Local 378 Wins Election At B.C. Hydro

Vancouver Local Gets Overwhelming Majority (1265-173) After Long Fight

Local 378, Vancouver, British Columbia, has been certified to represent all the office, clerical and technical employees of the newly formed B. C. Hydro Authority following a stunning election victory in which the OEU was favored by a 1260 to 173 vote count.

Prior to the merger of the privately owned B. C. Electric Company with the B. C. Power Commission by the British Columbia Provincial Government, Local 378 had represented the employees of the B. C. Electric Company.

Following the exporation of the B. C. Electric Company by the Provincial Government and the formation of the B. C. Hydro Authority, the legal status of Local 378 as bargaining agent was threatened until the passage of the Hydro Merger Bill which restored the bargaining rights to the employees of the merged B. C. Electric Company.

(Continued on page 3)

Local 395 Signs Model Contract

Significant gains were scored by Local 395 in their first negotiations with the Puerto Rican Industrial Development Company—PRIDCO.

A model three year contract has been signed containing numerous outstanding benefits for approximately 120 clerical employees in Fridco's offices in San Juan.

The Company administers the

Island's economic development program

A wage increase of 40% over the three year life of the agreement will be achieved with an 18% increase during the first year, 10% during the second, and 12% during the final year. All Saturdays, Sundays, holidays and overtime work is paid with double time.

A Union Shop clause, check-off, and paid time for union officials on union business are included.

In addition to 19 paid holidays, first and second year employees receive a vacation of 24 working days, which is increased to 30 days for employees with 3 years or more services. Sick leave occurring during vacation is charged to sick leave, which is earned at the rate of 18 days per year with pay, cumulative without limit.

Time off for medical and dental examination or treatment is also charged to sick leave.

Eight weeks maternity leave is granted at 75% of regular pay, with pay, if necessary, at 50%.

Other fringe benefits are: a hospitalization-medical plan, pension plan, $5000 life insurance coverage, and $100 Christmas bonus.

In the event a lay-off becomes necessary due to lack of work, seniority will govern the order of lay-off. Further, the Company has agreed to attempt to find comparable employment for those laid off. If comparable employment is not found, then the Company will pay 3 months severance pay. Signing for Local 395 were President Enrique Coto, Secretary Mary M. Conrads and International Representative Heriberto Ortiz.

OEU Wins Election At U.S. Book Exchange

President Cahill reported that OEU Local 2 has been successful in an election involving approximately 43 employees at the U. S. Book Exchange in Washington, D.C.

This election was conducted by the National Labor Relations Board. The Book Exchange is a private organization that provides books, pamphlets and other information to libraries, colleges, and other similar institutions. It can provide any book published anywhere in the world.

A Committee has been selected and the Union's proposals for a first contract have been submitted to the employer.

Staff Representative Philip J. Daugherty conducted the campaign and is working with the committee in the formulation of the proposals, and will negotiate the contract.
Quick Work

The Ninth Convention of the Office Employees International Union went on record for legislation to provide tax exemption for the full cost of child care for working mothers. Immediately thereafter, the OEIU notified all members of the House of Representatives and the Senate of all actions taken by the Convention including the request for full tax relief for child care for working mothers.

We are pleased to note that Congressman Herbert Zelenko of New York introduced a bill, known as H. R. 12,549. This bill has been referred to the House Ways and Means Committee.

We would suggest that every interested member of the Office Employees International Union make his or her thoughts known to members of Congress regarding this very important piece of legislation.

More Under Kerr-Mills

As a result of the defeat of the medical care for the aged program through Social Security, our elderly Americans in need of such care must obtain it through the Kerr-Mills Act.

In some States which have adopted Kerr-Mills, a recipient of such medical care must put his home up for security. After he and his wife die, the State will get its money back from the sale of the house before relatives can claim the estate.

In other States using the Kerr-Mills program, the applicant must not only go through the degrading means test, but his relatives have to go through it too. If his relatives have enough money by the State's standards, the applicant cannot qualify for Kerr-Mills medical aid.

After two years of operation, only 38,000 senior citizens, who represent one-half of one per cent of the over-65 population received aid under the program.

Equal Work—Equal Pay

The bill calling for equal pay for equal work for women, which received the unanimous endorsement of the Ninth Convention of the Office Employees International Union has been approved by the House of Representatives.

It will require rank-and-file support in order to insure its final passage. The membership of the OEIU is urged to write their Senators for purposes of insuring the enactment of this vitally needed legislation.

4 Southern Locals Sign One-Year Pact

A one year agreement has been negotiated by the International Paper Company, Southern Kraft Division and OEIU Locals 71, Mobile, Alabama; 80, Panama City, Florida; 229, Krule, Mississippi; and 233, Georgetown, South Carolina. Wage rates were increased 88% with the new rates made retroactive to June 1, 1962. Other modifications were made in the seniority, overtime and leaves of absence provisions.

Representatives on the Negotiating Committee were Perry C. Mann, Ruth C. Brown, Frankland E. McLeod, Local 71; Francis E. Wilson, Travis F. Whitman, Local 80; W. Carl De Angelo, Leo R. Treihem, Mason R. Kelly, Local 209, Krule, Mississippi; A. V. Moore, M. T. Williams, Local 233 and OEIU Vice President, J. O. Bloodworth.
Canadian White Collar Workers Near 40% Mark; Organization Need Seen

The Canadian labor movement faces a challenging period as organizations of other countries, being confronted with rapid changes in the labor force. This trend toward an increasing percentage of white-collar jobs is a growing challenge.

Half a century ago a major share of the Canadians at work were on farms; in 1901 agriculture occupied more than 40 percent of the country’s work force. Now agricultural workers were only 5 percent of a three-year study of the country’s work force. Now agricultural workers were only 5 percent of a three-year study of the country’s work force.

The so-called blue-collar occupations—industrial workers and the trades, etc.—have, on the other hand, changed their position very little. Back in 1901 just under 28 percent of Canadians workers were in that category, now it is just over the 28 percent mark.

The big difference has come in the growth of the white-collar heading—clerical, commercial, supervisory. While this growth has not been as rapid as 15 percent in 1910 it is now nudging the 40 percent mark and is expected to keep on rising.

The problem that poses for Canadian unions is that organizational success in the white-collar field has been quite limited.

One Clerical Union Proposed in Britain

Mr. Keith Hindell, a senior member of Political and Economic Planning, an independent research organization, suggested that white collar and professional unionism may achieve strength and savings.

Mr. Hindell proposed that the Clerical and Administrative Workers Union, the clerical section of the General and Municipal Workers Union, and the National Association of Clerical and Supervisory Staffs combine together to form one large white collar union in private industry and government.

One such clerical union, he argued would eliminate the need for three representatives on joint negotiating bodies and would save staff and money and needless competition.

Mrs. Ann Godwin, General Secretary of the Clerical and Administrative Workers stated that she would welcome such a unionization as long as the union retained its identity as spokesman for white-collar workers.

The government formed part of a three-year study of trade unions in a changing society, also discusses the upsurge of white-collar unions and criticizes banks that refuse to recognize the National Union of Bank Employees in their favor.

The Union membership in Great Britain approximately 9,800,000 workers. The working population is 23,000,000.

The United States in recent years, unions have dramatically increased their ranks. Since 1948, there has been a total increase of approximately 500,000 workers.

Charters to Local 389

An OEIU charter has been granted to Local 389, La Tuque, Quebec, following the successful organization of some 780 office and camp clerks employed in the Woodlands Department of the Canadian International Paper Company, and a second Local Representative Romeo Corbel. This is the second Woodlands Department of CIP organized in Canada. The first Local 378 was successful in covering employees of the company throughout Canada.

Highly organized in the recognized by government representatives and the local company government employees have their own associations not affiliated with other groups and are considered the exclusive bargaining agent for all white-collar employees in the local area.

This was necessary since Local 40 percent of the company employees formerly employed by B. C. Electric, excluding the former employees of the B. C. Power Commission.

The B. C. Labour Relations Board has decided to represent only Hydro Authority employees employed formerly by B. C. Electric, excluding the former employees of the B. C. Power Commission.

As a result of organizing effort, the hydro system in the province includes the Hydro Authority.

The campaign was led by Business Agent Gillette Beuregard, who was assisted by a very active organizing committee of company employees during the early stages.

The campaign was initiated by Business Agent Gillette Beuregard. The campaign was successful in securing agreement on an outstanding agreement covering employees of the OEIU membership at meetings with the employer. After most of the employees indicated their desire to be represented by the OEIU the petition for certification was filed.

The Montreal local was also successful in organizing white-collar employees and representatives of the Quebec Hospital Association Service. The Blue Cross plan for the Province of Quebec.

This was a significant victory for the OEIU in Montreal since the local is the first in the province that these sales personnel will be an inclusion for all the office-clerical employees to seek improved working conditions through the OEIU.

The final organizational accomplishment was scored among 70 employees of the Building Trades Joint Committee. Business Agent Beuregard brought this campaign to a successful conclusion following up leaflets furnished by Representatives of the local.

In this campaign were Local 57 President Roger Jonnson and Secretary Phil Lamoirex.

Rutger’s Awards Best Labor Unionism Degree

The first certificate in Labor Unionism ever awarded has been presented to Rutgers University’s University to Secretary-Treasurer and Business Manager Nicholas Julianna of Local 152, Newark, New Jersey.

The certificate is the culmination of a four-year program of evening classes conducted by Rutgers, during which the student missed only one night’s class, “Pep” Anthony, Business Manager of the OEIU.

Brother Julianna was instrumental in formulating the course requirements, and Rutger’s Program’s Labor Unionism Consulting Committee, was responsible for development for development of Labor Leader.

The courses included in the program deal with the American political system, economics, history, and English.

Standard Oil’s Assets 7 Times That of Labor

According to Secretary of Labor Arthur Goldberg, labor organizations in the United States have net assets of approximately $1.3 billion. This estimate is based on reports filed by these organizations as required by the Landrum-Griffin Act.

This total contrasts sharply with the total assets of the 20 largest industrial corporations of $4.8 billion.

In fact, Standard Oil of N. J. had assets in 1960 nearly seven times that of the smallest labor organization in the country’s labor movement.

The Department of Labor reported the typical U. S. local had assets of $49,000 for the year, a net worth at the end of the year of $22,276 and paid its officers an average of $767 for the year.
Local 395 Signs First Pact with PRIDCO

Present at the ceremony marking the signing of the first agreement between Local 395 and PRIDCO were: Standing, left to right, Adelmo Barra, PRIDCO President; Mr. Gaspar Roca, Jr., President and General Manager of Continental Baking Company; Mrs. Rafael Orama, Executive Board Member; Mrs. of PRIDCO; Mr. Rafael Orama, President of Local 395; Pedro C. de Niveres, Sub-Secretary; Mr. Roberto Avila, and Mrs. Mary M. Caudina, Secretary of Local 395.

Local 251 Signs

With the assistance of Federal Mediator Fred Ferguson, Local 251 last received an agreement with Sandia Corporation, Albuquerque, New Mexico, an atomic energy establishment.

Negotiations were conducted by Local 251 jointly with the Metal Trades Council pursuant to the wage-negotiation clause contained in a two-year contract signed last year with Sandia, a Western Electric subsidiary. Effective July 6, 1962, the 1,255 employees represented by Local 251 will receive a 2.5% general wage increase. Weekly salaries will now range from the lowest grade at $71.90-$80.95 to the top grade at $139.60-$154.50.

Paul J. Cruz headed the Local 251 Negotiating Committee and was ably assisted by OEIU Vice President Frank Morato.

Local 251 Negotiating Committee

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D.C. Local 2 Signs

President John P. Cahill, Local 2, Washington, D.C., announced today that the labor agreement with the Continental Baking Company was renewed and provides for a 10¢ per hour wage increase retroactive to May 1, 1962, and an additional 10¢ per hour on May 1, 1963.

In addition, improvements were made in holiday provisions, a new sick leave program was inaugurated, and the company likewise has agreed to study the health and welfare program with a view to liberalizing certain benefits under the program.