10,000 EMPLOYEES HEAR COUGHLIN IN COLORFUL WALL STREET RALLY

In a Wall Street meeting held on the steps of the Sub-Treasury building on the corner of Wall and Broad Streets in the financial area of New York City, a crowd of 10,000 employees of banks and brokerage houses heard the music of Elfi Dumont, songs by Johnny Desmond, the top recording star, and a speech by OEIU President Howard Coughlin.

During the course of the two-hour meeting, 25 OEIU hostesses, members of Local 153, distributed a Preferred Stock Certificate which also contained a space for enrollment in OEIU.

President Coughlin stressed the impact of automation on employment in the Wall Street area. He quoted U.S. Labor Department figures, statements by John Snyyer, President of U.S. Industries, and President John F. Kennedy in support of the union’s position that collective bargaining was the only answer to the problems of Wall Street personnel.

President Coughlin pointed to the fact that most of the Wall Street firms are unincorporated partnerships and, as such, profits are divided at the end of each fiscal year. Consequently, there cannot be a provision for retention of surplus to be used for the establishment of a pension plan. He said that the majority of firms lack pension plans. As a consequence, most brokerage house employees face retirement with only Social Security.

“ar there is no reason whatso-

ever,” he said “why a Street-

wide pension plan cannot be established whereby employees working for brokerage houses in any place in the financial area can participate and benefit.” He explained that the plan could provide full coverage even if employees change their places of employment in the industry.

More than 1,000 enrollment applications were received at the Local 153 office the next day, while at United Fund the plan calls for a wage increase of $10.25 per month effective July 1, 1963, improvement in the work week; and a formula for arriving at a wage increase to be effective July 1, 1964.

OEIU Local 277 Re-signs Two Dallas Trucking Firms

Local 277 has re-signed to contracts two Texas trucking companies. Upon termination of negotiations with the Gillette Motor Transport, Inc. and Von Truck Lines of Dallas, Local 277 President J. B. Moss reported the renewed agreement “to be one of the best if not the best clerical contract in the freight industry.”

Among the benefits gained in the contract are (1) wage increases from a minimum of 4c per hour to a maximum of 12c per hour, (2) an irrevocable check-off provision for union members, (3) a strict hiring hall arrangement wherein the company will hire applicants referred by the union as long as the union has qualified applicants to refer, and (4) a guaranteed work week of 40 hours for employees.

Additional benefits allow for paid time-off for voting in all elections. Six paid holidays are provided; one-half week vacation after six months; one weeks’ vacation after one year; two weeks’ vacation after three years; three weeks’ vacation after five years; and four weeks’ vacation after 12 years.

The contract spans three years—with a one-year renegotiation period for wages, vacations and holidays.

Local 12 Wins At Reinhard

An intensive organizing campaign at Reinhard Brothers Company, a wholesale and retail distributor of automotive parts and supplies, and manufacturers distributor of Zenith and Norge appliances, has resulted in an election victory for Local 12, Minneapolis, by a vote of 53 to 18. There were 79 eligible employees in the certified unit.

The campaign was directed by Vice President Donald Hiltzik and I. R. Eugene Dwyer.

Local 29 Settles 2 New Contracts

Two new contracts were signed last month, ending negotiations with St. Regis Paper Company and the United Fund.

At St. Regis Paper Company, members ratified a two-year agreement calling for wage increases of $10 and $15 per month this year and an additional $10 per month next year. Vacations were increased to four weeks after 23 years’ service, and a new pension plan was instituted which is paid for completely by the employer. Mean-
Automation vs. Jobs

Only a short time ago, representatives of big business assured the public that automation would create more jobs than it eliminated. These same spokesmen have been strangely quiet lately in view of authoritative statements issued by the government and other realistic sources.

Leon Greenberg of the Bureau of Labor Statistics, in figures presented to a Senate Labor Subcommittee, stated that rising productivity was eliminating a minimum of nearly 200,000 factory workers' jobs each year. These figures were taken from a new analysis of 200 industries in manufacturing.

John Snyder, Jr., of U. S. Industries, who is in the business of producing automotive equipment, estimates that automation is eliminating 40,000 jobs per week.

Mr. Snyder and Thomas Watson, President of I.B.M., both agree that automation would not be of any value to business if it did not eliminate jobs.

Mr. Snyder forecasts a necessary reduction in the work week. We agree with John Snyder.

A.M.A. Is Strongly Organized

The American Medical Association asked the United States Selective Service System to form a new committee, to be called the National Advisory Committee on the Selection of Physicians, Dentists and Allied Specialists. As a result, in the Selective Service budget request, a $38,000 cost item was included for the formation of such a committee.

Appearing before a House Subcommittee to justify the $38,000 request, Selective Service Chief Lt. Gen. Lewis B. Hershey was asked, "What are you paying $38,000 a year for?" He answered, "I think what you are paying it for is to place them (the AMA) and keep them quiet." He added, "I do not think any group is better organized."

We agree with Gen. Hershey.

Double Time for Overtime

The AFL-CIO, at its coming convention in New York City, will initiate a demand for a shorter work week.

Despite arguments of government spokesmen to the contrary, the labor movement is convinced that automation is eliminating jobs in the United States at a rate which will increase unemployment by leaps and bounds unless there are drastic changes in historical collective bargaining patterns.

In addition to a cut in working hours, AFL-CIO President George Meany feels that all unions should seek to obtain double time for overtime instead of the usual time and one-half premium.

Overtime payment penalties were originally established to force employers to hire more workers on a straight time basis. With the advent of fringe benefits, social security, unemployment insurance payments, welfare and pension plans, it is cheaper for the employer to pay time and one-half per overtime hour worked than to hire additional employees.

An increase in premium payments to a minimum of double time per hour worked will serve to convince employers that employment of additional workers will better serve the purpose.

Pin Is Popular

The new OEUU quilt and inkwell pin for women members announced several months ago has proved exceedingly popular. International Union officers report that the pin has a safety-pin type clamp and is available from local union secretaries-treasurers for $1.25 each. The inkwell and the quilt pin in matching gold are mounted on a 1/2 inch gold bar. This distinctive emblem is worn by many OEUU members.

Local 89 Pens Pact at Crown Zellerbach in Bogalusa

Bernice Moran, Local 89 Recording Secretary, has reported the re-signing of a one-year agreement with the Crown Zellerbach Corporation's Mill Division, Gaylord Container Division, and the Southern Timber Division—all at Bogalusa, La.

Improvements in the newly negotiated contract are:

- A single agreement covering the two bargaining units, replacing the separate disputes contract formerly obtained from the Corporation
- A 3% increase per cent increase in salary, with an $11 minimum
- Time decrease on last salary increment on wage schedule from 24 months to 12 months
- Improved vacation clause.

The local negotiating committee consisted of S. A. Mayor, president OEUU Local 89; Bernice Moran, Local 89 recording secretary; William J. Sheffield, vice president Local 89; Leon Greenberg, Local 89, and Linda Schilling, committeewoman; Bobbye Bardette, committeewoman; Clyde Williams, trustee; Local 89; and C. E. Eckert, office manager, Crown Zellerbach, Bogalusa Division.

** ** ** ** **

Fall Educational Conferences Are Held

The Northeastern Educational Conference was held in Boston, Mass., on September 14 and 15.

The North Central Educational Conference was held in Milwaukee, Wis., on September 22 and 23.

The Erie Educational Conference was held in Cleveland, Ohio, on the 5th and 6th of last month.
Industrial Cellulose Research
Signs New Two-Year Contract

O.E.I.U. Local 165 Hawkesbury and Industrial Cellulose Research Limited have negotiated a two-year contract. Once again insurance and pension plans were the main requests on the agenda. An additional request was adjustment for Grades 1 and 2—effective May 1, 1963—of three and four cents applied on the wage scale. Grades 1 and 2 represent the laboratory technician girls on hourly rate. Progression for clerical employees from minimum to first step below maximum will be automatic, based on the company's performance review manual.

Also agreed on were four weeks' vacation after 20 years of service starting in 1964, and increased shift differentials.

Representing the company were Mr. William C. Dodge, President; Mr. Douglas E. Read, Chairman of I.C.R.; Roland Brunette and Bud Bone, Assistant Managers of Industrial Relations; and Mr. George Lightburn, Secretary-Treasurer.

Representing the union were Romeo Corbeil, O.E.I.U. Representative; W. J. Mullin, O.E.I.U. Canadian Vice President and Local 165 President; Louis Prouté, Harvey Livock, and Gerry Prouté from Local 165.

Queen Elected in Quebec Province

Pierrette Brunet (above), a member of Quebec Local 57, was in September elected Queen of the Natural Gas Corporation's "Gas Week." With her, from left to right, are Marcel Dionville, Division Manager of O.E.I.U.-57; Gas Group, and Guy Morin, relation officer of the Corporation. Local 57 represents 350 employees at the Natural Gas Corporation.

Progressive Amendments
At St. Maurice Woodlands

With the amicable cessation of negotiations, OEEU Local 399 clerical employees of the St. Maurice Woodlands Division of the Canadian International Paper Co. Ltd., LaTouche, Que., will receive benefits of the excellent up-to-date Social Security program granted earlier during the year to the company's mill workers. The seventeen odd office employees also are received a new statutory holiday plan.

The amendments to the contract were particularly gratifying to the majority group of camp clerks, who through various wage-scale adjustments, plus a deduction in board, will now enjoy an increase averaging some $25.00 per month. Also improved was the union security clause, which was changed from membership maintenance to a modified union shop. In addition, it was agreed that French and English versions of the contract would have parity of meaning, thus establishing a more uniform, harmonious atmosphere.

Local 225 Wins
Two Agreements
With Increases

A two-year renewal of the collective agreement between Office Employees' International Union, Local 225, and the Canadian Brotherhood of Railway, Transport and General Workers was recently signed. The contract covers office employees in the head office of the Brotherhood at Ottawa and its regional offices in Montreal, Toronto, Winnipeg, Vancouver and Montreal.

A wage increase of $20 per month was won, with $10 being granted this year and $10 next year.

The vacation clause was improved, with the provision of 20 working days (4 weeks) vacation after ten years' service.

Employee paid health and welfare benefits will rise from $4.75 to $5.90 per month.

Existing contract provisions which were won include a 32½ hours work week, with nine and a half hour overtime shift (double time on Saturdays, Sundays and holidays), and eleven statutory holidays with pay.

The negotiating committee was composed of David Mot- sted, chairman, Rchy. Petrie, J. Cameron, and union representative, assisted by Romeo Corbeil, O.E.I.U. Representative.

The second agreement renewal was a one-year contract with the Ottawa Diary Division of the company Ltd. Successful gains negotiated were:

Reduction in the work week from 36½ hours to 35, wage increases averaging about $16 per month, and an improved seniority clause which promotions shall be made from within the staff whenever possible and that on the job training shall be made available to employees who wish to qualify for promotion.

Some benefits include a fourth week of paid annual vacation for employees with 25 years service or more, and full company payment of premiums on Ontario Hospital Services and Physician's Insurance, Incorporated (Blue Plan) for employees and their dependents.

The contract was negotiated by Jean Larjo, James Blakely, and June Casey.

Credit Union Is Organized

OEEU Local 15 has announced that certification has been obtained for the employees of the Campbell River District Credit Union.

The negotiating committee consists of Marjory Dyck, Ria Dans, and Inga Woolley, President of OEEU Local 15 Vice President Bill Lowe and Local 15 Secretary-Treasurer Opal Hawkesbury, bringing the union's credit union membership to 80.

Members of OEEU Local 343 took an active role in the annual Winnipeg Labor Day Parade in September.

Ottawa Local 290
Re-Signs Cuna Mutual

Present at the signing of a two-year renewal contract between OEEU Local 290 and the Cuna Mutual Insurance Society of Hamilton, Ontario were, from left to right, C. G. Smith, executive assistant managing director of CMIS, Bruce Meller, secretary-treasurer of Local 290; John Buddle, president of Local 290; R. R. McClaughlin, assistant comptroller, CMIS; and negotiating committee members Dora Taylor, Ted Hunkin, and Ron Hoover.

"An excellent company to negotiate with," claimed President John Buddle after the signing.

Benefits gained for the 33 clerical employees include a salary increase of 6%, accumulated sick leave increased from 70 to 120 days, and a vacation clause allowing four weeks' vacation after 20 years.

Federal Employees
Number Over 330,000

Employees of the Government of Canada, including its corporations and agencies, numbered 330,886 at the end of April this year—an increase of 2,246, or 0.7%, from March 1963; but a decrease of 5,885, or 1.7%, from April 1962.

These figures are advanced by the Dominion Bureau of Statistics' report, "Federal Government Employment."

Total earnings aggregated $5,129,15,000 on April, up 2.3% from March and up 2.7% from April 1962.

Stuff of agency and proprietary corporation and other agencies totaled 131,137 at the end of April. Employees in departments and departmental corporate organizations numbered 199,749.

The total earnings of employees of the Government of Canada, including its corporations and agencies, in the January-April 1963 period amounted to $526,468,000—an increase of $22,800,000 from the like period in 1962.

Milwaukee Local
Signs Transit Pact

OUEI Local 9 has reached an agreement which was subsequently ratified by secret ballot among the membership employed by the Milwaukee and Suburban Transport Corporation.

The new agreement with the company expires in 1965.

Approximately 40 OUEI members employed by the company received wage increases both years of the contract. Considerable improvements were made in fringe benefits.

Labor Day in Winnipeg

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from the desk of the PRESIDENT

Hague-Sprague OKs 2-Yr. Pact
Leo J. Wallace, International Vice President of the Office Em-
ployees International Union, has announced ratification of the
first agreement between the Hague-Sprague Corporation, Lyn-
non, Mass., and its office em-
ployees, who recently voted to
become members of Local 6. The
agreement prevented a strike that had been voted for.

Mr. Arnie had, 2 years ago, October 1, 1963. It provides for
a minimum increase of $5, retroactive to July
15, 1963, and additional in-
creases on October 1, 1963, April 1, 1964, and October 1,
1964. The minimum increase
within this period is $7, while the
maximum will be set by a
new job evaluation program
up to $16 per week.

The contract further provides
for check-off of union dues, ma-
tenance of union member-
ship, minority provisions for
proposals, layoffs and re-calls.
A complete grievance and arbi-
tration procedure, two weeks
vacation after one year of serv-
vice, three weeks' vacation
12 years of service, four weeks' vacation after 25 years of serv-
ence, eight paid holidays, 75 per
cost of the Blue Cross and Blue
Shield to be paid for by the
company, over-time pay for
work performed on Saturdays
and Sundays as well as any pay
for overtime incurred in the
time. The equivalent number of
workers replaced by automation
were required to build the machines and systems, there would be
no point in automating.

Mr. Arnie also reported on a study made by the American
Foundation on Automation and Employment which indicates that
a reduction in working hours is necessary.

Congressman Elmer Holland, Chairman of the Select Subcom-
mittee, which has held hearings prior to introducing amend-
ments for the proper operation of the Manpower Development
and Training Act of 1962, recently released a report of the Com-
mittee's recommendations. These recommendations are contained
in a Bill known as H.R. 8720.

This Bill will extend the training program for two additional
years, provide Relocation Allowances, set up local and state ad-
visory committees, and allow for 20 weeks of additional training
for those who need it.

In a letter to your International President, Congressman Holland
states that the Holland Subcommittee recommendations use the
term "Additional Training" rather than the Senate term "Func-
tional Literacy" because the House Subcommittee does not want
educational opportunities to be limited only to the illiterate, but
also feels that it should be available for those who need secretarial
training, nursing training, preparation for operation of electronic
data processing machines, and other needed skills. The Holland
 Subcommittee also includes reimbursement for travel expenses for
those who are sent to apply for jobs in other localities, cities, or
states. In addition, permission will be granted for part-time work
for trainees.

The Holland Subcommittee's proposals most nearly meet the
objectives recommended by the Office Employees International
Union. While we would like to see the passage of a bill which
would deal more adequately with the problems of retraining and
relocation, we feel that H.R. 8720 will be a good chance of enact-
ment in the House of Representatives and the United States Senate.

Office and clerical employees in the United States are now
feeling the full effects of the introduction of electronic data pro-
cessing and other office automated equipment. Office and clerical
workers are either being laid off or not being replaced as they are
severed or retired from their employment. The subconstrating of
work to data processing centers, causing loss of employment in
numerous firms throughout the country, is adding to the problem.

We urge you to support the Office Employees International
Union's efforts toward communications to their Congressmen and
Senators asking for the passage of H.R. 8720.

A Personal Challenge to All

"There is so much to do, so many
heartbreaking and pressing needs. These are the soul
breaking words spoken by Eleanor Roosevelt in her dedicated
quest to aid humanity regardless of nationality, color, or religious
belief. During her life, Eleanor Roosevelt was a tireless cham-
pion of labor. Her efforts to eradicate sickness and poverty
took her to slums, sweat shops, settlement houses and refugee
camps. Whatever you find people in need, you would find
Eleanor Roosevelt.

Today, we must not ignore the legacy she left us. Death
cut short her words, but her words remain clearly evident of the
task which lies before us. The Eleanor Roosevelt Mem-
orial Foundation was initiated by President Kennedy, chartered
by an Act of Congress, and is supported to a considerable ex-
tent by American Labor Orga-
izations whose leaders play
active roles as chairman, com-
mittees and trustees.

The program of the Eleanor
Roosevelt Memorial Foundation

Local 16 President Ardie
Arnold was the recipient of the
Certified Professional Secretary
(CPS) rating conferred upon her
by the Institute of Certified Sec-
retaries.

President Arnold's recognition
is based on her successful comple-
tion of a 12-hour examination in
the areas of Human Relations,
Business Machines, Bookkeeping,
Accounting, Data Processing,
and Secretarial Skills and Proce-
dures.

The tests are administered in
leading colleges and universities
in the United States and Canada.
Of the 1,443 candidates taking the examination Sister Arnold was
among the 237 who were rated
Certified Professional Secretaries.
In regard to her noteworthy achievement, Sister Arnold said.
"Earning the rating of CPS was not easy. However, it is a highly
regarded goal and brings a satisfying indication of professional
advancement."

Local 277 Election

At Southwestern Drug

J. B. Moss, President and
Business Representative of
OEIU Local 277 at Fort Worth,
Texas, has announced the addi-
tion of 43 new members through
a successful National Labor Re-
lations Board voted election at
the Southwestern Drug Cor-
poration.

While a number of ballots
have been challenged and certifi-
cation will be delayed pending
the Board's action on the chal-
enged ballots, it is certain that
the OEU will retain its sub-
stantial margin.

The win at the Southwestern Drug Corporation signals the
start of a campaign to organize office and clerical workers
throughout the Permian area and
many engaging challenges, so
many heartbreaking and pressing needs. These are the soul

is devoted to:

- human rights
- underprivileged children
- cancer research
- international peace

AFL-CIO Pres. George
Meany and Memorial Fund
Chairman Joseph Keenan urge
you to donate to this fund.

OEIU members are required
to send checks payable to the
AFL-CIO Eleanor Roosevelt
Memorial Fund, c/o J. Howard
Hicks, O.E.U., 1012 14th
Street, N.W., Washington.

Local 18 Officer

Is State Appointee

Mary Ella Reavis, a long-
time member and officer of
OEIU Local 18, Birmingham,
Ala., has been appointed a
member of the State Board of
Pensions and Securities.

Sister Reavis has long been
active in the labor movement,
civic affairs, and politics, and
was employed prior to her cur-
rent assignment as Secre-
tary at Plumbers Local 91.

November, 1965