OEIU in Strike at Colgate-Palmolive in Puerto Rico

After 16 fruitless negotiating sessions wherein the Colgate-Palmolive Company refused to concede anything including the right to strike, a strike was called on September 24, 1962. As this article is prepared, OEIU members at Colgate in Puerto Rico are in the fifth week of their strike.

Negotiations between the parties are held regularly chary through the sponsorship of the Puerto Rican Department of Labor.

The OEIU is getting the concerted support of many international unions on the Island. These include the National Maritime Union, the Seafarers International Union and the International Longshoremen's Association. The International Ladies Garment Workers and the Building Service Employees International Union have made financial contributions to the support of the strikers. All OEIU Local Unions have been asked to send immediate contributions to the striking workers.

While the Colgate-Palmolive plant is closed tight due to a sympathy walkout of the production workers, the Puerto Rican segment of this company is only a small part of its world-wide operations.

International President Howard Coughlin, while meeting with the strikers in Puerto Rico, directed Local 153 Secretary-Treasurer Ben J. Cohen of New York, who represents the Colgate salesman in the New York area, to attend a meeting of all local unions of Colgate workers in Kansas City. At this session, those local unions affiliated with the Oil, Atomic and Chemical Workers Union, the Chemical Workers International Union, and the Colgate Employees Association, an independent union, pledged their full support to the OEIU in the event such support was necessary.

The success of the OEIU President in this effort in Puerto Rico will have a bearing on the future organizational successes to be achieved on the Island.

Two Elections Won in L. A.

Two new organizational victories were recently chalked up by OEIU Local 30, Los Angeles, California.

In an NLRB-conducted election, the clerical employees of the Airborne Freight Company voted for the OEIU by a solid 2-to-1 majority.

There are some 18 employees in the bargaining unit. Management tried to dissuade these new OEIU members from voting for representation through collective bargaining. In spite of a hard-hitting campaign by the company the employees stood fast.

Contract proposals are currently being presented to the company.

This election victory was the first by Local 30 in this industry. Similar type companies are being targeted for additional organization.

The second unit to designate the OEIU as its bargaining agent were the office employees of the American Federation of Television and Radio Artists. In a State of California-conducted election they voted unanimously for Local 30, by a count of 16 to 0.

Nominations for a first contract are currently being conducted for the 18 employees in the bargaining unit.


Faced with the possibility of a work stoppage, the Struthers-Wells Corp., Warren, Pa., capitulated and a new agreement was negotiated with OEIU Local 186. The negotiating committee of OEIU Local 186 was given an unanimous vote of confidence by the membership to reject the company's last offer.

A two-year contract was finally signed by the Local and the company, which provides for an hourly increase of 51 cents with further negotiations on the subject of wages after one year.

Of critical concern to the membership was the addition of a cost-of-living adjustment agreement on the method for determining merit increases, and a full union shop clause replacing the maintenance of membership clause.

This well-earned collective bargaining victory was negotiated by Local 186 President Julia Zook, Secretary-Treasurer Mary Barret, Eleonore Swanson, and Jane Delanian.

OEIU Commends Kennedy on Cuba

On October 25, OEIU President Howard Coughlin sent the following telegram to President John F. Kennedy at the White House:

"On behalf of the 60,000 members of the Office Employees International Union, AFL-CIO, we wish to commend you on your strong stand in the Cuban crisis and pledge to you the support of our organization."

OEIU Approves Best Contract With General Dynamics

A new three-year contract, negotiated by Office Employees International Union Local 277 and General Dynamics, Fort Worth, Texas, went into effect early this week and J. B. Moss, Local 277 president and business agent, called it "the best contract we have received since our first one in 1951."

These negotiations covering 1,100 clerical workers of the Convair Division of General Dynamics had been conducted continuously since the present contract expired in July. Members of Local 277 working at General Dynamics voted by a 20 to 1 ratio to ratify the contract.

Terms of the new agreement were announced in a joint statement by the company and the union. They include an increase of 2.3 cents in the basic wage rate, retroactive to July 9, 1962, and two increases of 2.5 cents per hour, one in October of 1963 and the other in October 1964.

And there were other benefits, including increases in the employees' insurance program. The group coverage now will provide $15 per day for hospital rooms, instead of $10 as previously paid for. The company will pay $1 per week toward the cost of premiums previously paid by the employee.

Overtime pay practices were revised to provide for double-time pay after 11 hours on the first and second shifts, and after nine and one-half hours on the third shift. Agreements previously provided for double-time pay after 12 hours on any shift.

Other changes include a provision for paying employees holiday pay plus double their regular hourly rate for holiday work, where they have been paid straight time plus holiday pay. Sick leave was increased to five days and will apply to those with one year of unbroken service.

Previously, it had been three days for those with five years of unbroken service.

Benefits for eligible employees laid off more than four full weeks now will be $75 for each year of qualifying service, with a maximum of $1,125. The benefit has been up to $50 for each year of qualifying year, with a maximum of $500.

All provisions of the contract became effective the day after ratification by union members, except the basic pay increase which was made retroactive to July 9.

Negotiations for the Office Employees Local 277 were carried on by a team of five members. They included Hugh M. Marshall, committee chairman, J. B. Moss, Local 277 president and business agent; R. W. (Bob) Taylor, Zane Reed, and OEIU International Vice President Frank Morton.

Fort Worth Negotiators

OEIU Negotiators—Members of the negotiating committee for Local 277 who worked out a three-year contract with General Dynamics/Fort Worth are shown at the meeting when union members voted 20-1 ratio to ratify the agreement. Left to right: Local 277 President and Business Agent J. B. Moss, Committee Chairman Hugh M. Marshall, R. W. (Bob) Taylor, Zane Reed, and OEIU International Vice President Frank E. Morton.
A Good Appointment

The choice of John F. Henning as Under Secretary of Labor is an excellent one.

Mr. Henning, a long-time member of OEU Local 3 in San Francisco, was formerly a Research Director for the California State Federation of Labor. Governor Pat Brown of California, in 1958, named him Director of Industrial Relations for the State.

In addition to being a member of OEU Local 3 in San Francisco, Mr. Henning has been an active member of the AFL-CIO for many years. He is a strong advocate of workers' rights and has been instrumental in the development of many labor-oriented programs throughout California.

NAM Blueprints a Program

The National Association of Manufacturers is continuing its historic attack on organized labor. It recently announced a program to "put an end to the workers' union design" in the Congress. The plan is to introduce legislation in 1963 to restore "reasonable union balance" in labor-management relations.

G. M. Brown announced that he would introduce legislation in 1963 to restore "reasonable union balance" in labor-management relations. He stated that labor unions are using their influence to manipulate the government to their advantage, and that it is time for a change. The legislation would involve several key provisions, including the rejection of any legislation or regulation that would give unions undue influence in the decision-making process of the government.

Oakland Records Steady Gains

In contrast to an employer survey of salaries in the Oakland Bay area which showed no increase in office rates over the past year, OEU Local 29, Oakland, Calif., continued to score new and important gains for its members.

The trend is upward, with an increase of 5% per month in January, 1963, and 5% per month in February, 1963. No wage cuts occurred in February, 1963.

The results are clear: the employees are being paid more. The gains are significant, with an increase of 5% per month in January, 1963, and 5% per month in February, 1963. The gains are being made at the expense of the employers, who are being forced to pay more to attract workers.

Subcontracting

The National Labor Relations Board recently held a hearing on the issue of subcontracting with units that have not been certified. The Board's decision was made after considering the evidence presented by the parties involved.

The Board found that subcontracting is lawful and that it is being done in good faith. The Board also found that the subcontractors are not being used to circumvent the certification process. The Board's decision is a welcome development and is in line with the law and the best interests of both employees and employers.

Retention Programs Aid 20,000

The trend to the American continent continues. The AFL-CIO's Retention Council has been successful in keeping employees in organized labor. The council's activities have been successful in promoting the retention of employees in organized labor.
Medicare Gaining Canadian Support

Medicare continues a top is-
iue in current Canadian affairs
with strong indications of grow-
ing support for the general prin-
ciple. The first medical care
insurance program operated by
a government is now operating
in the Province of Saskatchewan.
The introduction followed a
bitter 23-day strike by a num-
ber of doctors.

The Saskatchewan settlement,
outcome of one of the most bit-
ter disputes in Canadian history,
provides an opportunity for the
continuance of nonprofit pri-
ivate plans and also enables pa-
ients to deal directly with a doc-
tor and recoup expenses from
the plan at established rates.
The plan itself applies to every-
one with annual premiums of
$12 for a single person and $24
for a family. The coverage in-
cludes comprehensive medical,
surgical, maternity and diagno-
sis services. Canada already
has a national plan which pro-
vides for hospital care.

It is still too early to make an
accurate measurement of the
success of the Saskatchewan op-
eration as it now exists. When
the doctors' strike ended one
doctor commented, "We have
won a battle and lost the war.
Many would dispute whether the
doctors won a battle but indica-
tions since then are fairly
clear that those who continue to
fight the idea of Medicare are
losing the war.

Attention since the Saskat-
chewan affair has centered on [two
fronts: hearings of a Royal Com-
mission appointed by the Cana-
dian government to inquire into
health services; and the political
scene in Ontario. In Ontario all political parties
seemed to be trying to climb
aboard the Medicare bandwa-
gan. The New Democratic Par-
y (which is the party in power
in Saskatchewan and which has
a large measure of labor sup-
sport) announced that Medicare
would have top priority in its
Ontario platforms. A short time
later the Ontario Liberal Party
held a convention and came out
flat-footed for a plan to cover
all residents with freedom for
doctors to practice in or out of
the plan.

A few days later, Ontario's Con-
servative government ap-
ppeared before the Royal Com-
mission with a brief favoring a
plan but with emphasis on the
voluntary aspects. At the same
time the Ontario Conservatives
said it might "be necessary to
require a certain degree of group
participation."

This now appears that al-
most all parties are in favor
of some sort of plan. Differences
remain on the type of plan and
how soon it should be intro-
duced. The position of the Ca-
nadian labor movement is that
such a plan should be intro-
duced as quickly as possible and
should cover everyone on equal
conditions.

Conference Is Held
In Ottawa

Ottawa Local 225 and Gat-
innes Local 110 hosted a two-
day educational session of the
Canadian Educational Confer-
ce at the Beacon Arms Hotel
in Ottawa on October 20th and
21st.

Prime Topics

The Canadian Educational
Conference sessions, held yearly
because of the distances in-
volved, spent the greater por-
tion of the two-day session on
subjects relating to subcontract-
ing. Striking topics and methods
of gaining greater activity within
local unions.

International Representatives

Roman Cordell and Russell
Harvey led the discussions.

A surprising attendance of
some 50 delegates representing
20 of the 37 affiliated local
unions of the Canadian Educa-
tional Conference participated.
Roger Jeanneau of Montreal
Local 57 was re-elected as
Chairman of the Conference.
Margaret Brown, a former Sec-
retary-Treasurer of the Cana-
dian Organizational Conference,
was elected as Recording Secre-
tary of the Canadian Educational
Conference.

Settlement in
Red Rock, Ont.

An all-day and evening nego-
tiating session with the Red
Rock Division of the St. Law-
rence Corporation finally result-
ed in a new agreement for OEU
Local 267, Red Rock, Ontario.
The settlement broke an ex-
tended impasse between the pa-
neler manufacturer and the local
unions.

Salaries were adjusted up-
ward ranging to $49.00 monthly
increases retroactive to May 1, 1962.
The agreement which also
added another paid holiday was
subsequently ratified at a mem-
ber's meeting.

Special Representative of the
OEU, Russell Harvey, led the
negotiations for Local 267.

Senior Jobs Predominate in Data Processing

One of the striking characteristics of the
managing of electronic
data processing operations is the high proportion of
senior planning, administrative and program-
ing occupations, in comparison with
the junior operating positions according to a report published by
the Canadian Department of Labour.

Of the 1,216 full-time jobs that had been created by the intro-
duction of electronic data processing (EDP) in Canada up to Janu-
ary 1, 1960, 646 were in high level categories, 53 percent of
the total.

The Department of Labour findings are contained in an interim
report; a more complete report will be published dealing with the
impact of EDP on displacement, employment, retraining, job con-
tent, clerical job mix, organizational structure and management.

According to the bulletin, typical occupations created with the
installations of EDP operations were administrators, project plan-
ers, and systems analysts, at the highest level; programmers,
program operation and coders, at the second level; console opera-
tors and tape handlers; computer engineers and technicians and,
at the junior level, peripheral equipment operators, data typists,
tape librarians, etc.

North Central Educational Conference

International Representative Arthur Lewandowski, International
Vice-President Donald Hiltiker and Conference President Billie Adams
conducted the sessions.

The Conference delegates elected Bob Bond, President of Local 39,
Madison, Wisconsin; as President of the North Central Educational
Conference and Mary Haynes, Sec-Treas. of Local 221, Galena,
Illinois was elected Conference Secretary.

Southeastern Educational Conference

September 29-30, Director of Organization H. B. Douglas urged the
Conference delegates to set up active organizing committees in each
Local Union within the Southeastern Conference.
Importance of Retraining

The Federal government recently approved retraining programs for a total of 20,000 unemployed workers. These workers, selected for retraining from areas of chronic joblessness, are unemployed either as a result of automation or rapid changes in technology.

Approximately 12,000 men and women had previously been approved for retraining during the first year of activity under the 1961 Area Redevelopment Act. Projects providing for retraining of an additional 7,200 workers have been approved under the long-range Manpower Development and Training Act of 1962.

It will be remembered that the OEIU was represented in testimony before the Holland Committee which resulted in the enactment of this program.

Among the 2,304 enrollees who completed training in the first nine months of the Area Redevelopment Act, 61 percent were men, 39 percent were women, and 39 percent were awaiting referrals to jobs as of June 30, 1962.

Projects under the 1962 Manpower Training Act, a broad program designed to train or retrain 400,000 workers during a three-year period, began to get full approval as states and communities committed allocated federal funds to specifically approved projects.

Experience gained through the Area Redevelopment Act will provide a base for the broad program authorized by the Congress this year.

In working up the program, Labor Department officials had to take into consideration, not only the many changes in industries throughout the United States, but also the decline in industries in those areas. The federal government is also seeking to aid in the establishment of new industries in those areas.

The Manpower Development Act which was initially inspired by Congressman Elmer Holland of Pennsylvania is intended to primarily assist workers by equipping them with skills which will be useful anywhere in the country in industries in which there now is a shortage of adequately prepared workers.

In the first month of the Manpower Development Program, four states gained approval of the maximum funds now allowed under the law. These are Connecticut, Maryland, Oklahoma, and Nevada. Other states are rapidly seeking approval of training projects.

It is interesting to note the following figures recently published by the Labor Department. Sixty-four percent of all trainees were men and one-third were more than 35 years of age. Seventy-nine percent had some high school education although not all had graduated. About 12 percent had less than eight (8) years in grade school. The second largest group, 22 percent, received clerical and sales training.

With the continuing increase in clerical unemployment due primarily to the advent of office automation, more and more clerical workers will be seeking retraining under the federal program.

While retraining is not the sole answer to theills of the economy, we are very proud of the part the Office Employee International Union has played in obtaining the passage of the Manpower Development and Training Act of 1962.

Drug Insurance

A pilot project in covering prescription drug costs under a New York group benefit plan announced by the Ontario Hospital Association. The drug coverage will be tested on about 400 selected groups such as large units of employees in companies or members of a large trade union.

The scheme's success will be measured by the extent to which the drugs are prescribed and the resultant savings will be passed on to the subscribers of the group. The plan is expected to save at least three cents per dollar of wages spent for drugs.

New Contract Signed in Denver

OEIU Local 5 Business Representative, Jack M. Hafner, signed the first collective contract with United Buckingham Pro residencies, Inc., Denver, Colo.

The new agreement negotiated by Representative Sperger and the company's members, Thomas E. Harlow, Dravite, and Leon V. Piper, spelled out the terms of the new contract.

The first two-year agreement covers 140 employees and provides for a $1.35 raise for each employee. The agreement also provides for a five-week paid vacation and a 12-hour workday.

Sign in Maine

A new agreement was negotiated between OEU Local 260 and the Scott Paper Company, Waterville, Maine.

The newly negotiated gains by the Local include a general wage increase of 21/2 per cent and an additional increase of one cent per hour for all employees in specified grades.

Improvements in addition to wages included paid time off to attend religious services on Good Friday. Effective in 1962, employees will have 20 days of vacation.

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