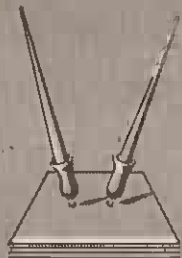




WHITE COLLAR

Official Publication of the Office Employees International Union



No. 208

FEBRUARY, 1963

17

OEIU SCORES ON 3 FRONTS

Elections Won at Oakland, New York and Puerto Rico

The Office Employees International Union continued its winning ways during the month of January in three separate elections conducted at widely scattered points.

We were successful in organizing the office and clerical employees of Sea-Land Services in Oakland, California, the Home Lines in New York and the Presbyterian Hospital in Puerto Rico.

The Sea-Land campaign, conducted by Vice President

John Kinnick, on behalf of OEIU Local 29, was of particular interest because of Teamster intervention in our campaign. Despite the fact we already represented the clerical staff of this company in New York, New Jersey, Houston and Puerto Rico, a Local Union of the Teamsters attempted to force the company to recognize it and place the workers under a master agreement in the California trucking industry.

Vice President Kinnick, who had been conducting a campaign among these workers for some times, on learning of the Teamsters tactics, petitioned the NLRB for an election. Thereafter, when the election was conducted, the OEIU was victorious in a close vote. The Teamsters, however, did not receive a single ballot.

* * *

The amazing aspect of the OEIU win at the Home Lines

in New York was the fact that the election was held during the period of the Longshoremen's strike.

With dock workers picketing across the street from the Home Lines main office, 50 employees, by a majority of more than 2 to 1, chose Local 153 as their collective bargaining representative.

When Local 153 became aware of the scheduled election date and knew, therefore, that the election would be

held during the strike period, it redoubled its efforts to insure a successful election knowing, however, that the effects of the strike might dampen the ardor for unionism on the part of the office and clerical staff of the Home Lines.

International Representative Joseph Powell emphasized the fact that a collective bargaining agreement would prevent the company using the clerical workers for loading and unloading baggage during strike periods.

Just prior to the election, radio and television programs carried accounts of the use of unorganized office and clerical workers doing baggage work at one of the major shipping companies. The promise of contractual guarantee against the use of the office and clerical workers of the Home Lines for such work was a major factor in our ultimate success.

Negotiations are already underway with the company.

* * *

AFL-CIO Puerto Rican Director Augustin Benitez and OEIU International Representative Heriberto Ortiz continued OEIU successes with a resounding 3 to 1 margin at the Presbyterian Hospital in Puerto Rico. In an election conducted by the Insular Labor Board, some 47 workers overwhelmingly voted for the OEIU.

Our campaigns in Puerto Rico are continuing to receive the sympathy and support of almost all segments of the organized labor movement.

Our negotiated collective bargaining agreements, which all resulted in substantial wage increases and improvements in working conditions, have received wide publicity.

This latest victory at the Presbyterian Hospital follows closely on the heels of successful elections at Colgate-Palmolive, Sea-Land Services, Waterman Steamship, Puerto Rican Development, Banco Obrero, and the South Puerto Rican Sugar Company.

Swedish Group Visits OEIU



OEIU President Howard Coughlin is shown pointing to maps which indicate the locations of our Local Unions throughout the United States and Canada to Technical Clerical Organization President Otto Nordenskiold and colleagues. The TCO is the federation of White Collar Unions in Sweden.

New Highs in Back-Pay Awards, Job Reinstatements

A year of record activity in nearly every phase of the nationwide field operations of the National Labor Relations Board was experienced during 1962.

Topping the list of new records established in 1962 was the collection of \$2,491,138.00 in back-pay for employees who suffered illegal discrimination in their jobs because they engaged in union activity or refrained from it.

This was an increase of 57 per cent over \$1,586,128 collected in 1961 and nearly three times the \$877,878.00 in back-pay collected during 1958.

Another record was the offers to 3,351 employees of reinstatement in their jobs after illegal discharge.

This was an increase of 49 per cent over the 2,248 offered reinstatement in 1961 as a result of unfair labor practice charges filed with the NLRB and nearly three and a half times the 972 such offers obtained in 1958.

During 1962, approximately 66 per cent of the employees accepted reinstatement.

Support the
1963
Heart Fund

OEIU President Meets With TVA Salaried Policy Council



Left to right: Howard Coughlin, OEIU President; Reeder Carson, TVSPC Business Manager; Joe C. Sparkman, OEIU Local 119 Vice President; Lane Kirkland, Assistant to AFL-CIO President George Meany; James A. Rains, TVSPC Secretary-Treasurer; Thomas M. Wingo, OEIU Local 273 President, TVSPC-OEIU Vice President;

Robert L. Woods, OEIU-PSSEU Local 394 Representative, TVSPC-PSSEU Vice President; Jesse L. Harris, TVSPC President; James M. Whitson, OEIU Local 119; F. Allan Dill, OEIU Local 268 President; John B. O'Kelley, OEIU Local 119 President.

WHITE COLLAR

Official Organ of
OFFICE EMPLOYEES INTERNATIONAL UNION
affiliated with the AFL-CIO

HOWARD COUGHLIN
President

J. HOWARD HICKS
Secretary-Treasurer

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New York, N. Y.

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AFL-CIO's Tax Position

The position of the AFL-CIO on taxes was set forth in a recent letter from AFL-CIO President George Meany to President Kennedy.

Mr. Meany urged a immediate cut of 12 per cent on the first \$1,000 of taxable income and a cut of 15 per cent on the second \$1,000. The present rate is 20 per cent on the first \$2,000.

President Meany stated "This form tax reduction will provide a measure of tax relief for all of the nation's taxpaying families, it will exempt no present taxpayer from a continuing obligation, and it will most immediately and effectively raise consumer demand and, thus, stimulate economic growth."

Mr. Meany concluded by stating that the place to start tax cutting is at the lower end of the income ladder and subsequently move upward across-the-board.

The AFL-CIO also called for a reduction in the corporate tax rate from 52 per cent to 49 per cent.

Mr. Meany's position reflects concern, not only for the working man and woman, but also for corporations as well.

Automation's Effects

Recent disclosures that many of our major firms are cutting large numbers of white collar workers from their payrolls as a result of automation reflects our predictions before the Holland Committee.

The President of a manufacturer of automatic equipment claims that when he walks through his drafting department, he has no way of knowing whether or not a draftsman gazing out a window is thinking creatively or merely daydreaming.

Two hundred concerns are now participating in an American Management Association program aimed at helping them uncover white collar inefficiency. The experts are now endeavoring to decrease the size of the break-even point by eliminating white collar personnel whose many duties have been taken over by the computer.

The Shorter Work Week

Numerous business firms are beginning to recognize that programs must be devised to alleviate the effects of automation.

The Kaiser Steel Corporation announced that it had consummated an agreement for its Fontana operations with the United Steelworkers of America to promote stability of employment, effect labor cost savings and to provide a plan wherein the workers involved would share in the profits achieved through increased production. Among many other benefits, the workers' share of the dollar gains of the company will be 32.5 per cent of the total.

The American Can Company, adopting a different approach, has agreed to grant nine (9) additional weeks of vacation to its employees with 15 or more years of service every five (5) years, in addition to their regular vacation. The company feels that this will enable it to hire more employees who ordinarily, without this plan, would not have been engaged.

While both of these plans will have some short ranged effect on employment in the companies involved, neither meet the long range problems resulting from automation.

A shorter work week is the only realistic answer. It has been proven time and time again that greater production has been achieved with a lesser number of man hours.

The argument that the 40 hour work week should be continued has no substance. More and more management representatives are becoming convinced that a substantial cut in working hours will be effectuated in the near future.

OEIU Local 89 and Crown Zellerbach Sign



Local Union President S. A. Mayor reported that a renewal agreement has been ratified by the membership and signed by the negotiating committee with Crown Zellerbach Corp., Mill Division, Bogalusa, Louisiana. Through collective bargaining, the negotiating team of OEIU Local 89 won a three per cent across-the-board general wage increase retroactive to August 1, 1962. The new contract also provided a pro-rata vacation allowance; reduction of the service time for a fourth week of vacation, and changes in maternity leave. Members of the negotiating committee for OEIU Local 89 and the company are, seated left to right: C. R. Dahl, Plant Manager; S. A. Mayor, President of OEIU Local 89. Standing, left to right: C. C. Eckert, Office Manager; Clyde Williams, Trustee Local 89; Mrs. Lillie Jones, Local 89 Trustee; Mrs. Bernice Moran, Local 89 Recording Secretary; and J. W. Brumfield, Local 89 Committee Member.

Contract Signed After NLRB Rebuts Teamsters

Martin McDermott, Business Representative of OEIU Local Union 33 of Pittsburgh, Pa., reports a successful renewal agreement with Teamster Local 249.

Negotiations were postponed somewhat because of an attempted raid by Teamster Local 72 to displace OEIU Local 33 as the collective bargaining union for all office employees employed by Local 249.

Local 72 of the Teamsters petitioned the NLRB for a certification but was denied an election by the NLRB because it was not competent to represent office workers.

The important business at hand was the negotiations of a contract which would benefit the members of OEIU Local 33. This was successfully accomplished.

The negotiations committee, led by McDermott, reported the following agreement:

- A wage increase of \$3.00 a week for all office workers, with a wage reopener in the second year of the agreement. The wage increase is retroactive to June 1, 1962.
- Four weeks' vacation, with full pay, after 18 years of employment.
- Three days' off with pay in the event of a death in the employee's family.
- Should any employee serve on Jury Duty, they will be paid full salary while serving on the jury.
- Pension plan covering all employees.
- Severance pay should the employee leave for any reason.

Joins Peace Corps



Miss Georgette Dority, a member of OEIU Local 30, Los Angeles, California, recently departed for Washington, D. C., to commence orientation training as a Peace Corps volunteer.

Pass This Copy
Of "White Collar"
To an Unorganized
Worker

OEIU Member Honored on 50th Employment Anniversary



Muriel Pontious was recently honored by the Brotherhood of Painters, Decorators and Paper Hangers of America on the occasion of her completion of 50 years of uninterrupted service with the Brotherhood. Sister Pontious, seated in the front row, third from the left, is surrounded by other members of OEIU Local 7, Lafayette, Indiana, who have a combined total of 458 years of service to the Brotherhood of Painters, Decorators and Paper Hangers of America. Pictured above are Wm. H. Rohrberg, General Secretary-Treasurer of the Brotherhood; Shirley Strain—21 years; Marie Hellwig—34 years; Mary Bazler—20 years; Helen Yopst—24 years; Dorothy Burton—20 years; Marguerite Doody—21 years; Mildred Rinbott—40 years; Alice Scowden—20 years; and Herbert L. Lindelof, Assistant to the Secretary-Treasurer. Seated, left to right, are: Mary Sellers—43 years; Helen Gamso—35 years; Muriel Pontious—50 years; Jeteve Pagett—53 years; Florence Tjepkema—39 years; and Harriet Ledermann—38 years.



CANADIAN FILE

Canadian Citizenship Month

The month of February will be observed throughout the Canadian Labour Congress as "Citizenship Month".

An essential part of good citizenship is the continual striving for economic and social improvements.

Organized labour has always been in the forefront in its efforts to obtain progressive legislation, particularly social legislation. While emphasis may vary from one section of the country to another, it is expected that during Citizenship Month, AFL-CIO-CLC Unions will use every opportunity to draw the attention of their members, and other citizens, to the need for action in two particular fields—medicare and unemployment.

The labour unions of Canada have taken the position there is an essential need for a health plan that will cover everyone and guarantee reasonable services when needed.

Support for "Medicare"

There is now a growing support for the term "medicare". But care must be taken to see to it when plans are introduced they meet the needs of the people and are something more than a substitute for the variety of privately operated plans now in effect.

Canada, which has one of the highest unemployment rates in the world must be of concern to every Canadian. Canada now seems to have reached a situation where unemployment is not only seasonal but a year round problem. Coupled with this is the problem of young people leaving school who find it increasingly difficult to obtain employment.

This adds up to a terrible waste of manpower and production and a heavy toll of human suffering.

Only by adequate and conscientious planning, rallying the thinking of management, labour, farmers and all other Canadians can a solution be found to remedy these conditions.

Local 378 Contributes To Labour College

As a result of a letter forwarded by OEIU President Coughlin to all Local Unions of the Office Employees International Union in Canada, wherein he stressed the need for contributions towards the creation of a Labour College, Vancouver, British Columbia Local 378 contributed \$250.00 as a donation towards this worthy project.

"Long Overdue"

Bill Swanson, Business Manager of Local 378, in his letter to Mr. M. Swerdlow, Registrar, stated: "A labour college is something long overdue in Canada and a great deal of credit is due people like yourself and the Canadian Labour Congress who have worked so hard towards this goal."

The drive to establish a Labour College of Canada is being conducted by the Canadian Labour Congress in association with the Unions, McGill University and the Confederation of National Trade University of Montreal.

It is anticipated that this College will be inaugurated in the Spring of 1963.

\$1.25 Minimum Proposed for Ontario

A resolution calling for a provincial minimum wage of \$1.25 an hour has been introduced in the legislature by Norman Davison, New Democratic Party member from Hamilton East.

At the present time, there is no minimum rate for men. There is a sliding scale for women who can be paid less, in smaller communities, than the 65 to 70 cents an hour paid in Toronto and Hamilton.

OEIU Petitions for Blue Cross Clericals

As a result of a four month campaign, led by Local 57 Business Representative Gilles Beauregard, a petition was presented to the Quebec Labour Relations Board for certification on behalf of 210 office and clerical employees of Blue Cross in Montreal.

House calls and telephone calls were the order of the day in this extended campaign. Group and joint meetings were held.

An Organizing Committee of the employees was appointed. The Committee, not only participated

in the campaign, but was apprised of the progress of all phases of the organizational program.

Local 57 opened an office near Blue Cross in order to be able to contact the employees at the noon and supper hours.

In view of the fact that a substantial majority of the employees have been signed, it is expected that the Quebec Labour Relations Board will soon certify OEIU Local 57 as the collective bargaining agent for these employees.

New Group Organized in Chicoutimi

Romeo Corbeil, OEIU International Representative, petitioned the Quebec Labour Relations Board for certification for the office, clerical and camp clerks of the Price Brothers Company, Limited, North Woodlands Division in Chicoutimi, Quebec. It will be remembered that the Office Employees International Union has agreements with the same company for their mills at Kenogami,

Jonquiere and Riverbend in Quebec.

The new group of 110 employees has already been chartered as OEIU Local 399. Their elected officers are Armand Laflamme, President, René Levesque, Vice President, P. Julien Tremblay, Secretary, Marcel Harvey, Treasurer, Gerard Tremblay, Guy Lanry and Wilfrid Gravel, Trustees.

Contract Signed at Montreal Blue Cross

OEIU Local 57 has signed its first collective bargaining agreement with the Quebec Hospital Service Association (Blue Cross) on behalf of its salesmen. This two year contract is effective January 1, 1963.

The contract provides a new wage schedule with automatic wage progression. The average weekly increase for the salesmen involved will be \$20.00 per week during the period of the contract. A new sales bonus plan has also been negotiated as contained in the agreement.

This initial agreement also provides for a check off of dues, seniority rights, improved vacations and sick leave provisions. There is also provision made for a liberal leave of absence in the event such leave is necessitated.

The Negotiating Committee consisted of Marcel Rochon, Michel Pinard, Renaud Falcati, and Giles Beauregard, Business Representative of Local 57. The committee was assisted by OEIU International Representative Romeo Corbeil.

Puerto Rico's Expanding Economy

The Island Commonwealth of Puerto Rico is still doing a brisk business as a special showcase for democracy.

Representatives of foreign countries, especially those of the struggling new nations of Asia and Africa, are sent regularly to observe the industrialization of a topical acreage a little more than a third of the size of the State of Vermont.

Puerto Rico's progress has been staggering. Per capita income in 1940 was \$121.00 a year. Today, after a period of 20 years, per

capita income has increased to nearly \$700.00 a year.

Adjusting to inflation and the weakened purchasing power of the dollar, personal income has still more than tripled.

Progress in Puerto Rico has brought new problems to the Island's economy. One of the worst and most easily recognizable problems is the traffic jam. The traffic jam is one of the main pre-occupations of the San Juan newspapers, in view of the fact that traffic fatalities have matched their 1960 record.

According to traffic fatality

Canadian 'Austerity' Policy Seen Drag on Jobs, Growth

Ottawa, Ont.—Sharp criticism of the economic policies of Prime Minister John Diefenbaker's government has been filed in a memorandum to the government by the Canadian Labor Congress.

The 1.5-million-member group forecast the government's austerity program would have a restrictive effect on the economy and would aggravate already serious unemployment.

The 7,500-word document, read at a meeting of CLC officers and representatives with Diefenbaker and his cabinet, covered a wide range of topics—automation, social security, treatment of persons receiving welfare, labor legislation, strikes, broadcasting and international affairs. The presentation of such statements by various groups is a long-standing tradition, believed to be peculiar to Canada.

A discussion of economic matters was a major part of the labor memorandum. The CLC said it would be unwise to regard emergency import restrictions as a long-term solution to economic problems.

"Such restrictive measures are out of step with today's need for substantial liberalization of world trade," the brief said. "They are out of step with the important tariff changes which the Kennedy Administration is seeking to bring about between the United States and Western Europe. Liberalization of trade, however, should not be at the expense of any one industry or industries. There must be adequate compensation for any employees and employers affected."

Cutbacks in the government's building and expansion program have reduced already limited employment opportunities, the CLC said. Citing gross national product figures, the memorandum commented:

"What has been happening is that Canada has been standing virtually still, or slipping backward, while other countries have been forging ahead. We simply cannot afford the wastefulness of capital goods used below capacity or the nonproductivity, let alone the inhumanity, of idle manpower."

Proposals advanced by the CLC included: assistance to secondary industry to compete effectively with foreign products; export subsidies under certain circumstances; seasonal shifts in monetary and fiscal policies to encourage winter construction; special forms of regional aid; and massive expansion in the public sector of the economy.

The unions found satisfaction in increased support for economic planning.

"We wish to stress now, as before, the importance, even the urgency, of a program of economic planning so that the material and human resources of our country can be fully and effectively utilized to strengthen our economy, to stimulate business and to give our workers jobs," the CLC said.

The government's suggestion of a National Economic Development Board was welcomed, and the hope was expressed that it would be truly representative with members nominated by the organizations concerned.

The labor group also referred favorably to the announced intention of the government to aid employers and workers in meeting the impact of automation. The location of industry was also cited as one requiring attention in the face of a strong disposition by corporations to transfer plants from one locality to another to gain advantages for themselves.

"The transfer of a plant from one location to another may result in loss of jobs, in lost savings represented by homes rendered valueless, a dislocation of family life and other severe social and economic disturbances," the memorandum said. To the community which has been deserted, the loss of a plant or industry may mean blight and industrial decay.

The corporation is already required to meet certain standards for the protection of employees and public, it is consistent with the evolution of such policies that corporations should be required to justify any proposal to locate or relocate in the light of public interest."

White Collar Salary Levels in U. S.

Between the winter of 1960-61 and 1961-62, average salaries rose 2.7 per cent for employees in professional and administrative occupations and 2.9 per cent for those in clerical occupations.

In a majority of the occupation work levels surveyed in this and the previous (1960-61) survey, increases in salary levels were within a 2 to 4 per cent range.

Among the 75 professional, administrative, technical and clerical occupations, work levels studied, average monthly salaries in the winter of 1961-62 ranged from \$245 for clerks engaged in simple filing to \$1,866 for attorneys in

charge of legal staffs and handling complex legal matters.

For engineers, the largest professional group studied, average salaries ranged from \$559.00 a month for recent college graduate in trainee positions to \$1,631 for those in the highest among eight levels studied.

Average monthly salaries of engineering technicians, included for the first time in the annual survey, ranged from \$392 to \$661 among five work levels.

General stenographers, the largest clerical group represented in the survey, averaged \$338 a month.

statistics, Puerto Ricans are now killing themselves at the rate of one a day in automobile crashes.

In a gloomy sort of way, this reflects prosperity for the Island's

economy. In 1940, there were less than 27,000 registered vehicles in Puerto Rico. Now, there are approximately 202,000, an increase of almost 10 times.

from the desk
of the

PRESIDENT

HOWARD COUGHLIN



The Right to Strike

Those who would destroy the labor movement are using certain major strikes in the newspaper field and Eastern and Gulf Coast ports to justify their attempts to shackle unions with legislation which would make the Landrum-Griffin law appear to be pro-labor.

In a recent telecast, Charles R. Sligh, Jr., former President of the National Association of Manufacturers, stated that the strikes proved to him that labor unions should be placed under the anti-trust laws. The union shop should be outlawed and unions should be limited in size to the representation of workers in one company. Mr. Sligh's views are shared by the U. S. Chamber of Commerce. Senators Barry Goldwater and John McClellan appear to favor this type of repressive legislation.

The drive to place unions under anti-trust laws is gaining impetus with some segments of the public, because of a lack of information and a misunderstanding of effects of such legislation on our democratic institutions.

For example, the major firms in the electrical industry were found guilty of price fixing and were forced to pay certain "light" penalties. Down through the years, other firms or a combination of firms have been found guilty of fixing prices or creating a shortage of certain necessary commodities, or giving certain price advantages to certain retail outlets and refusing to grant similar advantages to others. Industry only, therefore, can restrain trade and be charged with same.

It has always been illegal for a union to conspire with an employer for purposes of fixing prices. This is the only way, under existing legislation, wherein a union can be found guilty of a violation of the anti-trust laws.

Proponents of the inclusion of unions under anti-trust laws argue that a union has the power in certain instances to shut down an industry. They always fail to state that if such power was wielded in cooperation with an employer for purposes of restraint of trade, it would be illegal. Those who favor this type of legislation are looking to shackle, if not eliminate, the power of unions in collective bargaining.

The use of the strike weapon in collective bargaining is perfectly legal and should never be tampered with. We find the right to strike eliminated only in countries living under a dictatorship or communist rule.

Unions in pursuit of increasing wages and improved working conditions cannot, under any circumstances, violate anti-trust laws.

Mr. Sligh's proposal to outlaw the union shop and to limit unions to collective bargaining with one company only gives us a truer insight into the reasons behind such proposals. Through such measures, a union could be rendered impotent and without value to its membership.

A single struck company, for example, could transfer its manufacturing operations to a friendly competitor during a period of strike. The union would be forced to surrender. Industrywide wage rates and health, welfare and pension plans would disappear.

Small corporations would be forced out of business by the corporate giants, when such result is desired. Free competition and unionism would exist only if and when the corporate giants in their beneficence allow it to happen.

We get a truer insight into the intentions of the proponents of crippling legislation for labor, when we examine the 10 point program proposed by the U. S. Chamber of Commerce. In addition to its opposition to the union shop and its proposal to place unions under anti-trust legislation, the Chamber of Commerce wants Congress to:

- Oppose a shorter work week.
- Remove the National Labor Relations Board's powers over unfair labor practices committed by employers.
- Oppose the extension of the minimum wage laws to hotels, restaurants and laundries.
- Defeat equal pay for women legislation as "not a proper subject for federal legislation".

White Collar Employee Cutbacks

According to figures released by the Department of Labor, the unemployment rate for white collar employees is constantly increasing.

One of the main reasons for cutbacks, or the increasing rate of unemployment among white collar jobs, is management's continual compulsion for more and larger profits.

A paper company recently discharged 23 of 100 employees in the company's general accounting office, and not necessarily in observance of the seniority principles

of collective bargaining contracts.

Over the past three years, a major electronic equipment producer has discharged employees from the purchasing, accounting, finance, engineering and marketing staff of several divisions by a total of 2,500 people, or 15 per cent of the company's total work force.

A major steel company which already has made wholesale reductions in its salaried ranks, is planning more cutbacks; over 1,000

office employees will be dropped within the next few months.

The white collar personnel cutbacks now underway haven't reversed the long term growth in white collar employment, but if the trend continues, it could mean that eventually a large body of jobless office workers will join the army of unemployed production workers.

And from all signs, efforts to cutback the white collar payroll will intensify in the future.

OEIU Endorses Cancer Society Crusade

April 1963 has been designated "Cancer Control Month" by the American Cancer Society.

Ralph Edwards, Chairman of the American Cancer Society, is determined to lead the Society in 1963 to its first \$40,000,000 crusade in the fight against cancer which claims the life of a man, woman and child every two minutes.

The American Cancer Society is currently spending more than \$11,000,000 on cancer research to support over 1,000 key researchers and thousands of technicians in hospitals, universities and other research institutions.

Since 1945, the Society has spent more than \$100,000,000 on cancer research.

The Society contends—"this research program must be continued and expanded if we are to make further gains against cancer."

Public support of the April Cancer Crusade will help make this possible.

The membership of the OEIU is urgently requested to contribute to this worthy program according to their means.

Local 277 Gains at A. R. A.

In a renewal agreement, effective October 1, 1962, Fort Worth

Local 277 gained wage increases ranging from 5 cents to 11 cents

Social Security Deductions

As reported in the January 1963 issue of White Collar, Social Security withholdings effective January 1963, increased from 3 1/8 per cent to 3 5/8 per cent.

To see what the increase to you means in dollars and cents, check the following chart:

| Annual Wage | In 1962, you paid for Social Security | In 1963, you will pay for Social Security |
|----------------|---------------------------------------|---|
| \$2,000 | \$ 62.50 | \$ 72.50 |
| 2,500 | 78.13 | 90.63 |
| 3,000 | 93.75 | 108.75 |
| 3,500 | 109.38 | 126.88 |
| 4,000 | 125.00 | 145.00 |
| 4,500 | 140.63 | 163.13 |
| 4,800 and over | 150.00 | 174.00 |

per hour. These increases will be added to the minima and maxima of the rate ranges. The interval wage progression steps were shortened from 15 months to 12 months.

Improvements were also effectuated to provide a more adequate distribution of overtime to meet the specific requirements of the membership.

The employer also agreed to pay \$18.00 per month per employee effective June 1, 1963, for purposes of greater insurance coverage.

The new agreement will run for a period of two years.

New Assistant U. S. Attorney



Clerk of the Court administering oath of office as Assistant U. S. Attorney to Thomas J. Lilly who was the former OEIU Director of Research. Joseph P. Hoey, U. S. Attorney for the Eastern District, is a witness to the oath-taking ceremony.

OEIU Local 228 Signs Agreement

George L. Dawson, President of OEIU Local Union 228, Springfield, Mass., reported the conclusion of negotiations and a settlement of a new collective bargaining agreement with the Savage Arms Corporation.

The new one-year agreement ratified by the membership of Local 228 provided an across-the-board general wage increase of 3 per cent.

Other "bread and butter" gains won through negotiations were: the company would pay a higher proportional share of hospital and surgical insurance and also increase the life insurance policy from \$1,500 to \$2,000 for all employees with 10 years of seniority or more.

Improved language relative to the seniority clause was written into the agreement, thereby strengthening the clause which would be more beneficial to the members.

- Repeal the Walsh-Healey and Davis-Bacon prevailing wage laws.
- Curtail the U. S. Employment Service and block any further activities of the federal government in employment of workers.

We should not have difficulty in recognizing the anti-labor character of the U. S. Chamber of Commerce and the National Association of Manufacturers. If they had their way in the thirties, fourteen million social security recipients today would be wards of the state.