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17

Sales Group Votes OEIU

A quick organizational victory was scored by Local 153 in successfully unionizing the salesmen of Household 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 Addeo held his first meeting with this group on January 3 and petitioned the NLRB for a secret ballot 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 Addeo 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, just 12 days after the petition had been filed, and 14 days after the initial meeting with the Household Guild employees. As a result of the election, 15 new members joined the ranks of OEIU salesmen.

Business Representative Addeo 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 for

Schulze Son in Peace Corps

Gary L. Schulze, son of Walter C. Schulze, president of OEIU Local 205, United Financial Employees, New York City, has completed 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 restricting the use of temporary employees. Other important changes were made in the grievance and disciplinary procedures.

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

Policy Group's First Study Stresses Automation Change

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 unanimity on three fundamental points. They were:

Points Listed

1. Automation and technological progress as essential to the general welfare, the economic strength and the defense of the Nation.

2. This progress can and must be achieved without the sacrifice of human values.

3. Achievement of technological progress without sacrifice of human values requires a combination of private and governmental action, consonant with the principles of a free society.

The Committee urged serious consideration of its recommendations which cited the

need for a fast rate of economic growth, improved education and retraining program and adequate unemployment compensation under Federal minimum standards.

AFL-CIO President George Meany and five 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 world conditions, and in view of our unmet needs at home, we consider the development of programs directed at 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 fruits of technological progress, and there may well develop in the future the necessity and the desirability of shortening 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 if 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. Henry 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 device" for reducing unemployment.

- Cooperation of government and private groups to bring about a "general upgrading" in the quality of education, reduce school dropout rates, improve vocational and technical education to meet present and future job needs, and provide financial support for deserving and needy students.

- Acceptance by management of its responsibility in lessening the impact of technological change by giving notice of impending changes well in advance, cooperating with 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 under federal minimum standards which would permit and encourage retraining of displaced workers; additional compensation for displaced workers paid by employers through severance pay, supplemental unemployment benefits, and "similar measures", special attention, 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 the 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 on 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 intolerable manpower surplus" develops.

Discussing Unions' Future Functions



Director of Organization H. B. Douglas represented the OEIU in a panel discussion on "The Functions of Unions Tomorrow," sponsored by 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, left to right: Dr. Philip Taft, Professor of Economics, Brown University; H. B. Douglas; W. J. Isaacson, Labor Attorney; A. H. Raskin, N. Y. "Times" labor editor; George W. Brooks, Professor, Cornell School of Industrial Relations; and W. G. Caples, Vice President, Inland Steel Company.

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affiliated with the AFL-CIO

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Don't Shoot Employees

The National Labor Relations Board ordered the Cone Brothers Construction Company of Tampa, Florida to quit threatening to shoot down employees "like a covey of birds." The Board held that these threats were made during a union organizing strike in 1960.

A three-man panel unanimously upheld the findings of a Trial Examiner that this firm thereby had engaged in "flagrant and widespread unfair labor practices."

We think that this is an extreme example of the National Labor Relations Board's ineffectiveness when dealing with an employer not only violating the Labor Act, but possibly every other law on the books. A "cease and desist" order in cases of this kind is certainly not appropriate punishment for a company held to have threatened to shoot down its employees.

If a labor organizer were so convicted, he would be subject to a prison sentence. We feel that similar punishment should be given to employers.

Teachers' Victory

The United Federation of Teachers in New York recently proved that white collar workers educated and proud of their profession can be organized.

A majority of some 40,000 teachers employed in the New York City school system overwhelmingly chose the United Federation of Teachers as their collective bargaining agent. Thus, with this resounding vote, New York teachers emphatically stated that they wanted collective bargaining rather than the "mutual admiration society" of the National Education Association.

If scientists, engineers, actors and now teachers choose collective bargaining, what can possibly deter office and clerical workers?

Unemployment

The number of unemployed stands at 6.1 per cent of the working population as of mid-December. This is 1.6 per cent less than the figure of January 1961.

We note, however, that 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.

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.

Sergio Pizzoni-Ardemani of the Olivetti Company states emphatically that this is a mistake. He feels that mass production and production efficiency will allow his United States company to compete against European imports.

Mr. Pizzoni-Ardemani also feels that American manufacturers moving to Europe to take advantage of lower wage rates are making a serious mistake.

Unanimous Vote

An organizational victory was scored by Local 153 among the clerical employees of the N.Y.S.A.-I.L.A. Medical Center of New York.

After a campaign led by International Representative Joe Powell, the employees voted 11-0 for the OEIU in an election held January 10, 1962. Negotiations are now underway for the first contract for these employees.

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 participated in discussions involving: (1) how to choose an organizational target (2) techniques of house calls, and (3) all phases of an organizational campaign. Sisters Alma Herring of Houston Local 129, Maru Klein of New Orleans Local 60 and Brother J. O. Walker of Port Arthur, Tex., Local 66 conducted the three sessions. The buzz session technique was used. Harvey Large, Secretary-Treasurer of Albuquerque Local 251 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 labor force participation of married 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, and the provisions 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 if present trends continue, increasing numbers of them will do so. Consideration must be given to their special characteristics and special needs. The following details indicate some of these 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 18.

The proportion of working women with very young children is relatively very low, only 17 per cent among those with children under 3 years and 27 per cent among those only with children 3 to 5 years, but 43 per cent among mothers with children 6 to 17 years only.

The working mother's decision to work outside the home is very strongly influenced by the husband's income. For example, while one-half of the mothers with children 6 to 17 years of age worked where the husband's income was below \$3,000, only one-fourth worked where the husband's income was \$7,000 or over.

Another important factor influencing a mother's return to the work force is the presence of a female relative in the family. In families with children under 6 years, 31 per cent of the mothers with a female relative in the house worked, as against 18 per cent of those without a female relative.

The average age of working mothers with children under 18 is 38 years, only slightly below the 40 years average for all women workers.

Another characteristic of the working mother apparently inducing her decision to work is her schooling. The percentage of employed mothers typically rises 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 OEIU 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 concern to our OEIU 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.

MXMO TO ALL MXMBXRS

Vxvn though my typewriter is an old model, it works quite well except for one of the keys. I wish many times that it worked perfectly. It is true that there are forty-six keys that function well enough, but just one key not working makes the difference. Some times it seems to me that our union is somewhat like my typewriter—not all the members are working properly. You may say to yourself, "Well, I am only one person. I won't make or break a union." But it does make a difference because a union, to be effective, needs active participation of every member. So the next time you think you are only one person and that your efforts are not needed, remember my typewriter and say to yourself, "I am a key person in our union and I am needed very much."

Gains Scored in Food Industry

Members of Local 29 Oakland, Calif. employed in the food industry scored new gains in recently negotiated collective bargaining agreements.

A three-year contract has been approved by the members of Local 29 employed by Food Companies. The major gains include wage increases of \$5.00 to \$5.50 per week retroactive to November 1, 1961, \$4.00 per week on November 1, 1962, \$4.00 per week on November 1, 1963, pay while serving on a jury, four (4) weeks vacation after fifteen (15) years service and a better leave of absence clause. Gerry Turner, Lucky Stores, and Barbara Elkins, Louise Stores, served on the Union's negotiating committee.

Wage Increases For Minneapolis

Contract settlements covering 82 OEIU members of Local 12, Minneapolis, Minn., have been negotiated with Northwestern Drug Company and Federal Cartridge Corporation (Twin Cities Arsenal). The negotiators on behalf of Local 12 were headed by Business Manager and OEIU Vice President Don Hilliker.

The Northwestern Drug Company is a wholesale distributor of drugs and sundries, employing 59 OEIU members. The renewed contract with Local 12 is for a three-year period, effective June 1, 1961.

\$4 a Week Hike

Wages were increased by \$4 per week or 4 per cent effective June 1, 1961, with a similar increase effective during the second and third years of the contract. Automatic increases will bring each member to the top of their respective salary ranges. Vacation provisions were also clarified.

Assisting Business Manager Hilliker in these negotiations was member Gerald R. Clark.

The agreement with Federal Cartridge Corporation is for one year effective May 9, 1961, with a wage increase of 4 cents per hour across-the-board. The total cost of the contract improvements was 10.8 cents per hour per member.

Other benefits include a retroactive increase in sick leave to 10 days annually, 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 grants were 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.

Representing the 23 members covered by the contract, in addition to Business Manager Don Hilliker, were Caroline A. Hedeon and Harold O. Holmberg.



CANADIAN FILE

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 direct" business and government to sit down with "those who labor" and seek to develop better relationships "aimed toward a more closely coordinated effort for our mutual advantage and for the advantage of the country in which we share citizenship."

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

"As we enter this 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 realistic approach has yet been made to this very fundamental need. We propose to advance specific suggestions to this end and we hope that this determination may be shared by responsible management, by government, and by all others who recognize this as an essential need to the very future of Canada."

Jodoin pointed out that labor-management relations "have for some time been well in advance of those in our own country" in many other nations which are adopting Western Hemisphere production techniques and providing increased competition in international trade for Canada.

"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."

Strikers' Appeal Upheld in Canada

Toronto—Chief Justice J. C. McRuer of Ontario has set aside a Toronto magistrate's ruling that in effect took away the right of workers to strike.

He allowed an appeal by Local 299, Hotel & Club Employees, which has been on strike at Toronto's Royal York Hotel for nearly eight months, from a decision by Magistrate Thomas Elmore dismissing two charges of violating the Ontario Labor Relations Act filed against the hotel by the union. In addition, McRuer found the hotel was wrong in dismissing 700 employees last July.

Elmore had held that the labor code carried no specific right to strike. No employee is protected in a strike, he suggested, even after his union has gone through required conciliation procedures. He held that workers were still covered under an ancient Master & Servant law.

The chief justice said that although the provincial labor act does not spell out a right to strike, it recognizes the common law right.

"I can find no basis in fact," he said, "for the theory that in order that employees may engage in a lawful strike, they must first resign from their employment. If an employee resigns, he is no longer an employee. . . ."

The employees fired last summer

Takes Training



Gilles Beauregard, Executive Board member of OEIU Local 57 in Montreal, was chosen to participate in the training program recently announced by the Office Employees International Union. Brother Beauregard is presently actively working on organizational campaigns and is sitting in on arbitrations, NLRB cases and contract negotiations. Training is being carried on in New York City through work with the Business Representatives and Organizers of Local 153. Director of Organization H. B. Douglas is supervising Brother Beauregard's activities.

were discharged when they disregarded the ultimatum of the hotel, which is owned by the Canadian Pacific Railroad, to return to work or quit. The railroad's chief counsel, W. R. Jackett, claimed Elmore's decision was in line with a 1912 House of Lords decision.

"I hate to think we're back in the days of 1912 when the (House of Lords) judgment was delivered," Justice McRuer injected. ". . . There has been so much more thinking in 50 years' time on this matter. At one time striking was a criminal conspiracy. There has been a great evolution in thinking since then."

Wins Permission To Charge Bank

In spite of widespread predictions to the contrary, Marshall W. Bluck, President of OEIU Local 387, Bank Employees Association, has been granted permission to prosecute the Bank of Montreal for wrongful dismissal.

The permission was granted by Labour Minister Michael Starr, as required by federal labour law in such cases.

Observers freely predicted that permission would not be granted in view of the financial power enjoyed by the Bank of Montreal. The Bank fired Bluck after 27 years of service shortly after he launched a campaign to unionize his fellow bank employees.

Bluck will now bring a charge in police court alleging that the Bank of Montreal unlawfully dismissed him because of his Union activities as President of the Bank Employees Association. He hopes that his fellow bank employees will take heart from this decision of the Labour Minister and intensify their efforts to win recognition and overdue benefits through the OEIU.

CLC Convention Set for April 9

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

The Fourth Constitutional Con-

Canada's Organizing Job Reviewed

Commenting on the results of a survey of current Union membership of Canadian workers, C.L.C. Secretary-Treasurer Donald MacDonald made some worthwhile observations concerning the organizational tasks that face Canadian labour.

After noting the absolute and relative numerical decline of Union members over the past year, he stated:

"It might be argued that in the traditionally unionized industries, what remains is really a mopping up operation. This is not actually true in all cases although it is in some. Assuming it were true, our attention must then be directed to those fields where organization is of minor proportions or virtually non-existent. These include such industries as finance, insurance and real estate, wholesale and retail trade and the service industries. Some are wholly white collar in complexion; in others the collar may be white or blue. The important thing about all of these industries is the fact that they are expanding. They are expanding not only in terms of numbers but in terms of occupational classes. The term "white collar" no longer means an office worker as such. It is likely to include a whole series of technicians, scientists and quasi-professional salary classifications which were non-existent only a few years ago."

Though contending that potential Union members in the white collar areas require a unique approach, he pointed out that the task is not impossible.

"In the white collar, trade and service industries, the absolute numbers of those who could be organized are the great variety of occupations involved. It seems clear that any organizing drive in these new and relatively unexplored fields will require more than the old-time conventional approach. It is altogether

likely that any appeal that is made to the white collar worker in particular will have to be couched in different language and in different terms than has been the case with the factory worker, the miner or the logger. We are dealing here with groups which are more conscious of status arising from having a white collar job and which do not consider themselves to be workers in the traditional sense of that term. It does not mean, of course, that they are not workers and that they are not exploited in the same way as other wage and salary earners. In some instances they are being exploited even more heavily than manual workers, since employers are able to trade on status as a substitute for a good wage. Unless we are prepared to see these classes of workers join organizations separate from the mainstream of the labour movement, as has been the case in certain European countries, for example, we must be prepared to make an approach that they will understand and to which they will respond.

Win Check-off Ruling

Canadian labour has won an Ontario Supreme Court decision upholding the Rand formula of dues check-off.

Ontario Chief Justice McRuer said the formula had a sound basis in law. The Rand formula provides for a form of closed shop in which employees, while 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 action brought by a railway worker who objected to paying dues under the Rand formula. His action was dismissed by the court.

Under no circumstances are we to assume that white collar workers cannot be organized. The very growth in numbers of white collar workers is resulting in their downgrading and in time will mean a greater mutuality of interest with other wage and salary earners; they are no longer an elite, particularly where they are congregated in large numbers and their work has been rationalized into relatively simple and repetitive procedures. To the extent that there is an elite, it consists of the quasi-professional and other groups that are peripheral to the professions."

In urging Canadian labour to renew its efforts to fulfill its basic responsibility in organizing the unorganized, MacDonald called attention to the phenomenon of the growing importance of women in the labour force.

"There is one other feature in the organizing of the future and that is the place of women in the work force. There are more women in the labour force than ever before and of these a larger number than ever consists of married women. This is not a new phenomenon except in terms of quantity. There have always been women in the labour force. Previously, women were to be found mainly in certain traditional occupations: teachers, nurses, in the textile and garment industry, in certain of the service industries and in retail trade; they also took over, in very large measure, office and clerical work. The change in the structure of the economy has opened up entirely new avenues for women, while changes in living standards and in economic expectations have brought large numbers of married women into the labour force either permanently or on a part-time or short-time basis. These facts must be faced up to and organizational methods adjusted accordingly. Here, as in the case of white collar workers, women are organizable. They have been organized in the past as the textile industry bears witness."

Fight to Retain Rights At British Columbia Utility

Members of OEIU Local 378 employed by the British Columbia Electric Company, Vancouver, B. C., have joined with the other trade unions representing the 5,000 odd employees of the company in vigorously protesting an attempt by the company to abrogate all previous existing collective bargaining rights.

The company action follows a finding by the Provincial Labour Department that the B. C. Electric Company no longer comes within the jurisdiction of Labour Relations Act as a result of the expropriation of the company by the provincial government last August.

The company officials contend that since the B. C. Electric Company is now a Crown Agency and the employees now employed by the B. C. Power Commission, that all benefits contained in prior collective bargaining agreements are no longer binding.

and full holidays on Christmas and New Year's Eve.

Fringe benefits were improved by an increased employer payment of 25 cents per employee per month

The leadership of Local 378 together with International Vice President Bill Lowe are protesting this attitude in the strongest possible terms.

They have pointed out to the B. C. officials that the employees of Crown operated utilities have not been specifically excluded by any Government action anywhere in Canada except in British Columbia. Every other Government operated utility bargains with its employees in accordance with the appropriate Labour Relations Act.

In addition to its failure to recognize and accept the established precedent set by practically every other Government in Canada, the Government of British Columbia also has failed to acknowledge and preserve the sound and harmonious labour-management relations built up by more than 60 years of responsible collective bargaining history in the B. C. Electric.

towards the cost of Group Insurance and Group Hospitalization.

Signing the agreement for Local 254 were President A. E. Smith and Vice President G. Elliott.

from the desk

of the

PRESIDENT

HOWARD COUGHLIN



Action on Unemployment

Some weeks ago, President Kennedy announced the appointment of a Labor-Management Advisory Council which was charged with studying the problem of unemployment, particularly as it relates to automation and it 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.

Recently, it handed a series of recommendations to President 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 automative devices.
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 for 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 continue 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 proven 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, because of automation, are beginning to disappear from the labor market.

The President's appointed Council, of which AFL-CIO President George Meany is a member, called for training and retraining of workers, 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 area 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 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, Chairman 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 present unemployment resulting from these cases." Mr. Burns, in particular, objected to greatly expanded Federal assistance because he felt that such assistance would destroy incentives that stimulate private economic activity.

It is difficult to understand how anyone can fail to recognize the need for government intervention in an economy dislocated by automation. It is difficult to pick up the newspapers without reading figures which indicate that hundreds of thousands of workers have permanently lost their jobs because of automation.

The President's Advisory Council is right and action is required immediately. We note that President Kennedy has taken many of these recommendations into effect in his State of the Union message.

\$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. Fanning 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 give back pay ranging from a low of \$544 to a high of \$17,845 to the laid-off workers. Nabors has the right to prolong the fight still further by appealing the order to the courts again.

It was on Apr. 19, 1950 that the NLRB found Nabors had laid off 19 employees for union activity Apr. 8, 1948, and ordered reinstatement with back pay.

Since that time these events have taken place:

- A U.S. Court of Appeals entered a decree enforcing the NLRB order.

- The NLRB asked that the company be found guilty of contempt and the Court of Appeals approved an agreement that some of the fired workers be reinstated, with back pay to be worked out.

- An NLRB regional director issued a back-pay finding but the company objected to it. After another hearing, a trial examiner brought in the back-pay finding, which the board has now approved.

The chief point of difference between the parties, and the reason for much of the delay, has been the company's argument that back

pay should not include a bonus that the firm began paying some time between 1916 and 1920, and continued to pay with relatively few exceptions until the business was sold in July 1959.

The final ruling was that the bonus should be included from the day after layoff to Apr. 20, 1955, when reinstatement was offered, except for two workers whom Nabors argue he would have laid off in 1949 because business was slack.

Sermon on Unions

Down in the little community of Rogers, Ark., a group of young men asked a local Evangelical Protestant minister, Dr. David M. Baxter, for advice on whether they ought to form a union at a pump manufacturing plant in the town.

The area is very much "open shop" and the workers were naturally 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 orally. Then he put it down in writing under the heading: "Some Reasons for Joining a Trade Union." We think the reasons he gave are exceptionally well expressed and applicable everywhere in the United States. Following are major excerpts from his document:

"As long as there is organized capital, 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.

"A working man's life is valuable. Every time the clock ticks, there goes a second off that life. When he sells the hours of his life to make profit for someone, he is entitled to all he can get for those precious hours. As the Bible says, 'The laborer is worthy of his hire.'

"Humanity being what it is, it is to the advantage of the fellow who exploits others to get a maximum of work out of his employee while paying a minimum of wages.

NOTICE TO MEMBERS

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

5c 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 McDermott and Shop Steward Alfred Vento.

D. C. Agreement

A one-year contract has been negotiated 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.

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 out-board 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 event of automation.

Local 221 had the assistance of OEIU Vice President Don Hilliker during the final stages of the negotiations.

Retirement Check Presented in Portland



Local 11 Secretary-Treasurer James N. Beyer presents a retirement check to Mrs. Pearl Poundstone, formerly employed by Consolidated Freightways, Portland, Ore., for 15 years. Mrs. Poundstone is the first beneficiary to retire under the Western States Pension Trust Fund. Others witnessing the memorable event are Local 11 President Theodore E. Robinson and Executive Board member Robert Zoesch. Inaugurated in 1959 by Local 11 and Local 29, Oakland, Calif., the Pension Fund now covers more than 1200 OEIU members of the two Local Unions and includes Local 31, Salt Lake City, Utah. It is the first union-multiple employer joint trustee pension plan for office employees in the United States. It is anticipated that other OEIU Local Unions in the Western States will become participants.