings with the Union and the employer and established an appropriate bargaining unit of 15 employees, thereby frustrating the employer’s efforts to influence the vote by “packing” the unit.

Business Representative Addo then petitioned the Board for a prompt election date and immediately launched a campaign of house calls on the house-to-house salesmen to sell them on the advantages of OEIU membership to counteract the efforts of the employer to discourage Union membership.

The election was held on January 17, and after the petition had been filed, and 14 days after the initial meeting with the House-hold Guild employees. As a result of the election, 15 new members joined the ranks of OEIU salesmen.

Business Representative Addo hopes to use this victory as a touchstone for the organizing of other door-to-door salesmen in New York City.

Utilities Group Renews for Year

A new contract has been negotiated between Local 325 and City Utilities in Fort Wayne, Ind., providing for a 3 per cent wage increase as of December 31, 1961.

Policy Group’s First Study Stresses Automation Change

Schulze Son in Peace Corps

Gary L. Schulze, son of Walter C. Schulze, president of OEIU Local 205, Utilities Group, was successful in completing a rigorous course of testing and training under the auspices of the Peace Corps and is now teaching in Sierra Leone, Africa.

After completing a series of tests in Washington, D.C., Gary trained for this assignment at the Peace Corps Training Center in Arecibo, Puerto Rico and Columbia University.

In addition to his Peace Corps training, he is a graduate of New York University and earned a graduate degree from Columbia University.

Peace Corps volunteers are now serving in Africa, South America, Philippines, West Indies and West Pakistan.

The Executive Council of the AFL-CIO has adopted a resolution calling for the support of all organized labor in the Peace Corps projects.

the 100 employees covered by the agreement.

In addition to the wage increase, important gains were achieved in the job security provisions of this one year agreement.

The Union was successful in getting the company to reverse its position on filling new jobs arising out of the introduction of automation equipment. Under the terms of the agreement, present employees will receive a preference in bidding on the new jobs and shall receive retraining where necessary.

Present employees’ job security is also protected by limiting the use of temporary employees. Other important changes were made in the grievance and disciplinary procedures.

Leaving the negotiations on behalf of Local 325 was International Vice President Helen D. Wise.

President Kennedy’s Advisory Committee on Labor Management Policy, under the general chairmanship of Arthur J. Goldberg, Secretary of Labor, has submitted its first report. The report of the Committee is concerned with the problem of employee displacement and unemployment resulting from automation and technological progress.

The Committee was made up of 21 members taken from public, labor and management fields.

In transmitting the report of the Committee to the President, Secretary of Labor Goldberg was able to report upon six fundamental points.

President George Wallis and AFL-CIO Vice Presidents, who were on the Committee, felt compelled to voice certain objections in order to appeal for a strengthening of the wording of the report dealing with hours of work in order to make it clear, if other measures should fail, there should then be recourse to a shorter work period. The AFL-CIO leaders said:

Program Essential

“In the light of our current responsibilities to meet on economic, social, and technical education to meet present needs at home, we consider the development of programs directed to the achievement of full employment as being more significant at the present time than the consideration of a general reduction in the hours of work. A reduction in the basic work period has, however, historically been one means of sharing the achievement of technological progress, and may well develop in the future the necessity and desirability of shortening of the work period, either through collective bargaining or by law or by both methods.”

Shorter Week, Too

While they agreed that maximum output and full employment deserved priority, the labor leaders declared that unemployment were not substantially reduced, a general shortening of the work period through collective bargaining and legislation would then have to be implemented.

Two Dissenters

Two members of the Committee wrote dissenting reports. Arthur F. Burns, President of the National Bureau of Economic Research, felt that parts of the report were highly constructive. However, he felt that automation was not the major cause of unemployment. Hence, Ford II, Chairman of the Ford Motor Company, argued that the Committee should have stressed the importance of finding a way to keep wages and other costs from causing either unemployment or inflation.

The remaining recommendations of the Committee, in summary, were:

- Adoption of government and private policies "which will promote a high rate of economic growth and fuller utilization of resources" as "the best devices" for solving unemployment.
- Cooperation of government and private groups to bring about "general upgrading" in the quality of education, reduce school drop-out rates, improve vocational and technical training, and create more future job opportunities, and provide financial support for deserving and needy students.
- Acceptance by management of its responsibility in lessening the impact of technological changes by giving notice of impending changes in such a way, so far as possible, for avoiding unions on the problems involved, and timing the changes to cushion expected unemployment.
- Cooperation of employers and unions in the retraining of workers on the job, plus government subsistence payments for displaced workers engaged in retraining.

More Liberal Payments

- Liberalized unemployment compensation according to federal minimum standards which would permit and encourage retraining of displaced workers, and additional compensation for displaced workers paid by employers through severance agreements or supplementary unemployment benefits, and "similar measures".
- Simplification of unemployment insurance, including early retirement provisions, for workers displaced from their jobs at advanced ages.
- Financial aid from government and employers to cover the cost of transferring displaced workers to areas of available employment, with adaptation of seniority provisions and other union rules to facilitate the mobility of workers.
- Improvement of public employment services for effective placement and relocation of workers.

Discrimination

- "Vigorous and unremitting efforts" by government, employers, unions and the workers themselves to wipe out discrimination in employment based on race, creed, age or sex.
- Construction of needed public development projects, and maintenance of stand-by public works projects to a "ready-to-go basis" when pockets of unemployment develop or the manpower situation warrants their use.
- Appropriate tax reductions to stimulate the economy when "an unemployable manpower surplus" develops.

Discussing Unions’ Future Functions

Director of Organization H. R. Douglas represented the OEIU in a panel discussion on "The Functions of Unions Tomorrow," at the National Industrial Conference Board at the Waldorf-Astoria Hotel in New York City. Douglas outlined the reasons why the OEIU was the Union of the future. Others appearing on the panel were:

- E. R. Stirn, Assistant Director of Industry, Brown University;
- J. O. Raskin, N. Y. Times labor editor; George W. Brooks, Professor, Cornell School of Industrial Relations; and W. G. Caples, Vice President, Island Steel Company.
THE WHITE COLLAR

Southwestern Conference Meets in Albuquerque

The final conference in a series of Conferences held prior to the next Convention of the International Union was held at Albuquerque, N. Mex. Delegates to the Southwestern Organizational Conference were elected to represent the area at the national convention. Sisters Aben Herring of Houston Local 129, Mary and Brother J. O. Walker of Port Arthur, Tex., Local 66 conducted the three was conducted by Harvey Large, Secretary-Treasurer of Albuquerque Local 281 in response to an appeal from the KLIN of New Orleans Local 60 and sessions. The latest session technique was elected as President of the Conference to succeed Doris Cates of Local 277, Fort Worth.

Number of Working Mothers Increases

The number of working mothers has increased markedly during the past two decades. This rise has resulted largely from the greater emphasis on the education of women, many of whom are mothers.

There is now widespread interest in the circumstances surrounding working mothers, the extent to which they work outside the home, their reasons for seeking employment, the conditions they make for their children during their working hours.

Individual mothers, of course, exercise free choice as to whether or not they enter the work force, but their decisions to work, to increase numbers of them will do much to change our society, given to their special characteristics and special needs. The following description is the one of those special characteristics.

There are now 8 million working mothers with children under 18 years of age, representing almost one-third of all mothers with children under 18. One out of three working women have children under 6.

The proportion of working women with very young children is relatively low, only 17 percent among those with children under 1 year, only 32 percent among those only with children 1 to 5 years, but 43 percent among those with children 6 to 17 years only.

The working mother's decision to work most probably was very strongly influenced by the household's income. For example, while one half of the married women have a work force in the presence of a female relative in the family. In families with children under 5 years, 31 percent of the mothers with female relative in the home worked, compared to only three with out a female relative.

For the average working mother's income of $6,100 to 7,200 for the age of 17 years of age worked where the household's income was below $5,000, only one-fourth worked where the household's income was $7,000 or more.

One another important factor influencing a mother's return to the labor force is the presence of a female relative in the family. In families with children under 5 years, 31 percent of the mothers with female relative in the home worked, compared to only three with out a female relative.

The average age of working mothers is 37.5 years, only slightly below the 40 years average for all women workers.

Another characteristic of the working mother apparently indicates she is more likely to be engaged in teaching, and probably more likely among mothers with longer schooling.

Surveys taken among working mothers indicate that the primary

motivation for their working is economic. The usual reasons are to support themselves, to contribute to family living expenses, to help buy a house, or to help pay for their children's education.

Among the characteristics of the working mother of particular importance to the OEBU are the occupations filled by the working mothers.

Of every 10 working mothers with a husband present, 3 were clerical workers, a statistic of keen interest to OEBU Organizers and Representatives, 2 are factory operatives, 2 service workers, 1 professional worker, 1 sales worker, and 1 manager or farm worker. Since the working mother presently plays an important role in our work force, and apparently will grow in importance, it follows that organized labor will have to take cognizance of the needs of the working mother.

U.S. Efficiency

The Olivetti Company of Italy purchased the Underwood Typewriter Company which employs some 3,400 workers at Hartford, Connecticut.

This purchase was made despite the fact that numerous American firms manufacturing typewriters are establishing manufacturing operations in Europe, because they claim that wage rates in this country are too high.

So how the office and clerical workers now hit hard by automation have not improved their lot. The total number of white collar unemployed is slightly higher than the figure a year ago.

Wage Increases for Minneapolis

Contract settlements covering 82 OEBU members of Local 12, Minneapolis, Minn., have been negotiated during the last quarter. Negotiations were held between Business Manager and OEBU Vice President Don Hilkier. The Northwestern Drug Company is a wholesale distributor of drugs and sundries, employing 59 OEBU members. The renewed contract relating to Local 12 is for a three-year period, effective June 1, 1961.

4 & 5 Week Hike

Wages were increased by 54 cents per hour or 4 percent effective June 1, 1961 and a similar increase in the second and third weeks of the contract. Automatic increases will bring each member to the top of their respective salary range. Vacation provisions were also clarified.

Anning Business Manager Hilkier in these negotiations was member Gerald R. Clark. The agreement with Federal Cartridge Corporation was effective June 1, 1961, with a wage increase of 4 cents per hour across-the-board. The total cost of the contract improvements was $1,000 per hour.

Other benefits include a retroactive increase in sick leave to 10 days and a decrease in qualifying time for 3 weeks' vacation to 10 years' service. As a result of this vacation clause improvement, retroactive vacation pay was made ranging from $95 to $130.

A new clause was added providing for 3 days of paid time off in the event of a death in the immediate family of a member.

The agreement with Northland Implementers covered by the contract, in addition to Business Manager Don Hilkier, were Carol A. Hinkena and Har-
Jodoin Calls for New Advisory Body

Ottawa, Ont.—Pres. Claude Jodoin of the Canadian Labor Congress in his annual New Year's message has challenged "those who define government policies as directed by those who define government" to sit down with "those who labor" and seek to develop better "government-labor relationships" aimed toward a more closely coordinated effort for our mutual advancement to the welfare of the people of the country in which we share citizenship.

He specifically suggested that "the time has arrived" for the appointment of "a protestant of the Social Economic Advisory Council as 'a first step toward a better relationship and a united attack on our economic problems.'"

"In response to 'We Shall Have New Year,"' said Jodoin, "the CLC is determined to renew its efforts toward the establishment of better labor-management relations in Canada."

"We feel, very strongly, that no real and lasting progress can be made toward realizing this great national objective except by the adoption of specific suggestions to this end and we hope that this determination may be endorsed by all responsible management, by government, and by all others who recognize this as an essential need to the very life of Canada."

Jodoin pointed out that labor-management relations "have for some time been well in advanced in those industries which are stable and in other nations which are adopting Western Hemisphere production techniques and providing increased international trade for every one of us."

"It seems significant," he observed, "that employers in these countries do not engage themselves in seeking legislation which would be restrictive to a free trade union movement."

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Takes Training

Canadian Labour Congress has issued its Convention Call to all affiliates of the Congress.

The Fourth Constitutional Convention is to be held in the Show House, National Exhibition Grounds, Vancouver, beginning on Monday, April 9th, 1962.

The Bayshore Inn, Georgia at Cordova Street, Vancouver 5, has been designated as Convention Headquarters.

The Union Label Trades Department of the CLC will also hold its Third Constitutional Convention on Thursday, April 8th, 1962, in the Labour Temple, 307 West Broadway, Vancouver, B.C.

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Win Check-Off Ruling

Canadian labour has won an important Supreme Court decision unblocking the Rand formula of dues check-off. Ontario Chief Justice McRuer filed the formula as a sound basis in law. The Rand formula provides for a form of closed shop in which employees, whether they don't have to join the union, must pay union dues in return for union services.

Chief Justice McRuer made his decision on an appeal brought by a railway worker who objected to paying dues under the Rand formula. His action was dismissed by the court.

The court held that sub-unionism is not prohibited by the railway workers' agreement and that the CLC's action of making the Rand formula the basis of a labor contract was in no way contrary to the Railway Labor Act. The court found the CLC's action was within its constitutional powers.

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**$100,000 Back Pay For 11 Workers**

New Orleans—Thirteen years of effort by Local 79 of the Boiler Makers to get back pay for workers laid off because of union activity have resulted in an order that 11 machine shop employees are entitled to $100,712.

National Labor Relations Board decided the case by a 2-to-1 split with Boyd Leedom and John H. Fleming in the majority and Philip Ray Rodgers dissenting on the amounts due.

In the case that has been before the NLRB and the courts since 1948, the latest decision directs W. C. Nabors, who sold his W. C. Nabors Co. two and a half years ago, to work out a plan of settlement from a low of $544 to a high of $17,843 for the laid-off workers. Nabors has the right to prolong the fight still further by appealing the order to the courts again.

It is pointed out that the labor market.

 Federation had a system of arbitration.

 It is difficult to understand how anyone can fail to recognize the need for government intervention in an economy disorganized by automation. It is difficult to pick up the newspapers without reading figures that indicate hundreds of thousands of workers have permanently lost their jobs because union men failed to report back to the President. This 19-man Council, headed by Secretary of Labor Goldberg, is representative of labor, management, and the government.

Recently, he handed a series of recommendations to Pre- sident Kennedy designed principally to relieve unemployment. It is interesting to note that many of these recommendations were the same as those presented by your President to the House Subcommittee on Unemployment-Automation on March 29, 1961.

For example: 1. During that presentation, your President advocated training and retraining centers through the unemployment insurance program.

2. Rehabilitation centers for those office and clerical workers advanced in age and not readily adaptable to the operation of any new machine.

3. Increases in unemployment insurance payments and extended duration of time for receipt of such payments for those displaced by automation.

Your President also advocated a system of mobility wherein the unemployed would be provided with transportation to interviews in cities where a shortage of personnel existed. If the positions were obtained, your President also advocated that such individuals and their families be moved from the area of unemployment to the locations of the new positions with such expense to be paid through the unemployment insurance system.

At that time, I stated that it would be better for the national economy to undertake payment of these expenses rather than to count on unemployment insurance payments or community relief subsidy indefinitely. I pointed out that this system had been in operation in Sweden for some time and had been very successful.

Your President also advocated earlier retirement and the establishment of a shorter workweek. In addition, it was pointed out that high schools, business schools and colleges are continuing to train office and clerical personnel in skills which are not affected by automation, beginning to disappear from the labor market.

The President's appointed Council, of which AFL-CIO Pres- ident George Meany is a member, called for training and retraining programs, more liberalized unemployment compensation laws, early retirement benefits for displaced elderly workers and financial aid in the transfer of employees from one plant to another belonging to the same company or from one company to another. In addition to these specific recommendations, the Panel also called for the adoption of a shorter workweek and an increased rate of economic growth along with possible tax reductions in periods of unemployment.

The committee's recommendations which were not unanimous. The well-known members who dissented from the committee's report were Arthur Burns, former Chairman of President Eisenhower's Council of Economic Adviser and Henry Ford II, president of the Ford Motor Company. One of the bases for the objections lodged was that "While agreeing that unemployment has resulted from displacement due to automation and technological change, it is impossible to isolate that portion of recent unemployment resulting from these cases." Mr. Burns, in particular, objected to greatly expanded Fed- eral assistance because he felt that such assistance would de- stroy incentives that stimulate private economic activity.

It is difficult to understand how anyone can fail to recog- nize the need for government intervention in an economy dis- organized by automation. It is difficult to pick up the newspapers without reading figures that indicate hundreds of thousands of workers have permanently lost their jobs because the President's Advisory Council is right and action is re- quired immediately. We note that President Kennedy has taken many of these recommendations into effect in his State of the Union message.

**Action on Unemployment**

Some weeks ago, President Kennedy announced the ap-pointment of a Labor-Management Advisory Council which was charged with studying the problem of unemployment, particularly that relates to automation and was asked to report back to the President. This 19-man Council, headed by Secretary of Labor Goldberg, is representative of labor, management and the government.

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**Renew with Gale Products**

President Robert S. Burgoyne of Local 221, Galesburg, Illinois, has reported the successful conclusion of negotiations with Gale Products, manufacturers of outboard motors and marine engines. A two-year agreement was reached calling for an $11.00 monthly wage increase for each year.

Other improvements included increased insurance benefits and improved job security in the face of automation.

Locals 221 and 222 of the International Association of Machinists have approved the settlement.

**Sermon on Unions**

Down in the little community of Rogers, Ark., a group of young men lobbied protest in front of the home of a Governor's President, Dr. Baxter. Baxter, for advice on whether they might form a union to run a pulp and paper manufacturing plant in the town.

The area is very much "open shop," and Baxter was clearly hesitant about unionism. They approached Dr. Baxter, because he was known for his frankness and courage and for the fact that he has written widely for religious magazines.

Dr. Baxter gave his advice—"If you really mean it, write me under the heading: 'Some Reasons for Joining a Trade Union.'"

We think the reasons he gave are exceptionally well ex- pressed and applicable everywhere in the United States. Following are major excerpts from his document:

"As long as there is organized labor, there will be organized labor. That is as it should be in a democratic society.

"Labor is capital. Their ability to labor is the only capital most Americans have. People whose capital is their working ability have a partnership with management and financial capital.

"The true union member wants to help, not hinder, his employer. The more successful the business, the more successful the employee if he receives the full value of his labor, a fair share of the profits he has helped produce.

"Working man's life is valuable. Every time the clock ticks, there goes a second off that life. When the clock starts the hours of his life to make profit for someone, he is entitled to all he can get for those precious moments. As Dr. Baxter says, 'The worker is his wife of hire.'"

"Humanity being what it is, it is to the advantage of everyone to help the poor worker buy what he lacks, and to help those who exploits others to get a mini- mum of work out of his employee while paying a minimum of wages."

**Notice to Members**

When your name or address has been changed, promptly re- port this to your local union secretary-treasurer who in turn will advise the National Association of International Union headquarters. This will enable prompt adjustment of mailing records and insure your con- tinuing to receive your paper. Under postal regulations second-class mail will not be forwarded.

**Se Gained on Wage Re-Opener**

The contract between Local 33, Pittsburgh, Pa., and Mack Truck Inc., has been modified under the terms of a wage re-opener in their present agreement.

An additional wage increase of 5 cents per hour during the final year of the contract, effective December 18, 1961, was negotiated by Local 33 Business Representative Martin D. Cremony and Shop Steward Al- fred Vento.

B. C. Agreement

A one-year contract has been nego- tiated by Local 2 with the American Ice Company. The company is engaged in the production and sale of ice in the Washington, D. C. area.

As reported by Local 2 Staff Representative Emmett Eberth, a 5-cent hourly increase was nego- tiated effective December 15, 1961.

**Retirement Check Presented in Portland**

Local 11 Secretary-Treasurer James N. Bayer presents a retirement check to Mrs. Pearl Poundstone, formerly em- ployed by Consolidated Freightways, Portland, Ore., for 15 years. Mrs. Poundstone is the first beneficiary of the I.A.W. (International Association of Workers) Trust Funds Retirement Plan, a union-wide plan for Local 11 President Theodore E. Robinson and Executive Board member Robert Zoucek. Inaugurated in 1959 by Local 11 and Local 29, Oakland, Calif., the Pension Plan now covers more than 1,200 OUE members of the two Local Unions and was on Apr. 7, 1961. It is the first union-wide single employer retirement plan plus for office employees in the United States. It is anticipated that other OUE Local Unions in the Western States will become participants.