National Leaders Hail 9th Convention


Based on the number of credentials received, as of the date "White Collar" was prepared, it is indicated that this Convention will be the best attended in our history. Men and women representing 259 Local Unions in the United States and Canada composed of membership employed in 77 industries throughout our countries will be delegated to act on all matters brought to the attention of the Convention.

OEIU members are found in every major industry throughout the United States and Canada. These industries include paper manufacturing, utilities, hotels, metal manufacturing, breweries, dairies, radio, motion pictures, television, steel, aluminum, electrical supplies, steamship, freight forwarding, banks, insurance, stock exchanges, atomic energy, nuclear power, and air frame.

The membership of the Office Employes International Union has continued its growth. The OEIU is better known throughout the United States and Canada than ever before.

Delegates assembled at the Ninth Convention will deal with a number of proposals designed to expedite our organizational program. Our delegates will also make themselves heard on pending legislative matters such as equal pay for equal work, the King-Anderson Bill, and numerous other matters directly affecting the lives of working men and women.

Heading up the list of speakers scheduled to address the Ninth Convention of the OEIU is former President Harry S. Truman. Mr. Truman, ever popular with the membership of the OEIU, will be given a tumultuous welcome.
Harry Truman to Address Convention

While awaiting what eventually turned out to be a most pleasant meeting, OEU officers and officials of Local 320 were treated to an experience which they will not soon forget. President Truman's staff invited them to visit the administration and listen to the former President address a group of 275 school children ranging from 6 to 10 years of age.

After a short talk, the President went out of his way to answer questions. He encouraged these very young children to ask any questions they saw fit to ask. All in all, he must have answered approximately 20 to 30 questions. These questions dealt with his feelings when assuming the office of the Presidency, his confidence in his reelection in 1948, his decision to use the atomic bomb during World War II, his education, and many additional varied subjects.

President Truman answered each and every question with care and consideration for the use of those who asked the questions. The children received an education during this short period that they will probably never forget. The President never evaded a single question. He answered every one in a direct forthright manner.

When the OEU officials were told that he does this regularly when groups visit the library, we found it difficult to believe. Here, in effect, is a former President of the United States at the age of 75 still working long hours, primarily devoted to the education of the population and particularly to the interests of school children who visit the Truman Library.

This is truly a great American.

OEIU delegates will be looking forward with pleasure to seeing and hearing Mr. Truman during the Ninth Convention.

$52 Increase in Oakland Settlement

An outstanding settlement has been won by Local 25, Oakland, Calif., covering its members at the Alber Milling Company.

The two-year contract, negotiated with the assistance of the State Conciliation Service, represents a total gain of $52 per month as of March 1, 1962, and an additional $2 per month effective March 1, 1963.

Other improvements include a ninth paid holiday, 3 weeks' vacation after 7 years, 4 weeks' vacation after 20 years, the Union welfare plan, including $2,500 of life insurance and pay for jury duty.

Nancy Pauley and Ethel Watts served on Local 25's Negotiating Committee.

Another contract was signed with the law office of McNairy, Walker and Terapr, providing for an increase of $25 per month.

Additional progress in organizing and contract settlements for the benefit of Local 29 members will be stimulated by the addition of a new full-time business agent.

Swapping Nudum has been appointed to the Local Union staff in the third full-time business agent in addition to a full-time Secretary-Treasurer.

Business Agent Nudum holds a B.A. degree in industrial relations from the University of California and has performed graduate work there. He was formerly a Field Representative with the Building and Construction Employees International Union.

S. F. Victory

Secretary-Treasurer Phyllis Mitchell of Local 3, San Francisco, Calif., reports the successful organization of the office of the Hearststone Insurance Company.

In an NLRC-organized election held on April 30, the employees of the company voted 10 to 1 in favor of organization by President and Professional, Local 3.

Contract negotiations are now under way with the company.

Secretary of Labor Conveys Greetings

By Arthur J. Goldberg

Greetings to the officers and members of the Office Employees International Union on the occasion of your 1962 Convention.

Our progress as a nation in science and technology has brought deep and far-reaching changes to our society. One of the most profound is the changing character of the labor force. While the demand for unskilled and semi-skilled workers is declining, the number of men and women in white-collar occupations grows rapidly, but not fast enough to meet the great need.

Your union has always met this change in the progressive traditions of the American trade union movement. That is why I am sure you will agree with me that this age of automation offers for our society a vast new frontier of opportunity for higher levels of living and spiritual achievement.

You have my best wishes for a successful Convention.

"Equal Pay for Equal Work Should Be Goal," Coughlin

President Howard Coughlin, right, as he testified before House Subcommittee in New York, chaired by Congressman Herbert Zelenko of New York, center. At left is Congressman Danielson of New Jersey.

OEIU President Howard Coughlin, in testimony before a House Subcommittee headed by Congressman Herbert Zelenko of New York, called for equal pay for equal work for women.

In his testimony, President Coughlin stated that "21% million women make up one-third of our entire work force. They are playing a most significant role in our nation's economy and it is indicated that they will play a greater role in our nation's future.

This coming need for legislative assistance for our working women is dramatically emphasized when it is realized that these women are employed in the work force as the principal or essential income producers not only for themselves, but also for dependent family members.

"Contrary to some popular misconceptions, these women are not at work to fill idle hours, or merely to acquire non-essential luxuries of life, but more often, because they are the heads of households, the chief breadwinner, or providing needed income for the mounting costs of education, medical care, and housing.

"There are over $11/2 million working mothers who are employed to provide support for children under 18 years of age, frequently because of the absence of a male breadwinner.

"There are over 21 million women who are heads of their families and are employed in the work force.

"The extent of discrimination against women was emphasized in a recent study undertaken by the National Office Management Association.

Thirty-three per cent of the 1900 companies surveyed frankly reported a double standard of pay for male and female office workers.

"Women make up only 1 per cent of the top labor grades in Federal employment.

The OEIU President stated that the extensive practice of wage discrimination must be remedied, not only for purposes of correcting present inequities, but also to elimi- nate the practice of replacing male workers with women at lower wages.

Wide Range in Retirement Plans

Average normal monthly retirement benefits for over 3 million employees covered by group retirement plans ranged from $100 to $230 in the 736 plans surveyed. The assumptions for these estimates were retirement at age 65, earnings of $4,800 a year, and future service credits of 30 years. Benefits were supplemented by social security.

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National Health Insurance

The White Collar

Minister of Labour

Wishes OEU Well

DEar President Coughlin:

Would you please convey to the delegates to your Ninth Convention my greetings and very best wishes.

I hope that your convention will be productive and enjoyable.

I understand that is the year when Canada's provincial union will prosper both in the United States and Canada.

Thank you very much again for your invitation to attend your Convention. As you know, this is a very busy time for me and I am afraid that I am unable to attend. I hope that your Convention is very successful.

Michael Starr,
Minister of Labour, Canada.

210 Hydro Employees in Quebec Join OEU

Approximately 210 employees of the Quebec Hydro Commission, Carlton, Quebec, have joined the OEU as the result of an organizing campaign conducted by International Representative Rene Corbel.

Corbel has petitioned the Quebec Labour Relations Board for certification after 85 percent of the eligible employees designated the OEU as their collective bargaining agent.

This substantial bargaining unit comprised of 210 clerical workers will be affiliated with Local 57, Montreal, Quebec.

The Quebec Hydro Commission, which employs these clerical and salaried employees is currently engaged in the construction of power plants which will tap Quebec's natural water power resources.

The OEU has previously represented the clerical employees during the construction phase of the Quebec Hydro Commission and presently represents the white-collar workers of the Peace River power project in British Columbia.

The employee representatives of the Quebec Hydro Commission are now working on their collective bargaining proposals for their first negotiations.

It Pays to Be Educated, Canadian Survey Shows

A survey of the educational achievements of members of the Canadian labour force indicates a positive relationship between income and educational level at all ages. Furthermore, maximum income is reached at an early age, for those with the lowest level of education, while those with the highest degree of education tend to have increased earnings well into retirement age.

Approximately two-thirds of Canadian adults with only elementary school education had annual incomes of less than $4,000. About 45 percent of those with a complete high school education were in the $4,000 to $6,000 income category and about 26 percent of the male college graduates were in the $6,000 to $8,000 income bracket.

Contrasted with this, 16 percent of the male college graduates reached an income level of $10,000 or more, compared with 4 percent of those who had a complete high school education or 3 percent of those whose schooling stopped at the elementary level.

The following table indicates that the correlation between educational level and income is true at all ages. In all cases, the employees who have attended the longest period of school are those who have the highest income from the following table.

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Average Income (1959)</th>
</tr>
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<tbody>
<tr>
<td>No schooling</td>
<td>$1,648</td>
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<tr>
<td>Some elementary school</td>
<td>2,493</td>
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<tr>
<td>Some high school</td>
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<tr>
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<td>4,638</td>
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<tr>
<td>Some university</td>
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<tr>
<td>University degree</td>
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</tr>
</tbody>
</table>

POLITICAL LEAVES OFFERED BY CANADIAN EMPLOYER

Vancouver, B.C.—James Sinclair, president of Laurier Cement Ltd., and its subsidiary, Decks-McBride, Inc., an old political bias to a strong union supporting the active part in the June 18 all-Canada election. Local 15, OEU, represents the Decks-McBride employees.

Mr. Sinclair, formerly mayor of the Liberal cabinet, has offered leave of absence to any employee who wants to take an active part in advancing the principles of quality, full employment and full protection, welfare and health insurance payments for every Canadian worker.

"When I was active in politics," Sinclair observed, "I found many politicians biased against the officeholder, but at the same time they would not permit their own employees to seek nomination or to take an active part in political campaigns.

Political leave is offered by Canadian Employer

Proclaimed in Puerto Rico

Office Workers Day

Antonio Cuevas Viret, Director of the Personnel Office of the Commonwealth of Puerto Rico, recently proclaimed the 27th of April 1962 as the Office Worker's Day. This year's recipient of the OEU Representative Horberito Ortiz was interviewed that this proclamation was made at the special request of the Governor.

The proclamation is as follows:

WHEREAS, the work performed by the office employee is a valuable and essential part of the general progress of this country,

WHEREAS, the office worker accomplishes the essential tasks in the industry, in the commerce and the public service,

WHEREAS, it is justifiable to recognize the excellent work accomplished by this employee in private business as well as in the governmental organizations,

THEREFORE, THE UNDERLYING VIRET, Director of the Personnel Office of the Commonwealth of Puerto Rico, hereby proclaims April 27, 1962 as the Office WORKER'S DAY, and request from the employers, governmental agencies and the public in general to patronize all those activities conducted in recognition of this employee."
from the desk of the PRESIDENT

HOWARD COUGHLIN

Ninth Convention News

As we go to press, we are fast approaching the opening day of the Ninth Convention of the International Union. It is anticipated that between 300 and 400 delegates will assemble at the Hotel Machelle in Kansas City for the opening on June 11th. Organizational Conferences affiliated with the OEIU will hold individual sessions and then subsequently will convene together for purposes of an organizational session spearheaded by Director of Organization Douglas and General Counsel Joseph Finley.

As is true of all other conventions, the business of our Union will be accomplished through the medium of action on resolutions presented to the Convention by our Local Unions and recommendations of the International Union Executive Board.

Unlike most conventions, however, our International Union officers will be elected by secret ballot. While it is true that the Labor-Management Reporting and Disclosure Act of 1959 does not contain a requirement for the secret ballot election of International Union officers, it is also true that our Union has insisted on this type of procedure since it was born in 1945.

We are proud of the democracy practiced by the Office Employees which is true of all Unions, Local and International. Large bodies of law which was passed on the Landrum-Griffin law, most of our Local Unions elected their delegates and officers by secret ballot. All constitutional amendments made by Local Unions are adopted only after at least one reading at a prior meeting and official notice for the meeting at which final action is taken.

OEIU Secretary-Treasurer Hicks provides regular quarterly financial reports to all Local Unions of the OEIU and has been doing this since the OEIU was founded. Yearly financial reports are also furnished to all Local Unions of the International Union and, at the Ninth Convention each delegate will receive the Secretary-Treasurer's report which will contain an account of the activities of the International Union for the three years which have elapsed since our Montreal Convention.

Our delegates will be given a copy of the President's Report which will outline the outstanding activities of our Union during the past three years. The President's Report will also include a chart which will indicate to the delegates assembled that our Union is continuing its growth. While the growth in the last three years has not been as rapid as in prior periods, the outlook is good for continuing advances in membership.

A summary of all actions of the Executive Board of the OEIU since the last Convention will also be submitted to each delegate at the Convention.

A Committee will examine the officers' and Executive Board's reports and will be required to submit its findings to the Convention. Committees on Constitution, Organization, Legislation and Resolutions will also report back to the Convention and each of their recommendations will be acted on by the delegates assembled.

While our Convention will operate in accordance with rules adopted by the Convention itself, a delegate will be given an opportunity to discuss any subject brought to their attention through Committee reports. Wide latitude is generally given to each speaker in order to insure our democratic procedure.

OEIU Local 320 has prepared a program of welcome and entertainment for the delegates. We anticipate that the Ninth Convention of the Office Employees International Union will be both constructive and memorable.

Rule Modified on Back Pay Awards

The NLRB has modified its former position on back pay awards in unlawful discharge cases where initially the trial examiner finds a discharge to be lawful and is later overruled by the Board. Previously an employee's liability for back pay to the unlawfully discharged employee did not include the period from the trial examiner's correct finding until the Board's reversal.

The effect of the Board's new ruling is to make the employer liable for back pay from the time of the unlawful discharge until the employee is reinstated.

The Board stated that the former rule was "benefiting the wronged at the expense of the wronged."