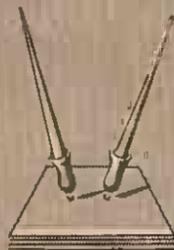




WHITE COLLAR

Official Publication of the



Office Employees International Union



No. 207

JANUARY, 1963

17

OEUU Wins At New Orleans

Right on the heels of victory at the Mercury Test Site, the OEUU won another outstanding NLRB election at the Michoud Air Base in New Orleans. Approximately 100 employees of the Mason Rust Company, which is the housekeeping contractor at the Michoud Air Base, voted overwhelmingly for representation by the Office Employees International Union.

The organizational campaign, waged over the past several months was led by International Representatives Fred Dennington and Gene Corum. J. B. Moss of Fort Worth, Texas Local 277 also assisted for a period of two weeks prior to the election.

Again, as in our win at the Mercury Test Site, we received the combined assistance of the Louis-

iana State Federation of Labor and the AFL-CIO Regional office. Lige Williams, Regional Director of the AFL-CIO and members of his staff assisted OEUU organizers. Victor Bussie, President of the Louisiana State Federation of Labor also gave invaluable assistance. Ronnie Tardo and Tom Radieker headed up the employees' committee which worked unceasingly to-

wards the eventual NLRB victory.

In an election conducted at the same time for the home office employees of the Mason Rust Company at New Orleans, the OEUU was narrowly defeated as a result of certain tactics engaged in by the employer. First, a number of employees not eligible were allowed to vote. Secondly, a series of illegal meetings were held by

the employer with various groups of eligible employees. Third, the employer instructed a number of pro-Union voters to stay away from the ballot place.

Objections to the conduct of the election have been made by the OEUU and are presently under consideration by the Regional Office of the National Labor Relations Board at New Orleans.

OEUU Board Endorses Los Angeles Drive

In a four-day meeting at the Belmont Plaza Hotel, December 3-6, the Executive Board of the Office Employees International Union authorized the participation of the OEUU in the AFL-CIO Los Angeles pilot organizational campaign.

Among other actions, the Executive Board:

- Denied a request for a separate charter by the Solidarity House unit of the UAW.

- Denied a request for a charter by the International Models and Artists Guild in Los Angeles.

- Appointed Vice President George Firth to compile information relating to the history of the Office Employees International Union.

- Entertained appeals from expelled members of Local 21. While agreeing with the findings of the Trial Board of Local 21, the Executive Board, however, regarded the penalty of expulsion as too severe and limited the penalty to a suspension of one month.

- Listened to a report by Vice President Bill Lowe on the activities of the White Collar Committee of the Canadian Labour Congress.

- Reaffirmed its previous position of nonaffiliation with the Industrial Union Department of the AFL-CIO.

Sarah Keenan Named

- Appointed Sarah Keenan, Business Representative of OEUU Local 28, Chicago, Ill., as a Vice President in Region VII to replace Helen Wise who recently submitted her resignation. (Picture, page 2.)

- Discussed the conference program and made sugges-

tions for subjects to be included in future Educational Conference sessions.

- Appointed Vice Presidents Cahill, Springman; Secretary - Treasurer Hicks, and President Coughlin, as a permanent committee to study strike expense experience and report back to future Executive Board meetings.

Defer Naming Site

- Deferred location of the convention city until information regarding hotel rates in San Francisco could be obtained. The Executive Board also asked Secretary - Treasurer Hicks to provide an estimate of mileage allowances to its next meeting if conventions were to be held in either San Francisco or Toledo, Ohio.

- Authorized an actuarial study of the OEUU Pension Plan.

Settlement Reached With Southern Greyhound



Signing of a new collective bargaining agreement between OEUU Local 215 and Southern Greyhound Incorporated. Seated left to right: OEUU Local 215 President, Ethel "Susie" Rose; Comptroller and Vice President of the Company, B. G. Tyler. Standing, left to right: A. E. Pendleton and C. M. Bayhi of Southern Greyhound; Shirley Delph of Local 215; OEUU Vice President J. O. Bloodworth; Josephine Elam of Local 215; Director of Labor Relations Henry Branson; Elsie Crews of Local 73, Jacksonville, Florida, and Rose Denma of Local 215.

After an agreement had been reached between OEUU Local 215 and Southern Greyhound Incorporated, Mrs. Ethel "Susie" Rose, President of the Local Union, reported the company had "reneged" on part of the agreement.

The agreement reached at the conclusion of negotiations was that all employees would receive an hourly increase of 8 cents the first year of the contract, 6 cents an hour increase the second year, and all employees with four or more years of seniority would receive an additional 3 cents an hour increase.

At a later date, the Negotiating

Committee met with management to proof-read the new agreement. At this meeting, the company told the negotiating team "the additional 3 cents an hour increase would not be given to employees with four or more years of seniority, but only to a certain few."

Based upon the unilateral action taken by the company, the Union committee informed the company, it would recommend a strike to the membership.

A strike by the Local Union would affect the company's transportation facilities in 13 states.

Faced with a possibility of a pending strike, the company

capitulated and resumed negotiations on the dispute of the additional 3 cents an hour increase.

An agreement was finally reached. The agreement was exactly the same the company had agreed to at the conclusion of the original contract talks—all employees with four or more years of seniority will receive an additional 3 cents an hour increase, and the across-the-board increase of 8 and 6 cents an hour would go into effect as originally agreed to between the parties.

The Negotiating Committee was also successful in winning a completely new sick leave schedule and improved vacations.

Right-to-Work States Losing Ground

In a study completed by a Professor of Economics reveals the following findings—"right-to-work" states are falling behind in a race for good wage standards.

This study, which was based on official government hourly and weekly wage and per capita income figures, was made public by an independent citizens' committee which opposes "right-to-

work" laws in the public interest.

The economist quoted government statistics, revealing the gap between high wage levels in "non-right-to-work" states, and low wages in states with "right-to-work" laws, have increasingly widened in the past eleven years.

In 1961, nineteen states had "right-to-work" laws in effect; twelve of those nineteen states

had such laws on their books in 1950. An examination of hourly rates paid in the twelve states reveal that in 1950 their average was 25 cents below the United States average.

By 1961, the average hourly rate paid in those states was 31 cents below the national average. For all nineteen states, the same comparison shows the average hourly rate was 21 cents below the U. S. level in 1950, and 23 cents lower in 1961.

Not only have "right-to-work" states not been keeping pace in

wages and income with states having free collective bargaining, but to the contrary, they have been falling further behind the national pace.

The so-called supporters of "right-to-work" laws have consistently stated, such legislation brings economic benefits to these states.

If their claim is accepted, that wages and other economic benefits are the result of "right-to-work" legislation, it is obvious this type of legislation acts as dampers and brakes, and not as stimulators of improvement and progress.

WHITE COLLAR

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

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Some Things Don't Change

An article recently published in "Labor's Economic Review" analyzes: "While most Americans are better off financially than they were five or 15 years ago, the gap between those at the top and bottom of the economic ladder shows no signs of narrowing. In fact, it has widened in recent years."

For example, in 1955, the high 20 per cent of the Nation's families received 43.2 per cent of the total after-tax family income, while the lowest fifth had only 5.2 per cent.

By 1960, the family income of the bottom 20 per cent had gone up \$205.00 but that of the top 20 per cent had risen \$2,485.00. As a result, the top fifth received 43.8 per cent of the total income, while the share of the bottom fifth had slipped to 4.9 per cent.

In other words, the rich get richer, etc.

Quote from Sec. Wirtz

Secretary of Labor Willard Wirtz recently stated: "A strike is a front-page headline; a peaceful settlement hardly makes the papers at all. The public image of collective bargaining is almost entirely in terms of its discord rather than its concord. This is an area in which, reversing the older truism, good news is no news at all."

Confusion Cleared Up

In the recent Congressional discussions concerning Medicare, the general public was treated to numerous conflicting statements from the American Medical Association on one hand and those who espoused medical care for the aged on the other, relative to the subject of health care coverage for the aged.

A recently released study by the Hospital Research and Education Trust, which is closely allied to the American Hospital Association, emphasized the following points:

- Only one-half of the aged (65 and over) have any health insurance.
- Coverage for retired persons is largely limited to non-group policies at higher rates.
- The aged are peculiarly and unpredictably vulnerable to medical expenses, and uniquely low in resources to meet these expenses.

The above findings which contradict the figures published by the American Medical Association will be difficult to refute.

The study conducted by the Hospital Research and Education Trust was directed by Walter J. McNerney, the current President of the Blue Cross Association.

Discounts Bargainable?

The National Labor Relations Board recently held that discounts given to employees on companies products fall within the meaning of "wages and conditions of employment."

The Board handed down a decision against a utility which discontinued a long established practice of giving workers a discount on gas they used for home heating. The Board held that unilateral action on the part of the employer in this case was a violation of the Taft-Hartley Law.

It ordered the company to reimburse the workers for all monetary loss they suffered by virtue of the unilateral action plus 6 per cent interest.

The Board, therefore, again affirmed previous precedents against the right of an employer to take unilateral action in eliminating any of the existing wage and working conditions historically enjoyed by employees.

Double Pay Standard Cited for Men, Women

Many employers practice a double standard of pay for men and women doing similar work, the Labor Dept. has reported.

In a booklet called Economic Indicators Relating to Equal Pay, 1962—Pamphlet 9, Government Printing Office—the department's Women's Bureau lists the results of a survey of job-hiring orders received by employment offices in five cities in 1961. All were in states which do not have equal pay laws.

About 120 examples of job orders with wage differentials were found in the five cities. Both skilled and unskilled jobs were listed, ranging from auditor, accounting supervisor, bookkeeper, clerk and typist to counter worker and dishwasher.

The cities were not identified, but hiring rates showed these variations:

- Bookkeepers, from \$60 to \$85 a week for women, and from \$65 to \$100 for men.
- Cooks, from \$35 to \$50

for women, from \$45 to \$65 for men.

- Counter workers, from \$33 to \$45 for women, and from \$35 to \$50 for men.

- Dishwashers, \$1.31 an hour for women, \$1.42 for men.

- Grocery checkers, \$60 women, \$75 men.

- Elevator operators, \$1.40 women, \$1.60 men.

The booklet also cited a Census Bureau report that the 1960 median wage income—the midway point—was \$3,293 a year for women and \$5,417 for men.

Mrs. Esther Peterson, Women's Bureau director and assistant secretary of labor, said in a foreword to the booklet that 22 states have laws requiring equal pay for equal work, but not all women workers in such states are covered by the law.

In other states, the only protection women workers have is by union contract or voluntary employer policy, she said.

Your Social Security Contribution

Starting with the first pay you receive in January, your Social Security contribution is increased by one-half of one per cent on the first \$4,800 of your wages. With this increase, your contribution

will be 3½ per cent on your earnings up to \$4,800 a year.

Your contribution, together with a matching amount paid by your employer is credited to the old-age and survivors insurance

Sea-Land Employees Make Gains

The Office Employees International Union and Sea-Land Services, Inc., agreed to a three-year master agreement, subsequently ratified by 475 clerical employees in New York City; San Juan, Puerto Rico, and Houston, Tex.

This master agreement is designed to apply in other Sea-Land offices where OEIU wins recognition.

The new agreement with Sea-Land provides a general wage increase of \$5.00 weekly, retroactive to November 9, and an additional \$5.00 weekly increase, effective 1963 and 1964.

In addition to the general wage increase, there were automatic wage increases of \$2.50 weekly in Grades 1, 2 and 3, and \$3.00 weekly in Grades 4, 5 and 6 which are guaranteed every six months.

Automatic increases will total \$15.00 and \$18.00 over 30 months. General and automatic increases will total \$30.00 and \$33.00 per week over the life of the agreement.

Other improvements in the master agreement covering OEIU Local Unions 129, 153 and 402 include a reduction in the requirements for a four-week vacation from 15 to 10 years and five weeks' vacation after 15 years of employment.

Sick leave was increased from 10 to 12 days a year accumulative to 84 days.

The Company's welfare payment to OEIU Locals 129 and 153 was increased from \$22.00 to \$24.00 monthly; a company-paid plan providing similar benefits continued in Local Union 402 in Puerto Rico.

Members of OEIU Local 129 in Houston, Tex., enjoyed a reduction in the workweek from 40

to 35 hours a week, conforming with the 35-hour week now in effect in Local Unions 153 and 402.

The master agreement was negotiated by Chief Shop Steward Buddy Baker, Shop Stewards Carmen Sangari, Brian Ahern, Madelyn Delaney, Charles Messina, Frank McCort, Joe Scully, Charlie O'Donnell, Jack Durking, Local 153 Business Representative Warren T. Mulligan, assisted by OEIU Director of Organization H. B. Douglas.

Oakland Settlements

Renewal collective bargaining agreements were negotiated between OEIU Local Union 29, Oakland, Calif., and the following companies:

The Contadina Cannery agree-

New Vice President



Sarah Keenan of Chicago has been appointed an OEIU Vice President. (Story on page 1, column 1.)

trust fund and the disability insurance trust fund. By law, these funds can be used only for social security purposes.

The original Social Security law provided for an ultimate contribution rate of 3 per cent on employers and 3 per cent on employees to pay the cost of retirement benefits ranging from \$10.00 to \$85.00. The 3 per cent rate was scheduled to go into effect in 1949.

The original program has been enlarged by Congress to include benefits for wives and children of retired workers, for the survivors of deceased workers, and for severely disabled workers and their dependents. Benefit amounts have been raised so that for a retired or disabled worker, they now range from \$40.00 to \$127.00 and for a family they may be as much as \$254.00.

When these improvements were made, the law was amended to provide a schedule of increased contributions to cover the cost. The increase in your contribution to 3½ per cent is part of that schedule.

The present law provides for two additional increases, one in 1966 and the other, bringing the maximum rate of 4½ per cent, in 1968.

The scheduled contribution rates assure the continuing financial soundness of the Social Security program.

The Board of Trustees of the Social Security Trust Funds, following its latest annual review of the financing of the program, stated that it expects the schedule income to be adequate to pay the benefits now provided in the law.

ment has been settled with a 4 per cent wage increase, effective September 1, 1962, and the same dollar increase September 1, 1963. The company has also agreed to pay the entire premium of \$14.08 a month for Local Union 29's health and welfare plan to cover each employee.

The BBB discount house negotiations have been completed with a 10 cents an hour wage increase, retroactive to October 1, and a 7½ cents an hour increase the second year of the contract for all office employees.

Meany Sees Hours Cut Imperative

The rise in the nation's unemployment rate to 5.8 per cent in November makes the AFL-CIO's drive for a 35-hour workweek "even more imperative," Federation Pres. George Meany declared.

"It is because of America's continued failure to solve its unemployment problems that the AFL-CIO is pushing for a 35-hour week," Meany said in commenting on the November job figures.

The increase in the joblessness rate, he said, "is symptomatic of the very real and continuing disease which affects our economy," and which "America cannot afford to wink at."

"Predictable"

The AFL-CIO president said the sudden rise in unemployment among teenagers was "completely predictable." He said the nation must find jobs not only for those presently unemployed, but also for the 1,350,000 new workers entering the labor force each year.



CANADIAN FILE

White Collars Puzzling Boss Too

If you think the unions are having a tough time finding out what makes the white collar workers tick, pity the employers.

Take white collar fringe benefits, for example. Management has designed pension plans, profit-sharing schemes, longer holidays, medical and salary insurance, savings clubs, recreation groups, canteens, etc., all with an eye to making employees happy and efficient.

This week, personnel experts gathered at the meeting of the Personnel Association of Toronto, told *The Financial Post* they now "think" that fringe benefits are making many office workers slack and apathetic.

The experts say that in the 1930s the average employee looked upon the salary as the prime attraction of a new job, but today his thinking is conditioned by five major considerations (listed in order of importance):

- Job security.
- Advancement opportunity.
- Salary.
- Fringe benefits.
- Status and recognition.

It's the emphasis on security that worries personnel managers, because security in many cases—induces nonchalance and slackness, particularly on the part of clerical workers.

The personnel men say that today's office juniors need a firm voice at their ear, giving:

Contract Up to 3 Years Ruled Bar To Representation Challenge

The National Labor Relations Board has unanimously ruled that labor-management contracts with terms up to three years are a bar to petitions for new representation elections for the duration of the agreement.

Affected by the new ruling are all election petitions pending before the NLRB and its regional offices, along with future petitions which present contract-bar questions.

The NLRB said its new rule will allow three-year contracts to bar election petitions for the entire life of an agreement, under normal circumstances.

In the case of a longer term contract, the rule will prohibit election petitions only during the first three years of the agreement.

An exception to the rule will be made in cases where both parties to a long-term contract have filed election requests with the Board before the agreement has expired.

Reach Agreement

Forty members of OEIU Local Union 110 ratified a two-year contract with the Electric Reduction Company, Buckingham, Quebec.

Commencing immediately, all members of Local 110 received a \$3.00 per week increase, and effective November 15, 1963, an additional \$2.00 per week increase.

In addition to a general wage increase, the bargaining committee was able to adjust wage in-

Label Decision

An attempt to declare union label campaigns aimed at specific stores illegal has been turned back in the Ontario courts. Chief Justice McRuer upheld labor's right to engage in "educational picketing", and in campaigns urging the public to buy union-made goods. The decision dissolved an injunction awarded by a lower court against the Amalgamated Clothing Workers of America, which in a dispute with Deacon Bros. Sportswear, had placed a picket outside a Woodstock haberdashery.

Chief Justice McRuer said that union was exercising its common law right to communicate information "by causing a man to carry a placard with a simple statement of fact on it and an implied invitation to those in sympathy with organized labour to buy only goods bearing a union label."

► Clearer definition of their responsibilities.

► Precise information about what the company is trying to achieve and how they can best help to realize its aims.

► Advice on what they might reasonably expect in the way of promotion and salary increase.

—Reprint from *The Financial Post.*

In making the change, the Board said it was motivated by these considerations:

- The need for a greater measure of labor-management stability as an aid to the national economy.
- Steps taken by AFL-CIO Unions to eliminate interunion strife by way of "no raid" agreement and the federation machinery for settling internal disputes.
- Landrum-Griffin Act provisions which give members remedies against undemocratic or corrupt practices.
- Supreme Court rulings on the labor law's "breach of contract" provisions, which the Board said have "fortified the labor agreement and the arbitral process."
- A continuing trend toward contracts of more than two years.
- Appeals for a three year rule made by an "overwhelming majority" of labor and management spokesmen.

equities for five employees, ranging from \$5.00 to \$9.00 per week.

Improvements were gained in the vacation schedule; whereby, an employee with 10 years of seniority will be entitled to 3 weeks of vacation with pay.

Members of OEIU Local Union 110 who participated in negotiations were Local Union President Robert Monroe, Guy Bastien and Lawrence Raby, assisted by OEIU International Representative Romeo Corbeil.

Canadian Work Force Changes

The Canadian Trade Union Movement, like the Trade Union Movement in other countries, today finds itself confronted with changes in the working population.

Some 50 years ago, more than 40 per cent of all Canadian workers were employed in agriculture. Today, the percentage is only 11 and there are those who forecast that it will become even lower.

There has been little alterations so far as industrial workers are concerned. In 1901, just under 28 per cent of Canadian workers were in that category. Now, they represent just over 28 per cent.

The big difference as compared with 1901 has arisen so far as "white collar" workers are concerned. At that time, about 15 per cent of all workers came under that heading.

Today, the percentage is nearly 40 and it is scarcely exaggerated to assume that this figure will soon be still higher.

Organizing the additional "white collar" employees presents a serious challenge to the Canadian unions.

The Office Employees International Union has taken initial steps to accelerate its organizing campaigns in the white collar field.

Quebec Agreement Renewed



Members of OEIU Local Unions 272 and 278 who served as members of the Negotiating Committee were, left to right: S. R. Domingue, Gilbert Tremblay; President of Local 278 J. L. Delisle; J. Maurice Cote; President of Local 272 J. Leo Bourgeois; OEIU International Representative Romeo Corbeil; J. C. Harvey; Herve Senechal; G. Lapointe and, Claude Senechal.

One hundred and twenty office employee members of OEIU Local Unions 272 and 278, employed by Price Brothers Ltd., at the company's paper mills located at Kenogami, Jonquiere and River Bend in the Province of Quebec, have voted to renew their collective bargaining agreement for a period of one year.

General \$8 Increase

The renewal agreement, settled after conciliation procedures were invoked under the Quebec Act,

provided for a general wage increase of \$8.00 per month for all employees.

Adjustments, Too

Female members of the Local Union received \$15.00 per month wage adjustments and 46 other members received wage adjustments ranging from \$2.00 to \$39.00 per month in addition to their general wage increase.

Other improvements negotiated were: An additional floating holi-

day; improved seniority clause; standard rates will be obtained within a two year period; the company will contribute a larger proportion toward the welfare plan; and, improved language in the grievance procedure clause.

Retroactivity

OEIU International Representative Romeo Corbeil, reported the general wage increase and wage adjustments will be retroactive to May 1, 1962.



Members of OEIU Local Unions 272 and 278 who attended the ratification meeting. Full details and a comprehensive summary of contract negotiations were explained to the members and subsequently the membership ratified the new agreement.

It Pays To Belong To The Union

In a recent study, conducted by the Bureau of Labor statistics in comparing wage increases in union and non-union companies, the study reveals—

In companies which had collective bargaining agreements with AFL-CIO unions, the average in-

crease was six cents an hour or 2.5 per cent wage increase.

However, in companies where no collective bargaining agreements were in effect, the average increase was 1.9 cents an hour or 1.2 per cent wage increase.

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HOWARD COUGHLIN



Familiar Theme

In the current edition of "Reader's Digest," Senator John McClellan of Arkansas reverts to his theme of the past five years and calls for more control over labor unions. Senator McClellan would curb the right to strike and place unions under antitrust legislation.

In justifying these proposals, the Senator again calls attention to the sins of some Teamster officials and refers to the leader of one other organization. He points with alarm to the number of man hours lost because of strikes at vital missile bases.

Judges Barrel by One Apple

Senator McClellan, in the "Readers' Digest" article, does not explain that Attorney General Robert Kennedy, when Counsel to the McClellan Committee, stated that the committee found evidences of wrongdoing in a small fraction of one per cent of the labor union cases investigated. He does not look into the reasons for the strikes against contractors at missile bases.

The OEIU, for example, encountered an experience at a missile base in northern New York wherein all leaders of clerical workers in the quest for unionization were fired by the contractor involved. There was no immediate method through which our International Union could have avoided the resultant strike. Other international unions have had similar experiences. In many instances, it is felt that contractors have deliberately provoked strikes in order to gain some particular selfish end of their own.

Another Perspective

Senator McClellan's attention should be drawn to the recent announcement of Secretary of Labor Willard Wirtz which indicated that there were more man hours lost through unemployment in 11 months of this year than there were man hours lost through strikes in the United States in 35 years. If these figures were placed in their true perspective, the general public would get a much better idea of the relatively small number of man hours lost through strikes.

Lame Duck Congressmen

In the same issue of "Reader's Digest," another writer called attention to the numerous abuses of members of Congress. These included the employment of relatives, the abuse of franking privileges, and the use of counterpart funds by members of Congress in overseas junkets without the necessity for reporting the spending of these large sums of money. Recently, it was shown that lame duck members of Congress, even after being defeated at the general elections, have been authorized to take these free junkets under the guise of investigating this or that condition in Europe, Asia, Africa or South America. Obviously, these lame duck Congressmen have outlived their usefulness insofar as their immediate responsibilities to Congress are concerned.

It is amazing to the writer that Senator McClellan never appears to concern himself with anything other than the possible abuses of power of some labor union leaders.

Silent on the Big Issues

He did not utter a word against Governor Faubus of Arkansas, his own home state, during the college integration difficulties a couple of years ago. He did not feel it incumbent upon him as the United States Senator to comment on the fact that the Governor of his State defied the Federal government. He did not hesitate in voting against Medicare.

We have yet to hear him speak out against the total of 268,396 employers who used \$236,483,000.00 in employees' withholding taxes in the year 1960 for their own benefit.

We think Senator McClellan can find numerous worthy causes which should demand his attention as opposed to the need of piling on more and more restrictions on the collective bargaining rights of wage earners in the United States.

West Coast Lines, Inc., Settlement

The negotiations committee, led by OEIU Local 153 Business Representative Warren Mulligan, and the committee which consisted of Shop Stewards Tom Mora, Edward St. John and Tony Demeri were given a complete vote of confidence by the members to reject the settlement offered by West Coast Lines, Inc., New York, N. Y.

After many fruitless attempts to settle the agreement, the members of OEIU Local 153 empowered the negotiating committee to take strike action, if the negotiating committee surmised the company was attempting to use stalling tactics, and delay settlement of a new contract.

The company was informed of the vote of confidence placed upon the committee, and a settlement was quickly reached.

Members of OEIU Local 153 unanimously ratified the new agreement and were the recipients of:

- A 6 per cent wage increase

Correction

In the November 1962 edition of "White Collar," Mary Haynes of Local 221 was listed as North Central Education Conference Secretary.

It should be noted that Donna Dosch of Local 16, St. Paul, Minn., is the Conference Secretary.

with a minimum increase of \$4.00, retroactive to August 27, 1962.

- An additional 5 per cent increase on the first anniversary date of the agreement.

- An additional 4 per cent wage increase on the second anniversary date of the agreement.

- The addition of \$2.00 per month per employee by the company into Local 153's Welfare Fund.

- Double time for all work performed after 9:00 P.M.

Buitoni Employees Sign pact

After several months of negotiations, involving many evening sessions of long duration, the membership of OEIU Local 153, upon the recommendation of the Negotiating Committee, ratified and accepted a two-year contract with Buitoni Corp.

The negotiating teams for the Union and the Company reached an impasse on future job and financial security of the membership.

At the request of the Union, a special meeting was held with the President of the Company, who found merit in the recommendations forwarded by the Union. Based upon the oral arguments presented by the Union, the President, Mr. Buitoni, overruled the adamant position taken by man-

agement negotiators, and language securing future job and financial security was incorporated into the new agreement.

As a result of the new language in the agreement, the members of OEIU Local 153 will receive in excess of \$21.00 per week increase in salary.

Effective October 1, 1962, members of the Local Union will be covered by Local 153's Welfare Plan, at a cost of \$24.00 per month for each member paid for by the Company.

Members of the Negotiating Committee were: Chief Steward Joseph Sciacca, Don Capria, Michael Lorio, Ben Gentile, and OEIU Local 153 Business Representative Al Addeo.

Probe Asked of Soviet Anti-Semitism

New York—The Intl. Confederation of Free Trade Unions has asked the United Nations to investigate anti-Semitism in the Soviet Union and has furnished the world body with evidence that discrimination against Jews is "part and parcel of government policy" in the USSR.

Irving Brown, ICFTU representative to the UN, called for "an uncompromising, relentless investigation of the repression by the Soviet Union of the rights, guaranteed by the UN Charter, of all men to human dignity and freedom." He submitted a detailed memorandum of "fully corroborated" charges to the UN Social Committee.

The facts, Brown said, "add up to a wholesale violation of human rights and persecution of innocent people because of their religious or cultural origin."

Included in the agenda for the UN Social Committee is a discussion of "racial prejudice and national and religious intolerance."

The ICFTU's 5,000-word memorandum charged that Soviet Russia has discriminated against nationality, religious and individual rights of its Jewish citizens. Government-controlled

mass communication media are used "to arouse hatred against the Jews," the document charged.

While all persons born of Jewish parents must list their nationality as Jewish in the identification papers each Soviet citizen must carry, "virtually all cultural and religious Jewish activity has been forbidden, the ICFTU said.

Benevolent Boss

The White Collar Worker has traditionally clung to an identification with management, trusting implicitly that a beneficent employer would look after his welfare. Well, that one has joined a number of other rosy hopes in the file labeled "mythology."

The New York Times reported the other day that the Walworth Co., a valve manufacturing concern, has moved its headquarters from New York City to Oakland, Calif. None of the 220 employees was brought West and half the jobs were taken over by a computer.

More pertinent, perhaps, were the comments of W. Frederick Spence, chairman of the board, who said the move to Oakland was decided upon a year ago but nothing was said "because you have to have people around an office and if they'd known we were going to move, they'd have gone out and found other jobs."

And then there were the employees themselves. Said Spence: "They used to have trouble with the trains. Then they had to have a coffee break of about 30 minutes and by 11:30 they were making plans for lunch, and most of them were back by 2 p.m. Then they had to leave to catch trains by 4:30."

So much for the enlightened employer and the benevolent boss!

—AFL-CIO NEWS

San Francisco Settlements

OEIU Local 3 of San Francisco, Calif., reports the following collective bargaining agreements:

Mohawk Oil Company—A 2.74 per cent increase in wages in all classifications and 10 cents an hour will be paid by the company into a pension plan, effective November 1, 1963.

Decca Records—Contract settlement was 9 cents an hour increase the first year of the contract, a 6 cents an hour increase the second year, and two additional paid holidays.

Hampton Rug Service—A \$20 per month increase in salary in all classifications.

Yellow Cab—The membership ratified a renewal three-year contract, with a 3 per cent wage increase the first year, 2½ per cent increase the second and third year of the agreement.

In addition, the vacation schedule was improved—four weeks' vacation after 15 years of seniority, effective the second year of the contract. In the third year of the agreement, the company will contribute an additional 5 cents an hour into the pension plan.

Other improvements were: 7th consecutive day of work will be paid for at double time; part-time and standby employees protected on fringe benefits on a prorated basis; new classifications added to the contract, and consummation of a pension plan for the Yellow Cab employees.

Norbert Cronin and Company—Negotiations concluded and subsequently ratified by the membership which calls for an across-the-board increase of \$17.50 per month wage increase for all employees.