OEIU KEEPS ON ROLLING!

Six New Companies Added To OEIU Ranks In Month Of February

Six more organizational successes have been recorded by the OEIU during the month of February.

These follow the three major elections last month and augur well for a highly successful year of organizing by the OEIU in the office and clerical field.

The six recently organized companies are: Quebec Hospital Service Association and the London Shirt Company, both in Montreal, Canada; Gould National Battery in Kankakee, Ill.; Super Foods, Inc. in Detroit, Mich.; Atlantic Design Co. in Dover, New Jersey; and, Federal Services, Inc. located at the Nevada Test Site. The office and clerical force of these companies totals approximately 400 people.

The campaigns at Quebec Hospital Service Association and London Shirt Company were instituted and led by International Representative John Fitzmaurice, resulted in an election on February 15th when 60 employees chose the OEIU as their bargaining agent by an overwhelming majority.

Representative Fitzmaurice credited the active participation of the committee as the major factor in this victory.

Negotiations are currently being conducted to obtain the first collective bargaining agreement.

The election among the office and clerical employees of Federal Services, Inc. was won by a unanimous vote of 17 to 0. This marks the second unit at the Nevada Test Site to join the ranks of the OEIU. International Representative Joseph McGee, who worked closely with officers of Local 400 in this campaign, also reports that he expects to file a representation election among a third group.

The election at Super Foods, Inc. was won by a majority of almost 2-1. The victory was particularly gratifying because it came in the face of concerted anti-union activities by the company.

Business Representative Betty Yochim, who directed the campaign for Local 42, credits an active employee committee and close personal contact with the group as the contributing factors in winning the election.

Apelle Filed Against Tactics at Milwaukee

After a defeat suffered by the Retail Clerks International Association, the Office Employees International Union, and the Building Service Employees International Union at Gimbel's-Schuster Milwaukee stores, through an NLRB election, an appeal was filed against the conduct of the election.

Improper Questioning

During the last week of the campaign, supervisors improperly interrogated individual employees and intimidated employees by threats of loss of job or reduction in benefits if the unions were successful. In some cases, individual employee's wages were increased as an inducement to vote "no" on election day.

The company, however, was defeated against the unions within the polling areas while the voting was proceeding.

In a phase of the company's campaign against the union, called "Operation Due Snatch," the company insisted that the union's investment in the Gimbel's-Schuster campaign was approximately half a million dollars. They also indicated that the dues potential at the stores would be $270,000.00 a year. They quarantined with the union's contention that the dues would be $3.50 per month and pointed out that the Supermarket Clerks in Milwaukee were paying $3.00.

The company also chose to confuse the employees as to whether they voted for the union by insisting that they be forced to pay dues to each of the three unions, a statement which was in complete contradiction of the truth.

Need for Revision

The tactics used by the Gimbel's-Schuster management is additional reason why the existing labor laws should prohibit management from interfering in any way in workers' right to join a union.

Back Pay Ruling

The National Labor Relations Board has ruled that employees cannot escape their legal obligation under the labor laws by going out of business.

By a 4-1 decision, the NLRB ordered two former partners of a business firm to give back pay to 18 laid off employees from the time the firm went out of business to the date they found other employment, despite the fact that the former employees never have asked for back pay—or even had the opportunity of doing so.

The NLRB said it based its decision on this reasoning: "We have found that the partners shut down their business and discouraged employees for discriminatory reasons. It is clear, therefore, that for the firm's unfair labor practices, their plant would still be in operation and employees would still have their jobs.

"Any prejudice deriving from the fact that the partners are not still in business, and therefore, cannot offer to take back their employees, is solely of their own doing and therefore the NLRB must use the only remedy open in this situation, the payment of lost wages."
**THE PROFIT SQUEEZE**

The General Motors Corporation announced that it made more money in 1962 than any American firm in the history of the United States. Its reported net profit is $1,459,000,000. This represented an increased profit of $566,000,000 over the previous year.

Where are these critics who insist that the increased cost of labor is squeezing profits to the extent that business is no longer profitable?

**MISSILE STRIKES**

In reading the newspapers of the Nation, one would get the distinct impression that highly paid skilled workers continually wage strikes at Missile Sites and atomic energy installations for little or no reason. Editorials in our major newspapers condemn organized labor for those stoppages and intimate to the public that Unions do not possess a sense of responsibility.

After two recent experiences, the Office Employees International Union can testify that everything is not as depicted by the press.

Some months back, the OEU waged an organizational campaign at the Plattsburg base. The contractor involved, without compunction, fired all of the active unionists at each of 12 sites. These actions resulted in a stoppage.

More recently at the Mercury Test Site in Nevada, while negotiations were proceeding, the government unilaterally reduced subsistence pay and travel allowances for 550 members of the OEU. Neither the Union nor the employer in negotiations were apprised of the government’s intention until the announcement was made. The Union was not even given an opportunity to present its case to the proper authorities. Needless to say, a two-day strike resulted.

We would urge that an impartial study be made of the reasons behind these stoppages for purposes of ascertaining the true reasons for these actions rather than to continually give the public the idea that Unions strike without provocation.

**TAX REFORM**

The President of the United States has called for a program of tax cuts and tax reform.

People from all walks of life, including both labor and industry, favor tax cuts. Very few representatives of management favor tax reform.

The wage earner who does not have access to many tax evasion methods, open in the business man such as the capital gains treatment of monies derived from stock options, can not understand this paradox.

The Michigan Business Review reports that college students have developed a disillusioned picture of American business and business men. The publication discloses that fewer than 25 per cent of the students questioned at Purdue University say they were interested in becoming business men. Approximately 78 per cent of the same students said that they believed that business leaders used illegal means of gaining money and power.

This atmosphere for business can be improved if the Congress eliminates numerous tax loopholes. A fairer, more equitable tax system, can and will improve the morale of our country.

**BUY AND KEEP U. S. SAVINGS BONDS**

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**MINNESOTA GOVERNOR OPPOSES RIGHT-TO-WORK LAWS IN LETTER TO OEU VICE PRESIDENT**

**STATE OF MINNESOTA**

**EXECUTIVE OFFICE**

**SAINT PAUL, I.**

January 20, 1963

Mr. Donald R. Hilliker, Business Manager

Office Employees International Union, Local 12

711 West Lake Street

Minneapolis 8, Minnesota

Dear Mr. Hilliker:

Thank you very much for your letter of January 24. I have frequently and publicly made my position on “Right to Work” legislation very clear. It is frequently charged as being favorable to it, as in a recent headline in the labor Reform publication in Duluth.

The fact of the matter is, that clearly and unequivocally I oppose “Right to Work” legislation and were the legislature to pass a “Right to Work” bill I would veto it.

I do not know any plainer clearer way to say it.

My reason is that I do not believe it would aid labor relations in our state but would weaken the labor movement and cause friction between management and labor and cause difficulties within organized labor where there would be some workers wanting to get a free ride.

I appreciate your writing me and would be glad to have you do whatever you think helpful with this letter, or any part of its contents, to let labor know they have no “right to work” legislation to fear from me.

I would be glad to get together with you on a date to address one of your local meetings.

Cordially yours,

Elmer L. Andersen

GOVERNOR

EIA:dp

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**S. F. TRIBUTE TO JACK HENNING**

San Francisco, Calif.—Phyllis Mitchell, Business Manager of OEU Local 3 gave the welcoming address to about 2,000 people who jammed the grand ballroom at the Fairmont Hotel to pay tribute to OEU Local 3 member John F. Henning (right), the Undersecretary of Labor, appointed by President Kennedy last fall.

U. S. Senator Clair Engle said, “Jack Henning has the qualities President Kennedy wanted in a man for the country’s No. 2 labor post—a labor background and administrative ability.”

Among the many persons present, extending their best wishes for success to Jack Henning as Undersecretary of Labor were: Thomas L. Pitts, Secretary-Treasurer, California Labor Federation, AFL-CIO; Congressman John F. Shelley; J. Eugene McAtamney, California State Senator; Charles W. Meyers, California State Assembly; U. S. Senator Clair Engle; and J. Paul St. Surc, President, Pacific Maritime Association.

**LOCAL 153 AND R. HOE CO. SIGN**

The negotiations committee of OEU Local 153 consisting of Chief Shop Steward Tim Reedy, John Roche, John McDonnell, Tom O’Keen, Art Manucci, Bill Daly and Business Representative Bob Dowd have concluded negotiations with the R. Hoe Company located in the Bronx, a borough of New York City.

**UNANIMOUS AGREEMENT**

At the ratification meeting which was held to accept or reject the settlement package offered by the company—the membership voted unanimously to accept the new agreement, but the two-year contract calls for a 3 percent increase the first anniversary date of the new agreement; the company shall pay $54.00 per member per month into Local 153’s Welfare Plan; company payment of $4.00 a week for each employee into the Local’s pension plan; improvements in the severance plan; and vacation schedule; an additional holiday with pay; protection against layoffs; and the company to retain employees in the event of displacement through automation.

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**BRAZILIAN GROUP VISITS HEADQUARTERS**

Six bank officials representing various banking unions throughout Brazil visited the offices of the Office Employees International Union on February 6th under the technical assistance program sponsored by the Bureau of International Labor Affairs.

There was an exchange of information between OEU President Howard Couchlin, Director of Organization H. B. Douglass, and the Brazil Bank Workers Team, accompanied by Mr. Frank Hilbert, Team Manager.

Information relating to collective bargaining, automation, organizational techniques and numerous other related subjects was exchanged.

The team is proceeding to meet with numerous OEU Local Unions throughout the United States.
Employment Lags in Canada

Unemployment continues to nag the Canadian economy. For a good part of last year the concern was considerable over the serious slowdown in Canada's rate of growth. As a young country, with vast resources, plenty of space and an overall promising potential, a good rate of growth is regarded as essential.

Figures now available show that during 1962 there was some improvement in this situation, but what is coming concern now is the fact that although there was some step-up in growth there was not a corresponding pickup in job opportunities. Despite some improvement, the average unemployment rate for the year was 5.9 per cent, compared with 7.2 per cent in 1961.

Unemployment figures of mid-December showed 414,000 Canadians unemployed, compared with 413,000 a year before. This was an increase of 73,000 over November and reflected the traditional seasonal unemployment which arises as surely as the severe Canadian winters. Of the total unemployed at midDecember, 51,000 had been without work anywhere between four and six months.

Cutback in Subsistence Results in Brief Strike

While the Reynolds Electrical and Engineering Company was negotiating with a union team, headed by OEIU Vice President Frank Morton and International Representative Joseph McRae at Las Vegas, the government applied an atomic bomb shell in a telephone conversation with OEIU President Coughlin. The government subsequently disrupted the negotiations and resulted in a two-day stoppage.

Told by Phase

During the course of negotiations, OEIU President Howard Coughlin received a phone call from Ottawa. Early in the morning, the president was told that the government had cut off labor relations of the Atomic Energy Commission in Washington, where he was informed that the daily subsistence allowance paid to OEIU members at the Nevada Test Site would be cut from $7.50 per day to $5.00. Coughlin was also informed the travel allowance for workers employed in the Nevada area would also be eliminated.

Coughlin's Reaction

President Coughlin warned the government that this information, when conveyed, would result in a complete disruption of negotiations and the complete dismantlement of the Atomic Energy Commission.

When the workers became aware of the fact that this demand would have the authority to make strong recommendations regarding working conditions, including the existing dispute involving subsistence pay and travel allowances, they voted to return to work.

Negotiations were now in progress under the direction of Conciliator John Fenton.

Sign With Brewer

Denver, Colo.—Members of OEIU Local Union 5, employed at a Denver Brewing Company, voted to accept their first collective bargaining agreement with the company last week.

The two-year agreement effective January 1, 1963, provided for a substantial increase in basic salary levels. Based on company policy the starting hiring rate had always been $1.30 an hour, but through collective effort, the brewery raised the rate to $1.60.

Adding to the wage increase were 8 cents an hour in all progression steps which will become effective the first anniversary date of the agreement.

In addition, the agreement provided for a cost-of-living clause, group insurance, health and welfare benefits, grievance procedure, seniority rules, and profit sharing. The company, brewery shop and check-off.
Regarding Equal Pay

In a recent survey of more than 1900 employees, the National Office Management Association reported that 33 percent of male employees said they have a double standard pay scale for male and female office workers in the same classification.

This survey was made as a result of the attempts by various organizations—including the Office Employes International Union—to get an equal pay for equal work bill enacted by Congress. Last year, the House passed such a bill but it was finally allowed to languish in the Senate Labor Committee until Congress adjourned.

This bill would have prohibited an employer from discriminating against women in payment of wages to men and women who perform equal work. At the present time, approximately 22 states have such legislation in effect.

However, many examples of discriminatory practices exist. In the city of Dallas, a male bank teller gets $91.00 a week and a female bank teller is paid $63.00. Similar differentials exist in other areas of the country in office employment and hotel work. A recent article indicated that in Buffalo, a male physical therapist gets $91.00 per week, and his female counterpart $81.50. In St. Paul, a male X-ray technician is paid $71.00 and a female, performing the same work, $66.00.

Nationally, in accordance with figures published by the Bureau of Census, about 16,400,000 professional workers in 1960 averaged $6,848.00 and women professional workers $4,384.00.

 erroreous Assumption

Employers who insist on paying a lesser wage rate to females argue that women do not make careers out of their employment. They will erroneously state that most women are marginal workers who are looking for extra money for purposes of support. Actually, however, there are 24,000,000 women workers in the United States work force. This is approximately one-third of the total. Of this number, 4,600,000 are the sole support of their families. Another 7,500,000 women work because their husbands earn less than $3,000.00 a year.

It is easily seen, therefore, that these more than 12,000,000 women are working because they have to. There are 6,400,000 women doing clerical work.

While females have very little difficulty, when qualified, in securing work in offices, there are many activities from which they are excluded. These include the higher echelon positions in banking, insurance, architecture, hotel management and others. It is also interesting to note that although women control 32.5 percent of the National vote, there are only two ladies in the Senate and 17 in the House of Representatives.

The Office Employes International Union, at its convention in Kansas City in June 1962, called for the enactment of federal legislation which will provide equal pay for equal work for women. The OEU is a member of a national organization seeking such legislation.

Chamber's Position

The United States Chamber of Commerce, in its 10-point program—most of which is designed to shackle the American labor movement—opposed federal legislation which would make it obligatory for an employer to pay equal wages for equal work.

In the coming session of Congress, it will be necessary for all interested in this cause to send communications to their respective Representatives and Senators in order to insure the final passage of such a measure.

Male workers should be as much interested in this legislation as females. Unless such legislation is passed, we are continuing an open invitation to employers to replace male workers with females at much lower rate of pay. In legally eliminating the differential, we are protecting the jobs of male members and non-members alike.