K. of C. Office Workers Ratify 3-Year Pact

Local 329 office employees of the Knights of Columbus, Supreme Headquarters have voted overwhelmingly in favor of a three-year agreement which includes a package increase of 25c per hour.

International Representative Justin Manning said the new contract provides for a wage increase for each of the three years. There will be a raise of 25c per hour for the first year and $2.00 per week for each of the remaining two years.

The contract also includes full payment of Blue Cross benefits by the Order, improved provisions for sick leave, and a considerably strengthened seniority clause. The renewed

(Continued on page 3)

Oklahoma Credit Union Signs

O.E.I.U. Local 330 has just completed its first agreement with the B.F. Goodrich Federal Credit Union in Miami, Oklahoma. The new initial contract provides for a Grade I pay increase of 20c per hour and a Grade II pay increase of 25c per hour.

The contract includes a CUNA Mutual pension plan, jury duty, funeral pay, seniority protection, sick leave, a check off union shop provision, vacation, paid expense for performing credit union duties, unemployment tax paid, and eight paid holidays.

The Local 330 committee was Barbara Crew and Sybil Pulp. They were assisted by Neil Wells, president of Local 318; Bob Paul, treasurer of Local 318; and O.E.I.U. Vice President, Frank Morton.

San Francisco's first steamship company was signed on November 8. Present at the event, left to right, standing, were steward Clifford J. McCutie; Marshall A. Perkes, administrative assistant at States Marine-Isthmian Agency; Phyllis Mitchell, Local 3 business manager; and stewards Arnold M. Baptiste and Robert Batchelder. Seated is vice president and Pacific Coast manager of States Marine-Isthmian, Mr. J. A. de la Peña.
Kerr-Mills Falls

The Kerr-Mills medical assistance for the aged program is a flop, in the words of a Senate Subcommittee headed by Senator McNamara of Michigan.

In most states, to be eligible, the Senate Subcommittee found, a person must be near death. Though eligibility tests severely limit participation in the program by aiding senior citizens. Benefits vary widely from state to state and in most cases are inadequate.

High administrative costs deprive recipients of real benefits. In Tennessee, it costs $96 to pay $1.00 in benefits; and in four other states, administrative costs amount to 25% of benefits paid.

The failure of 22 states to provide matching funds has deprived indigents over 65 years in those states from receiving any assistance. As a result, less than 1% of those over 65 years have been the recipients of medical care.

The King-Anderson Bill, which would provide medical assistance for our nation's elderly through the Social Security system, is the only dignified and sensible method of helping these people and our country as well.

It is time for the Congress to adopt a measure that will work.

Corporate Profits

The Wall Street Journal in a recent quarterly compilation of profits declared that profits "seem to be certain to reach a record high for all of 1963." The newspaper's views were based on the July-September period reports, which indicate that profits will be 15.2% over the same quarter a year ago. This followed a 15.9% increase in the second quarter of the year and led the Journal to predict "Out of 15 industries, no less than 11 promise also to extend their earnings in the fourth quarter."

A few days after the Wall Street Journal's findings were reported, the Labor Department issued its unemployment figures which indicate that 5.4% of the nation's work force is unemployed. This is the sixth successive full year that unemployment in the United States has exceeded 5%.

In the face of these figures, it is difficult to counteract the arguments of organized labor that automation and technological change are creating greater profits with fewer workers.

The AFL-CIO's contention that a reduced workweek is essential to combat unemployment must be apparent even to those who oppose the thinking of a reduction in working hours.

New Ideas in Organization

Nation-wide attention recently given to the Office Employees International Union's use of a simulated stock certificate which also served as an application for membership form in an organizational drive in the financial district of New York City calls attention to the need for a change in standard organizational techniques. Some of the leading New York newspapers described the rally sponsored by the OEIU on the steps of the Treasury Building in New York City which featured a name band and a top vocalistic and the distribution of the stock certificate application form. One leading newspaper reproduced the stock certificate and gave a great deal of attention to the preparations for the purpose of possibly the local's first time in many years that wide-spread newspaper and television coverage was given to a novel organizational technique.

It believes organized labor and the Office Employees International Union, which particularly faces the difficult task of organizing while collar workers in the United States and Canada, to devote time towards the use of new and more modern methods of attracting new members.

These new and successful methods should be called to the attention of all Local Officers of the OEIU charged with the responsibility of organizing the unorganized.

States Marine and OEIU Local 3 Sign First Agreement

(Continued from page 1)

OEIU Local 3, a series of negotiations took place which resulted in a one-year contract encompassing a 15 per cent across-the-board general increase, with adjustments and classifications up to $75.00 a month.

In addition to the general increase, an improved health and welfare program—a provision whereby the company agreed that it did not submit a pension plan superior to Local 3's plan as of August 1964, employees would automatically be covered by the OEIU Local 3 pension plan.

The vacation clause provides two weeks vacation after one year's service, three weeks after three years and four weeks after 10 years. A Christmas bonus of not less than one month's pay per year was incorporated in the agreement. In addition to nine holidays, the new contract provides for overtime for over 576 hours instead of the previous practice of overtime after 40 hours.

In negotiating sick leave, the union was able to obtain three weeks' sick leave the first year of employment, five weeks from one to three years of employment, seven weeks from three to five years of employment and 16 weeks from five to 10 years of employment. After 10 years of employment, in addition to the 16 weeks of sick leave, either full or half pay will be granted for the balance of the illness, depending on the circumstances and the nature of the illness.

In addition to the above, the contract provides that in cases of from one to three years' employment, in addition to the five weeks' full pay at full time, there will be three more weeks at half pay; from three to five years, in addition to the seven weeks at full pay, there will be five more weeks at half pay. From five to 10 years, in addition to the 16 weeks of full pay, there will be an additional 10 weeks at half pay.

The seniority clause provides for promotion from within on the basis of seniority. In addition to a severance pay, up to an equivalent of 39 weeks, the contract includes a clause to protect the employees in case of the introduction of automated equipment, usually referred to as a technological clause.

The employees of States Marine express deep appreciation to OEIU Local 3 Business Representative Phyllis Mitchell, and particularly International President Howard Coughlin, for making available the entire resources and personnel of the International. The employees of States Marine predict that this victory will result in the organization of the entire steamship industry on the West Coast.

OEIU Membership Scroll

Put in Truman Archives

Office Employees International Union

Honorary Lifetime Membership

Harry S. Truman

By directions of the Nineteenth Convention of the Office Employees International Union, assembled in Kansas City, Missouri, in June, 1967, our beloved former President of the United States, Harry S. Truman, in historic award this honorary lifetime membership in the Office Employees International Union with the deepest appreciation of all office and clerical employees for his devotion, courage, and understanding of the interests of all people who work for a living.


t-a-t-w-r-n-t

Season's Greetings

FELIX NANDDUL

Joyeux Noel

The International Executive Board takes this opportunity to wish to our members everywhere a

Merry Christmas and a Happy New Year

Howard Coughlin, President J. Howard Hicks, Secretary-Treasurer

Henderson Douglass, Director of Organization

J. O. Blandworth George F. Firth John P. Cahill Donald H. Hilliker William J. Martin

Donald K. Camp Sarah E. Kettceau Edw. P. Springer

J. E. Cargo John R. Kinzie Leo J. Wallace

William A. Lowe
B. C. Issues New Office Occupation Wage Order

The Province of British Columbia has issued a new Male and Female Wage Order (No. 34), applicable to those employees in office occupations. Highlights of the new Order are:

- 85¢ per hour minimum wage during first month of employment
- 90¢ per hour during second month of employment
- $1.00 per hour during third month of employment

Time and one-half of the employee's regular rate of pay for all hours worked in excess of eight hours in any day, except as provided in the Hours of Work Act.

Daily Guarantee
Two hours' pay at the employee's regular rate, except where the employee's condition is such that he is not competent to perform his duties, or has negligently failed to comply with the Accident Prevention Regulations of the Workmen's Compensation Board, and if the employee commences work, four hours' pay at the employee's regular rate, except where work is suspended because of reasons beyond employees' control.

Hours of Work
Eight in one day and 44 in one week except as provided under the Hours of Work Act of Sections 5 and 9 of the Order. (Consult full text of the Order for details.)

Payment of Wages
At least semi-monthly.

Regal Period
At least 32 consecutive weekly hours, except where other arrangements are approved by the Board.

Prior to the Order, Opal Skilling, Secretary-Treasurer in behalf of Local 15, submitted a brief of testimony calling for a wage minimum of at least $1.25 per hour.

Regina Local 397 Initiates Members
A new phase of organization was entered when the Saskatchewan Insurance Office and Professional Employees Union, Local 397 of the OEIU, welcomed into its ranks members from two organizations outside the insurance field.

New initiates at the ceremony representing the C.C.P. Saskatchewan Division of New Democratic Party at the C.C.P. Publishing and Printing Co. Ltd. were John Breton, Marina Drabit, Fern Hettema, Anne Kraatz, Cecile Jelskini, John Staudt, and Ivy Trail.

OEIU Vice President William Lewis reports that negotiations are concluded and a contract signed for these new members.

S.G.O. employees also initiated were R. L. Doane, E. Gieshauer, Alec Kopel, Eric Petrie, Vivian Peterson, Nadine Siebert, and A. D. Somers.

Local 397 President Harry Van Eys, who presided at the initiation ceremony, noted in his welcoming remarks that the occasion was important in that the two new organizations were the first to enter the membership of Local 397 outside the Saskatchewan Government Insurance Office.

The S.G.O. joined the OEIU early in 1962. The opening of an open charter opened up new horizons, stated Van Eys.

The union committee is composed of President A. E. Mazzaurla, Norman and Joel Plenier, Florent Pelletier, M. Dufour, and Romeo Corbeil, assisted by International Vice President Leo J. Wallace.

Canadian Educational Conference

This fall's Canadian Educational Conference held at Quebec City, P. Q., took place on October 19 and 20.

OEIU Certified at Bell Telephone Co. of Canada

On November 1st, the Canada Labour Relations Board certified the Office Employees International Union, Local 57, as bargaining agent for the 100 salesmen and saleswomen of the Bell Telephone Company of Canada, Eastern Region of the directory sales department (Yellow Books), located in Montreal, Quebec, and Ottawa.

The Bell Company strongly contested the application on the ground that the unit was not appropriate and that all previous certification for other employees of the company were issued by the Labour Relations Board on a national system-wide basis.

The Board in issuing the certification to the OEIU Local 57 stated: "The employees in the proposed unit are not directly engaged in the operation of the system-wide communications operation of the company but comprise the directory sales force whose activities are within the Eastern regional area. While a system-wide bargaining unit of this sales force might constitute an appropriate collective bargaining unit, we do not consider, in the circumstances of this case, the unit applied for in this instance to be inappropriate.

Romeo Corbeil, international representative, reports that in winning this case before the board the OEIU had scored "a great victory." This is the first instance that a union affiliated with the AFL-CIO had been certified within the Bell Telephone Company of Canada, who employ some 25,000 employees.

The employees firmly supported the OEIU in its organizing campaign by signing at the rate of 85%. The spirit is high, and the group is now negotiating their first collective agreement.

Dues Check-Off Granted in P.Q.

Quebec — The Provincial Government will now permit a voluntary and irrevocable check-off in the collection of union dues for recently unionized civil servants.

Premier Lesage said that the check-off would be given to employees of the Quebec Auto-Route Authority, teachers of specialized education, and school inspectors, all of whom recently had their applications for certification approved by the Labour Relations Board.

This marks the first time in Quebec's history that Provincial civil servants have received certification and a check-off program recognition of their unions.

It is today, he believed, the only distinct "white collar" union which embraces in its membership insurance employees, office, and professional employees.

Local 81 Completes Organizing Drive

"Fims" has been written to an intensive organizing campaign launched last spring by Local 81.

Ten employees of the Fort William, Ontario, branch of the National Drug Company of Canada unanimously ratified their first one-year contract on October 1.

Monetary gains of as much as $34.00 per month were made in some categories, plus the establishment of classifications and an additional week's holiday for employees with 15 years' service.

The National Drug Company is one of the oldest wholesale distributing firms in this district—dealing in drugs, tobacco, and confectionaries. Representing this company are President W. R. Beam, Secretary-Treasurer W. Kozak, and P. Rogers.

Work Stoppage Time Losses Stay Low

Ottawa, Ont.—The number of man-days lost through work stoppages in Canada during September amounted to about one-eight hundredths of 1% of the estimated total working time, according to a report by the Federal Bureau of Statistics.

There were 63 stoppages involving 9,983 workers with a time loss of 86,320 man-days, the Bureau said, compared to 55 stoppages affecting 11,597 workers in August, with a loss of 73,340 man-days.

The August percentage was six-hundredths of 1%.

K. of C. Workers Ratify Pact

(Continued from page 1)

agreement retains the automatic wage-progression clause which calls for a raise every four months until the maximum is reached.

The pay scale the first year ranges from a minimum of $60.30 to a maximum of $145.55 for a 371/2 hour week.

President Johnson

(Continued from page 1)

must be strong in every way—militarily, economically, socially—America must be generous, wise, and prudent. America must above all be true to its destiny.

We know President Johnson shares these objectives. We know he will prove equal to the problems and challenges which await him. We extend to him—in this most tragic hour in the history of our great republic—our warm understanding and sympathetic support.

On behalf of millions of American workers and their families, we pledge to the new President of the United States of America our competent backing in the dark and dangerous days that lie ahead.
President of Local 338 Tells Of Strike’s End

Jo Officer received the award of “Miss Congeniality of 1963” from Audrey B. Boyland at the Powder Puff Club of Denver annual banquet, held at the Continental Denver Motor Hotel on October 12.

Miss Officer is treasurer of the Powder Puff Club, and Miss Boyland president. Miss Boyland was awarded the Championship of the Year award at the same banquet, as well as the Sportsmanship of the Year award.

The Powder Puff Club of Denver is one of the largest women’s stock-car racing groups in the United States. They race each Sunday evening in Denver at the Lakeside Speedway. From April until October, the Powder Puff cars race on the track, along with other trucks in the area, including the speedways at Colorado Springs and Cheyenne, Wyoming. Both award-winners are members of Local 5 OEIU in Denver. Miss Officer is one of the local’s executive board and on the board of the Local 5 Credit Union.

Miss Officer is employed by Navajo Freight Lines of Denver, and Miss Boyland by Denver-Chicago Trucking Co. They both served on the Local 5 negotiating committee for the trucking industry.

TVA Improves Retirement System

Discussing improvements in TVA’s retirement system are (left to right) A. R. Carson, business manager, Tennessee Valley Salicy Policy Council; A. J. Wagner, chairman of the TVA Board of Directors; and William R. New, member representative and vice chairman of the Retirement System Board. The Retirement System is administered by an independent board of directors. Three are elected by members of the System, three appointed by TVA, and the seventh selected by the other directors. The System is financed jointly by members and TVA.

After a thorough study of the System, all benefits have been substantially increased, effective January 1, 1964.

The improvements include much more liberal retirement benefits, particularly for members with 25 years’ service at age 55; substantially higher benefits at all ages; beginning at age 55, equal retirement income before and after eligibility for Social Security; greater death benefits; larger disability benefits; and a uniform 4 per cent interest rate on contributions by all members.

Present retirees, totaling about 1,000, will receive an upward adjustment in pensions. All of these increased benefits will be paid for by increased contributions on the part of TVA.

The study was made as the result of a request by the Tennessee Valley Salicy Policy Council in August 1962, following a survey of the members sponsored by local unions of the OEIU. The changes were approved by the TVA Board of Directors on October 24 of this year.

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Evaluational Conference

The Western Evaluational Conference was held in Los Angeles on November 2 and 3.

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"Miss Congeniality of 1963"

Local 32 Re-Signs Contract With Philip Carey Co.

After a series of negotiations utilizing the assistance of a federal mediator, Business Manager Nicholas Juliano of New Jersey Local 32 reports the signing of a renewed two-year agreement with Philip Carey Co.

Major gains in the new contract are a five cent per hour boost for each year of the two-year pact.

Termination of the need for a doctor’s certificate for one-day illness was obtained, as well as other fringe benefits in the area of sick leave.

The company manufactures roofing materials and employs 18 clerical workers.