OEIU SCORES ON 3 FRONTS

Elections Won at Oakland, New York and Puerto Rico

The Office Employes 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 time, 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 efforts 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 Herberto 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.

**OEIU President Meets With TVA Salaried Policy Council**

Robert L. Woods, OEIU-PPSEU Local 394 Representative, TVSPC-PPSEU Vice President; Jesse L. Harris, TVSPC President; James M. Whitson, OEIU Local 119; F. Allan Dill, OEIU Local 268 President; John B. O'Reilly, OEIU Local 119 President; Left to right: Howard Coughlin, OEIU President; Reeder Carson, TVSPC Business Manager; Joe C. Sportsman, OEIU Local 119 Vice President; Lane Kirkland, Assistant to AFL-CIO President George Meany; James A. Robie, TVSPC Secretary-Treasurer; Thomas M. Wingo, OEIU Local 273 President, TVSPC-OEIU Vice President;
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 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 taxing 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.

Automation's Effects

Recent disclosures that many of our major firms are cutting large numbers of white collar workers from their payrolls by using automation reflect our predictions before the Holland Commission.

The President of a manufacturer of automatic equipment claims that when he walks through his drafting department, he sees "eyes gazing out the window at the computer." He says that for a man to be unimportant in a 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.

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 range 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 affectuated in the near future.

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**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 negotiation 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. Bohl, Plant Manager; S. A. Mayor, President of OEIU Local 89; Standing, left to right: C. C. Eckert, Office Manager, Clyde Williamson, Trustee Local 89; Mrs. Little Jones, Local 89 Trustee; Mrs. Bernice Morin, Local 89 Recording Secretary; and J. W. Bumfield, Local 89 Committee Member.

Contract Signed After NR8 Robuts 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 unit 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 bargaining factor 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 reopen 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.

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

OEIU Member Honored on 50th Employment Anniversary

Muriel Pontius 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 Pontius, seated in the front row, right, 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. Pictures above are Mrs. H. R. Rohlberg, General Secretary-Treasurer of the Brotherhood; Shirley Stovall—21 years; Marie Hall—34 years; Mary Bason—20 years; Helen Yopi—24 years; Dorothy Burton—20 years; Margaret Murphy—21 years; Mildred Rapp—20 years; Alice Snodgrass—20 years; and Herbert L. Lindberg, Assistant to the Secretary-Treasurer. Seated, left to right are: Mary Sellers—43 years; Helen Gass—35 years; Muriel Pontius—50 years; Jette Pagel—53 years; Florence Timperman—59 years; and Harriet Ledermann—38 years.
Canadian Citizens Month

$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 Dixon, 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 countries, than the men, to the 65 to 70 cent 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 Beauger, a petition was presented to the Quebec Labour Relations Board for certification on behalf of 200 clerical and clerical employees of Bell Telephone 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 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. OEU 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 dozen clerical and craft clerks of the Price Brothers Company, Limited, North Woodlands Division in Chicoutimi. Recently remembered that the Office Employees International Union has agreements with the same company for their mills at Kenogami, Jolicoeur and Riverrand in Quebec.

The new group of 110 employees has already been chartered as OEU Local 399. Their elected officers are Arnaud Lefebvre, President, René Levesque, Vice President, P. Julien Tremblay, Secretary, Marcel Harvey, Treasurer, Germain Tremblay, Guy Laroy 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 February 3, 1963. The 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 salaried employee will be $2.00 per week during the period of the contract. A new salary bonus plan has also been organized as contained in the agreement.

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 nations of Asia, Africa and South America, are sent regularly to observe the industrialization of a topically scarce a little more than a third of the size of the State of Vermont.

Puerto Rico's progress has been staggering. Per capita income has increased to nearly $700.00 a year.

Adjusting for inflation and the well-known growing power of the dollar, personal income has still more than tripled.

In 1960, Puerto Rico had brought new problems to the Island's economy. One of the worst and most readily recognized problems is the traffic jam. The traffic jam is one of the main occupations of the San Juan newspapers, in view of the fact that traffic fatalities have matched their 1960 record.

According to traffic fatality statistics, Puerto Ricans are now killing themselves at the rate of one in a day in automobiles 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.
White Collar Employee Cutbacks

According to a report released by the Department of Labor, the unemployment rate for white collar employees is currently increasing. One of the main reasons for cutbacks is the increasing rate of unemployment among white collar jobs, an indication of the overall economic situation.

A paper company recently dismissed 250 employees in the company's general accounting office, and not necessity in observance of the seniority provisions 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 white collar 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.

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 shake up unions with legislation which would make the Landrum-Griffin law appear to be pro-labor.

In a recent telegram, 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.

Proposers 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.

Industry-wide 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 in an industry 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 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.
• Rule out 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".

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.

Local 277 Gains at A.R.A.

In a renewal agreement, effective October 1, 1962, Port Worth Local 277 gained wage increases ranging from 3 cents to 11 cents per hour.

Social Security Deductions

As reported in the January 1963 issue of White Collar, Social Security withheldings effective January 1963, increased from 3% per cent to 3.5% per cent.

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

- Annual Wage
- for Social Security
- in 1962, you paid
- in 1963, you will pay for Social Security

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New Assistant U. S. Attorney

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

OEU Local 228 Signs Agreement

George L. Davis, President of OEU Local Union 228, Springfield, Mass., reported the conclusion of negotiations and a settlement of a year-long collective bargaining agreement with the Armco 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:

- Pay raises for production workers.
- Improved language relative to the seniority clause was written into the agreement, thereby strengthening the clause which would be more beneficial to the members.

OEIU ENDORSES CANCER SOCIETY CRUSADE