OEIU Leads All Unions in '62

OEIU Represented at TCU Conference

"Collective bargaining is still the best means of settling differences between labor and management."

This was the conclusion reached by many of the 399 people who attended a recent Conference on Collective Bargaining and Arbitration held at Texas Christian University.

OEIU Int'l Vice President—Frank E. Morton (second from right) and J. B. Moss, President of OEIU Local 277 (right), participated in briefing sessions which discussed and analyzed the process of collective bargaining and arbitration.

Dr. Murray M. Rolfsen (standing), Conference Director, said: "As evidenced by the attendance and by comments of those participating, the conferences are well received and growing in importance and influence."

The other gentlemen seated at the conference table are five editors of the Bureau of National Affairs, Inc.

13c Hourly Increase for Local 137

Elmira, N. Y.—OEIU Int'l Representative Bud Manning reported the signing of a renewal agreement between OEIU Local 137 and the Remington Rand Division of the Sperry Rand Corporation.

The renewal agreement calls for a 13 cents an hour across-the-board general wage increase, and improved hospital, surgical and medical benefits.

A duplicate contract was also negotiated on behalf of the Service School employees of Remington Rand.

Members of the Negotiating Committee of Local 137 who assisted Rep. Manning with these negotiations included—Charlady Mildred Milligan, Catherine Ackley, Kay Nigle, Marian Merrick, Theresa Burdick and Dorea Smith.

The Negotiating Committee reported that the membership enthusiastically ratified the agreement which is retroactive to December 1, 1962.

Organizes Most Clericals Through NLRB Elections

Fewer Jobs and Lower Pay

Beginners’ jobs are hard to find, white jobs for mature and experienced clerical and secretarial workers are even scarcer.

This decline is attributed to entry into the labor market of an increasing number of women white collar workers at a time when automation is starting to take over in an increased number of offices, where these potential employees would normally be employed.

The head of an employment agency catering chiefly to women employees said—"The increase in a number of available white collar employees has caused beginners’ secretarial salaries to drop considerably in comparison to just a few short years ago."

The new trend discernible in white collar employment bears out the OEIU’s contention concerning both the impact of automation and the need for a reduction in working hours.

Only a few years ago, the claim was made that expanding white collar job opportunities would replace declining opportunities in manufacturing and other blue collar jobs.

The Office Employes International Union once again demonstrated the fact that it is the leading union in the white collar field when it was announced by the Bureau of National Affairs that the OEIU had organized more clerical workers in 1962 through NLRB elections than any other union in the United States.

Out of a total of 51 elections conducted by the NLRB in new units, the OEIU was victorious in 26. The number of new members added to the ranks of the OEIU through the medium of NLRB elections totalled 4,120. This represents a total of more new members gained through NLRB elections than the UAW, the Steelworkers and the IUE combined.

Only One Close

The only union relatively close to the OEIU in second position is the International Brotherhood of Teamsters which is not affiliated with the AFL-CIO.

This organization was successful primarily in freight terminals. However, it should be noted that in each instance where clerical workers had the opportunity to choose between the OEIU and the Teamsters, the OEIU was the solid choice of the clericals involved.

Successes scored thus far in 1962 would indicate that the OEIU will continue to lead all other Unions in the white collar field.

The studies of NLRB elections have been published by the Bureau of National Affairs for the past six years. In each of these years, the OEIU has been the outstanding leader in the field among AFL-CIO affiliates in successfully unionizing white collar workers.

It is noteworthy that this leadership continued despite the numerous announcements of the Industrial Union Department of the AFL-CIO in recent years that it intended to wage large scale campaigns for office and clerical employees on behalf of industrial unions. The results are apparent for all to see. Industrial and blue collar unions have little or no appeal for office and clerical workers who

Top Officers of 17 International Unions Attend Seminar

A six day seminar, conducted by the Brookings Institute, was attended by 17 top officers of leading International Unions. Howard Cougill, OEIU President, was in attendance.

The seminar consisted of lectures by the nation’s leading economists which included Walter Heller, Chairman of President Kennedy’s Council of Economic Advisors. Willard Wirtz, Secretary of Labor, also addressed the seminar.

Other speakers included Kenneth Boulding, John Coleman, Martin Gainsbrugh of the National Industrial Conference Board, Eli Gitlinberg and Adolph Berle, Jr.

Brookings Institute will hereafter invite one of the top officers of all International Unions who have not as yet participated.

Stimulating, interesting discussions are intended to bring labor leaders up to date on the leading issues of the day.
OEIU Local 403 Signs First Agreement at NASA

A newly chartered local—OEIU Local 403—reached an agreement on a new contract covering more than 100 white collar plant employees at the National Aeronautics and Space Agency's Michoud, La., facilities—the OEIU's first collective bargaining agreement at a federal government space installation.

The members of Local 403 ratified their first collective bargaining agreement for a duration of two years and were the recipients of:

• Wage increases that ranged from a minimum of 15 cents to a maximum of 35 cents per hour. The overall average wage increase was 22.6 percent over a two-year period.
• Automatic promotions of wage increases of 5 cents an hour every four months.
• 13 days a year sick leave, unlimited accumulation.

The Company cannot unilaterally suspend the agreement or produce automated equipment that would eliminate OEIU members' jobs. If automated equipment is introduced, a 60-day training program for existing members of Local 403 is required for purposes of enabling them to learn how to operate the new equipment—thus protecting the members against job elimination.

Other important gains incorporated into the new agreement were: union shop; job improvement; improved working conditions; grievance procedure; jury duty pay; improved vacations; guaranteed 40-hour workweek; pay for jury duty or court witness; unit-wide seniority; job posting and bidding and 30-day trial period for all promotions, and an employee promoted will be guaranteed a minimum of 5 cents

Local 5 and Consolidated Sign First Agreement

In addition to the wage increase, the negotiations committee—Ronnie S. Tardo, who is also President of Local 403; Chester E. Spring, Vice President and Alfred L. Berac, Sec.-Treas. of Local 403—negotiated the agreement with the assistance of J. B. Moss, special representative, and Fred Dennington, OEIU International Representative.

The new three-year agreement for the office and clerical employees in this trucking company was wage increase ranging from 10 cents to 42 cents an hour increase retractive to Dec. 1, 1962. Under the terms of the agreement, the members will also receive an average increase of 7 cents an hour the first and second anniversary dates of the contract.

Local 46 and Public Utility Reach Agreement

Tampa, Fla. Local 46 has completed negotiations of a renewal collective bargaining agreement with Tampa Electric Company covering approximately 200 employees.

The new agreement is for a two-year period and provides for a wage increase of 3.85 percent effective Feb. 1, 1963, and, an additional wage increase of 3.70 percent the first anniversary date of the agreement.

In addition to the above average wage increase, job improvement were made in the sick leave plan, and other improvements which will benefit the employees employed by this utility company were also included in the new agreement.

The company has also agreed to meet with a joint committee representing the OEIU and IBEW to analyze and further improve the insurance, welfare and pension plans.

Members who represented Local 46 in these negotiations were: Jack J. Fricks, Chairman and President of Local 46; James C., Roy Hagan, Ronnie Tardo, Roy Hagan, Alberto Martinez, Ronnick, Ward

Tilley, Floyd S. Hagan, Clyde H. Harries, and Charles F. DeWolf, assisted by OEIU Int'l Vice President J. O. Bloodworth.

9 Percent Wage Increase

OEIU Local 123 reported the ratification and acceptance of a renewal agreement with Wilson H. Lee Company in Orange, Conn.

The agreement, which is of a two-year duration, calls for a wage increase of 9 percent (this year) and an additional 6 percent next year.

An improved vacation schedule was also negotiated whereby vacations can be taken when earned rather than on the old basis of anniversary dates. There was also considerable improvement in the sick leave provisions of the contract.

Elsie Fiepfer, Floyd Clack and Maureen Hicdon were the OEIU representatives on the negotiating committee for Local 123 who negotiated the renewal agreement.
Local 57 Signs Building Trades

OEIU Local 57 has signed their first collective bargaining agreement with the Building Trades Joint Committee covering 103 employees for a one-year contract.

The agreement was unanimously accepted by the members at a contract ratification meeting.

Benefits and wage increases won through collective effort are retroactive to Jan. 1, 1963.

The agreement provides full automatic progressions ranging from $2.50 to $3.00 a week every six months. In addition, based upon job classifications, the 45 office and clerical employees have received wage increases ranging from $2.00 to $15.00 a week, and 60 inspectors have received wage increases ranging from $5 to $15 a week.

Local 57’s agreement also includes modified union shop; new provisions for premium pay for overtime; up to 4 weeks of paid vacation time; 11 paid statutory holidays; full seniority rights with respect to promotions; lay-off and recall and a clause protecting full maintenance of privileges and salaries.

Canadian Joblessness Endangers Fund

OTTAWA, Ont. — Canada’s Unemployment Insurance Fund, which hit a peak of about $508 million in 1956, dropped to a “d starter level” of $2.5 million at the end of January with heavy drains ahead.

Contributions during January—from employers, workers, and the government—totalled $3.3 million but payments to unemployed workers amounted to $58.5 million, or $27.1 million more.

OEIU Local 9 Stops Co. from Sub-Contracting

An unfair labor charge by OEIU Local 9 against National Food Stores, Inc., a Trial Examiner from the NLRB found that the company abolished jobs of the inventory clerks, terminated the employees and sub-contracted the work because the company wished to rid itself of OEIU Local 9, thereby violating the Labor Act.

The parties met for bargaining and Local 9 offered a contract to the company instead of offering counter-proposals. Instead it wished to continue talking with the company because it was willing to discuss with Local 9 the possibility of reassigning the clerks to other jobs. The clerks refused. The work was then contracted out after which their jobs were abolished and the clerks were fired.

The company took the view that because it was willing to give the clerks other jobs and discuss this issue with Local 9, it did not violate the Labor Act.

The Examiner disagreed with the company, concluding that the clerks had unanimously voted for Local 9 in a unit agreed to by the company as appropriate. Before they could engage in collective bargaining and before the union could discuss working conditions, the company abolished their jobs and prevented the very collective bargaining which was the purpose of the representation election.

Higher Education for the Rich Only?

Last year 100,000 of this country’s brightest high school graduates enrolled in college. Another 150,000 previously in college did not return. Their grades were high but their funds were low.

There is just a few of the facts revealed in a series of articles on the high cost of getting into college by Dr. B. Fine, education editor of the New York Times, and S. A. Eisenberg.

Cost Double

The authors note that cost of a college education has more than doubled in the last 10 years, and more than half of the families with children at college have an annual income of $5,000 or less.

“Few families in this bracket can pay college expenses from current income,” they said. “Even fewer have any savings for education.”

As an example of how we are wasting and losing our brainpower, they cite a recent statement of John B. Follen, alumni secretary of Ohio State University: “Ohio State University denied scholarships last year to 3,000 applicants, including 33 high school students, because funds ran out.”

The authors stated a majority of American parents are eager to send their children to college but only a few are able, however, to “purchase a four-year program at a cost which is within their means.”

Secretaries of Labor Praises Effort

Bob, Idaho—Maud Wright (left), Secretary for the Central Trades and Labor Council and Hope Joy Swift, Secretary for the President, Idaho State AFL-CIO, (right) who are members of OEIU Local 196, received praise and recognition from the Secretary of Labor for signing thousands upon thousands of letters for the various unions throughout the United States in behalf of the promotion of the apprenticeship posture stamp. Also pictured are: Roscoe H. Bert, (right) Acting Regional Director, Region XIII, Bureau of Apprenticeship and Training, U.S. Department of Labor, and Warren L. Cassidy, State Director, Idaho Bureau of Apprenticeship and Training.
Unemployment Compensation Standards Debated in States

Employer-dominated legislatures are meeting a squeeze on gravely depleted state unemployment insurance funds by pushing bills to disqualify thousands of jobless workers.

One legislature—in Wisconsin—has voted to slash benefits as well as cut the number of weeks workers entitled to receive them. Another legislature—in South Dakota—has passed a bill which would impose a waiting period of up to 13 weeks for all persons with past annual earnings over $6,000. The more the worker earns before losing his job, the longer he is required to wait before he can draw unemployment benefits. A $1 increase in minimum benefits will permit legislators to say they voted for higher jobless payments.

South Dakota's action was termed "a complete departure from the wage insurance principle under 'unemployment compensation'" by Raymond Munts, assistant director of the AFL-CIO Dept. of Social Security.

Munts, interviewed on Labor News, cited the Mutual Benefit Life Insurance Co. in its radio network, said the unemployment insurance situation has "been going from bad to worse in recent months." He gave this illustration:

"Pick any 10 unemployed persons and you will find that three or four are excluded from any benefits because of where they worked or the operation of eligibility requirements. One or two of these 10 have been out of work so long that they have exhausted their benefit rights and the remaining five are drawing benefits which average about one-third of their last wages. And two of the lucky five will use up all their benefits and be left before finding re-employment under current conditions."

On the plus side of the ledger:

- Arkansas raised its maximum payment from $30 to 50 per cent of the state's weekly average—on immediate $5 boost. An amendment to freeze the maximum at $35 was defeated, but raising automatic increases as average wages rise in the future.
- West Virginia raised benefit maximums $3 a week and, contrary to the trend, succeeded in relaxing disqualification rules for workers discharged for misconduct.
- Idaho strengthened its fining by raising the wage base on which employers must pay taxes. A bill to cut benefits by 10 to 90 per cent for those whose past earnings were equal to or greater than a base —a variation of the South Dakota law—began to move in the Senate but was killed in the House.
- Utah raised the taxable wage base from $3,000 to $4,200; but the bill at the same time raised the requirement for past year's earnings from $400 to $700.
- Arizona bill to raise maximum benefits from $53 to $40 each week passed the Senate and is pending in the House.
- A Senate-passed bill in New Mexico which raises the benefit ceiling from $36 to 45 per cent of average weekly wages—currently $51.
- Delaware has hopes of eliminating unemployment benefits altogether for jobless persons. The report from Massachusetts is that a higher maximum, with no strings, "will make a difference." Alaska anticipates favored action on improvements in its compensation law; several other states are "hopeful.

Most improvements carry strings, however. Tennessee raised its benefit ceiling to $66 from $56. The previous standard 22 weeks of benefits was raised to a range of 12 to 26 weeks with eligibility limited to those who worked steadily before losing their jobs, and cut the entitlement of others.

In addition, disqualifications would be made permanent for as long as the worker is unemployed.

In Minnesota, Ohio, Colorado and Michigan—where Republicans control both houses of the legislature and the governorship—ills in workers extant owing lows pose serious threats.

One-third of the persons receiving unemployment compensation in Michigan would have their benefits reduced or be disqualified completely under an employer-backed bill which has passed the Senate and was up for debate in the House as the White Collar went to press.

It contains a "sweetener" in that a minority of workers would be entitled to higher benefits (16.4 instead of 15.8—33 per cent as compared to 5.4 and 40 weeks instead of 26.

But thousands of seasonal workers who had been entitled to 26 weeks would be disqualified under the new law. Allowing the jobless persons to find work and complete their "benefit week" or work weeks resulted in a bill which a leading expert termed "rogue bill for initially disqualify workers for 26 weeks.

The Colorado Senate passed, 24-9, a State Chamber of Commerce bill which:

- Reduces maximum benefits from 32.5 weeks to 26 weeks.
- Requires a longer period of employment to qualify for benefits.
- Bars payments when an employee is out of work as a result of "any labor dispute," not just strikes.
- Disqualifies payments during the period covered by separation pay or re-employment vacation pay, and reduces the amount payable by the total of such pay.

Rep. George Ackerman of New York proposed a 25 per cent "bonus" above the maximum normal for persons with work records of at least five years of steady employment before becoming jobless.

Legislation pending in Michigan would add new disqualifications to the unemployment compensation law and, the State AFL-CIO reports, "would practically repeal the Ford-Canton decision" of the State Supreme Court, which permitted payment of compensation to workers killed by a strike in an out-of-state supplier plant.

The report from Ohio is that a "definite likelihood of unfavorable unemployment compensation legislation. Employers pushing for a bill which would cut most of what it contains, have passed the Senate and is pending in the House.

And in Texas, the word on unemployment compensation is this year: "If any legislation comes out, it will very likely be unfavorable.

James McDevitt Dead

James L. McDevitt, National Director of the AFL-CIO Unemployment Compensation Committee, died of a heart attack on January 31, 1963 at the age of 46. He was a man of vision who saw the relationship between unemployment compensation and other labor movement issues. He was a tireless worker and an inspiration to all who knew him.

James McDevitt was born in 1917 in Philadelphia, Pennsylvania. He attended Temple University and graduated with a degree in Economics. He was an active member of the American Federation of Labor and the Congress of Industrial Organizations (CIO).

McDevitt joined the AFL-CIO in 1946 and worked tirelessly to improve unemployment compensation programs across the country. He was instrumental in helping states pass laws that provided more generous benefits to unemployed workers. He was also a strong advocate for the extension of benefits to seasonal workers and for the elimination of disqualification rules that unfairly penalized workers who had worked for a short period.

McDevitt's legacy is one of dedication and commitment to helping unemployed workers and improving the lives of those who have been affected by unemployment. His contributions to the labor movement continue to be felt today, and his memory is upheld as an inspiration to all who work towards a more just and equitable society.