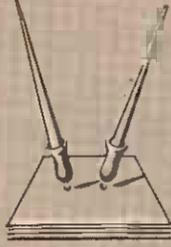




WHITE

Official Publication of the



COLLAR

Office Employees International Union



New York Campaign Wins Three Victories

Metropolitan New York City and its surrounding areas were the targets of a concentrated organizational campaign waged by OEIU Local 153.

Campaign strategy called for intensive leaflet distributions, numerous meetings and personal contact through house calls.

The combination proved successful and resulted in three swift OEIU victories. The newly organized units consist of 20 salesman at Hans Holterbosch, a beer distributing concern, 40

salesmen of the Mutual Biscuit Company, and 20 clerical employees at the Metropolitan Diagnostic Institute. Both Mutual Biscuit and Metropolitan Diagnostic Institute granted recognition after card checks. The Hans Holterbosch unit voted in an NLRB supervised election for OEIU representation by a majority vote of 13-7. Local 153 has NLRB petitions pending for the office and clerical employees of Pittsburgh Plate Glass and the Breakstone Dairy.

Coughlin Attends White House Meeting

Along with 15 other International Union Presidents, OEIU Intl. Pres. Howard Coughlin met in Washington, D. C., for the first meeting of the Labor Advisory Council to the President's Committee on Equal Employment Opportunity.

The Council had its organization meeting Monday, March 16th, in the Fish Room of the White House under the temporary chairmanship of Secretary of Labor W. Willard Wirtz, who is also Vice Chairman of the President's Committee. George Meany, AFL-CIO President, and William Schnitzler, Secretary-Treasurer of the AFL-CIO, also attended the session.

President Johnson upon meeting with the Council thanked them for agreeing to serve and equated the current struggle for full equality for all Americans with the struggles the Unions went through in the '30s.

The President said the federal

government's efforts to open up the American economy to participation of all citizens "will succeed only with the active support of the American labor movement.

"Now in the 1960s, there is another voice on the American scene—echoing in many ways the same grievances you voiced in the 1930s. This is the voice of millions of Americans who do not share in this period of our greatest prosperity—the one family out of five which still lives in the long shadow of poverty, deprivation, and unemployment. The movement toward equal opportunity is especially important in terms of the labor movement, which rests on the proposition that men are free to unite to better their economic circumstances."

"You have already done much in this cause," he said. "Over the years, our minority citizens have not had a better or truer friend than labor, not only to

Detroit—"Psychological tests of workers and prospective workers by management personnel departments are not 'infallible' measures of an employee's abilities or qualifications, and union negotiators must learn how to prevent their misuse," two educators have pointed out.

In a report titled "Be Cautious With Those Tests," a warning against their use to bypass seniority was sounded by John H. Metzler, associate chairman of the industrial relations department at the Newark College of Engineering, 5,000-student school in New Jersey; and Dr. E. V. Kohrs, consulting psychologist at Stevens Institute of Technology, Hoboken, N. J., which enrolls 2,000 students.

Joint authors of the report recently published in a Detroit, Mich. publication, a journal of opinion, it was noted that "tests are not sufficiently accurate to be the only device for selecting persons for any specified pur-

help them get jobs, but to help prevent discrimination. This friendship is evidenced by the Programs for Fair Practices which have been signed by Unions representing more than 12.5 million workers."

The President also expressed appreciation for the "strong support the AFL-CIO and its affiliates are giving the Civil Rights Bill."

He told the assembled labor leaders:

"We will never have the kind of fair employment we are talking about until we have full employment. Our goal is not to reach equality in jobs by
(Continued on page 3)

Experts Warn Against 'Psychological' Tests

pose—marriage, attending college, or promotion on the job."

The authors report that "the misuse of testing, particularly in selecting personnel for promotion, is a matter of concern" to workers because of the growing practice of arbiters in "approving the right of a company to use testing as a qualifying agent for promotion."

The union negotiator today, they note, must be knowledgeable and must either have information on testing or know where to get it.

Among danger points in testing the educators note these two:

- The test may not have been constructed properly, or may not have been validated or weighed properly.

- Those administering the test may, through lack of knowledge or skill, be misusing it and its results. Even then, Metzler and Kohrs said, there is no proof that the tests will deter-

mine what they are supposed to measure.

On the subject of personality tests, they said "when you make a definite statement concerning what such a test disclosed about a person, you are in the same position as the horseplayer making a bet on the longest odds."

Because of the inexactness of statistical methods used in testing, they continued, it would be incorrect to say, as some testers do, that a difference of a few percentage points in tests is important.

Also, they report, "every reputable test has a manual describing how the test was constructed, where the norm groups were secured, the numbers involved, and all other details concerning both the test and the single correct procedure to follow in giving it." A union representative in such cases should, the article says, "secure a copy of the manual and read it correctly."

In judging a test, they add, the union must ask: "What characteristic does this test measure? Is this characteristic necessary for this job? If so, in what quantity?"

OEIU Again Led AFL-CIO in '63

The Office Employees International Union again led all other AFL-CIO Unions in the organization of office and clerical employees through National Labor Relations Board elections conducted in 1963.

The OEIU engaged in 61 elections involving 2,110 workers. It won 26 of these elections which brought 730 office and clerical employees, not previously organized, into the OEIU. These units do not include workers organized through card checks, affiliations, State Labor Relations Board elections and our successes in Canada.

The total number of employees involved in NLRB elections in which the OEIU was on the ballot was higher than any other Union in the labor movement. The International Brotherhood of Teamsters, which is not affiliated with the AFL-CIO, participated in 125 elections, mostly in small units of clerical employees working on the premises of truck depots. The IBT had the advantage of master contracts which brought certain built-in gains in various parts of the country. The Office Employees International Union, which is the leader in clerical

Correction

It was erroneously reported in the March issue of "White Collar" that the Chicago Conference for all Local Union and International Union full-time representatives will be held on April 23-24. The correct dates for the Conference are April 27th and 28th, at the Allerton Hotel, Chicago, Ill.

organization in the AFL-CIO, organized much larger units and achieved all of its successes despite the lack of master contracts in any industry.

In each year since the 1958 elections, the OEIU has been the consistent leader.

This consistency again points up the fact that white collar workers want and seek unions of their own. They continue to fight against the possibility of being thrown in with manual workers where their needs are not recognized and their collective bargaining wants are not always heeded.



The Labor Advisory Council was appointed and met recently with President Lyndon Johnson, Secretary of Labor Willard Wirtz and President George Meany of the AFL-CIO. President Howard Coughlin of the OEIU is standing fourth from left, next to AFL-CIO Secretary-Treasurer William Schnitzler. The Council is composed of 16 members.

WHITE COLLAR

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

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National Automation Commission

Under the terms of a recommendation sent to Congress by the late President Kennedy, a National Automation Commission composed of 14 members to be appointed by the President would be created.

The Committee in addition to other matters would determine how the government should help prevent and alleviate the adverse impact of automation on displaced workers. It also would seek the most effective means for channeling the new technologies into those areas where such changes would be best suited to the community needs.

The Office Employees International Union has always felt that automation and technological change was too great a problem for either labor or industry to handle alone. We believe that the President's recommendations should be enacted into law and the National Automation Commission should be tripartite in makeup, that is, it should consist of representatives of government, labor and industry. We also feel that the Commission should be an effective unit with strong powers of recommendation to other government agencies.

Double Time for Overtime In Trouble

The prospects for passage of a bill requiring the payment of double time for overtime are not bright due to the opposition of the U. S. Chamber of Commerce and the National Association of Manufacturers, in addition to changes made by the House Labor Committee.

Under the Administration bill proposed by the President, tripartite committees would be established in industries where substantial and persistent amounts of overtime were being worked. These committees would have the right to regulate such overtime.

The industry-committee feature of the bill has been eliminated in committee. In addition, the U. S. Chamber of Commerce has called for a "March on Washington" by industry in order to defeat this bill.

Time and a half for overtime was enacted in 1938. It is unbelievable that now—26 years later—there are those who believe that technological change and automation have not outmoded the time and a half penalty.

We concur with the President in calling for double time after 40 hours of work.

V. O. T. E.

If there are any in the labor movement who even today feel that the AFL-CIO is too deeply engaged in politics, the fight to have a "right to work" law passed in the State of Oklahoma should be the reason for a reversed opinion.

The 20 states which now have "right to work" statutes are among the lowest wage states in the country. Many of these called for the relocation of Northern companies and guaranteed tax-free plants and low wage labor.

The Oklahoma State Legislature refused to enact a so-called "right to work" law. Circulation of petitions calling for a referendum was then accomplished by professionals employed by a special committee created by the U. S. Chamber of Commerce. This special committee has for its prime purpose the outlawing of the Union Shop wherever and in whatever form it may exist. The validity and adequacy of the signatures on the petitions were attacked by the Oklahoma State AFL-CIO.

The referendum will be submitted to the voters in May of this year. The Madison Avenue advertising agencies and highly paid professionals are pushing the campaign for the adoption of this referendum without regard to expense.

The labor movement in the State of Oklahoma cannot possibly match employer funds.

Every bit of help in the form of money and workers is required by the Oklahoma State AFL-CIO to defeat this regressive measure.

Use of Office Temporaries Imperils Fringe Benefits

A ranking placement agency specializing in providing office and clerical employees for temporary work emphasized the hidden payroll expenses which can be saved through the use of temporary office employees.

In a brochure forwarded to employers in the New York area, the firm listed vacations, average sick pay, average Christmas bonus-holiday pay, pension payments, personal absences and severance pay as some of the savings to be made by em-

ployers who use office temporaries for peak work loads.

The saving for the above-mentioned benefits equals 23.8 per cent of the payroll. In attempting to sell the value of using office temporaries, the firm also listed an additional 9 per cent in savings through the elimination of social security, State disability, and State Unemployment Insurance benefits, in addition to Workmen's Compensation, bonding and miscellaneous insurance requirements.

The firms which specialize in placing temporary office and clerical employees are making great inroads today in the United States and Canada.

OEIU Local Unions should insist that the terms of collective bargaining agreements be lived up to. Further, in the United States, it is necessary for employers to consult with Unions before obtaining the services of a subcontractor just as is the case when office temporaries are used on employers' premises.

In every instance, OEIU Unions should insist that these workers be given all of the rights and privileges, including all fringe benefits incorporated in the existing contracts.

At Conference Held in the Nation's Capital



The Northeast Educational Conference was held last month in Washington, D. C., March 14-15.

Taxes Before and After Cut

Gross Income	Couple with no dependent children (standard deduction)			Couple with 2 dependent children (standard deduction)		
	Tax on 1963 Income	Tax on 1964 Income	Tax on 1965 Income	Tax on 1963 Income	Tax on 1964 Income	Tax on 1965 Income
\$ 3,000	\$ 300.00	\$ 226.00	\$ 200.00	\$ 60.00	\$..	\$..
4,000	480.00	395.00	354.00	240.00	160.00	140.00
5,000	660.00	554.00	501.00	420.00	325.00	290.00
5,500	750.00	635.00	577.00	510.00	412.00	370.00
6,000	844.00	720.00	658.00	600.00	500.00	450.00
7,500	1,141.00	990.00	915.00	877.00	750.00	686.00
10,000	1,636.00	1,440.00	1,342.00	1,372.00	1,200.00	1,114.00

Source: Internal Revenue Service

Consumer Price Index Revised

The revision of the CPI is based on prices in an up-to-date sample of cities, retail stores, and service establishments. The list of consumer goods and services for which prices are obtained, and the method of obtaining them, have been modernized, and the index now reflects 1960-61 spending patterns.

The new national index is available in two versions—one covering only families of two or more persons, like the series it replaces; the other including single persons also. The official base period continues to be 1957-59, and both versions of the new series are tied into the old series as of December 1963. The old index will continue to be published on the 1957-59 base through June 1964. Figures on the base 1947-49=100 also will be available in two forms—one excluding single workers; one including them.

Local 12 Re-Signs H.D. Lee Company

"A successful agreement," reported Local 12 Business Manager Donald R. Hilliker with the conclusion of contract negotiations with the H. D. Lee Company's Minneapolis branch.

Among the numerous advancements were salary increases of 5 per cent effective March 1, 1964, with month increases ranging from \$14.79 to \$21.68. An additional 4 per cent increase will be received on March 1, 1965, with monthly increases ranging from \$12.42 to \$18.21.

Clerical employees will receive three weeks' paid vacation after 15 years of service. This marks the first time employees are eligible for a third week of

paid vacation time. Also successfully negotiated was a 10-day-per-year paid sick leave plan.

Other increased benefits included maternity leave with job security, double time for all work performed after 12 noon on Saturdays, and an upgrading of two job positions to the top two labor grades. The agreement spanning two years is effective from March 1, 1964, through February 28, 1966.

Spokane Local Signs TV Station

Officials of Local 187 reported the successful organization of clerical employees at KXLY-TV. The unit of seven voted for OEIU representation in an NLRB election.



CANADIAN FILE

CLC Secretary-Treasurer MacDonald Attacks the New Fiscal Budget

Statement by Donald MacDonald, Secretary-Treasurer, Canadian Labour Congress:

"This is a lack-lustre budget. It contains no new proposals for the strengthening of the Canadian economy. The government apparently accepts 5.5 per cent unemployment as a normal level. It must be remembered that 5.5 per cent unemployment means 370,000 Canadians are without jobs.

"Under these conditions it is far too early to start tightening the fiscal belt. The attempt to pare the deficit by 40 per cent in one year is dangerous while unemployment is still so high and while growth rates, though satisfactory at the moment, are uncertain for the future. The government appears to have an obsession about balancing the budget.

"A balanced budget contributes nothing to the government's two main aims—high employ-

ment and sustained economic growth.

"It is hazardous to assume, as the government apparently does, that we are entering into a long-run period of prosperity. The growth that we have recently experienced has been due largely to fortuitous circumstances which did not arise from government policy. In order to sustain growth, positive policies must be adopted by the government. These are not present in this budget.

"Immediate benefit could have been obtained by repealing the sales tax on building materials, which is now about to be increased. There are many worthwhile programs requiring federal expenditure which should be undertaken, such as large-scale investment in schools, hospitals and other forms of social capital. Both these measures would have helped sustain good growth rates by raising demand and providing jobs."

Older Worker Incentive Program Is Extended

Hon. Allan J. MacEachen, Minister of Labour, announced that, among other changes, the hiring period under the Older Workers Employment and Training Incentive program would be extended.

Under this program which went into effect last November, the Department of Labour will pay up to \$75.00 a month to employers for each eligible older worker hired by them for a new job. Payments can be made for a total period up to 12 months. Eligible older workers must be aged 45 or older and have been unemployed for at least six of the previous nine months.

This extension of time will give employers more time to consider their manpower requirements more fully and make any necessary adjustments in their hiring practices in order to take advantage of the program. At the same time an additional number of older workers would have the chance to benefit from the program.

The program is an imaginative experiment designed to help

overcome reluctance to hire older workers and to bring back to employment those older workers who were experiencing lengthy periods of unemployment. As such it has received the full endorsement of the Canadian Labour Congress, the Canadian Manufacturers Association, the Canadian Chamber of Commerce, the Canadian Federation of Mayors and Municipalities, and other national organizations.

Labour-Management Formula Urged at Alma

"Labour and management tend to blame government for the problems that confront them, but they know deep in their hearts that these problems could be resolved if both parties sat down and discussed them honestly," said Marcel Pepin, general secretary of the Confederation of National Trade Unions during an address to the recent Labour-Management Committee Area Conference in Alma, Que.

Mr. Pepin urged that labour and management together work out an effective formula to make the worker as interested in his job as if he owned the business which employs him. The employee today is in this sense virtually a stranger to the enterprise in which he works, he said. "If such a formula is not found," declared Mr. Pepin, "the conflict between labour and management will continue."

White House Meeting

(Continued from page 1)

spreading unemployment, or to replace men who are working with those who are unemployed. We must provide more jobs for all. We must provide enough jobs for all. I want you to know my complete commitment to that goal. It was one of the first goals I set after I took office last November."

PERSONAL INCOME TAXES, FEDERAL AND PROVINCIAL ON SPECIFIC INCOMES AT THE RATES FOR THE YEAR 1962

GROSS INCOME	FEDERAL TAX INCLUDING OLD AGE SECURITY TAX		QUEBEC	PROVINCIAL TAX SASKATCHEWAN	ALL OTHER PROVINCES EXCL. TERRITORIES
A. Married Taxpayer with 2 Dependent Children Qualified for Family Allowance					
\$2,600	Nil	Nil	Nil	Nil	Nil
2,800	\$ 12.00	\$ 2.50	\$ 2.30	\$ 1.70	
3,000	36.00	7.50	7.10	5.20	
3,500	97.00	20.00	19.20	14.00	
4,000	166.00	33.40	33.30	24.20	
4,500	240.00	47.40	48.70	35.40	
5,000	321.00	62.60	66.00	48.00	
7,500	750.24	145.80	172.92	125.76	
B. Married Taxpayer with 2 Dependent Children Not Qualified for Family Allowance					
\$3,100	Nil	Nil	Nil	Nil	Nil
3,500	36.00	7.50	7.10	5.20	
4,000	97.00	20.00	19.20	14.00	
4,500	166.00	33.40	33.30	24.20	
5,000	240.00	47.40	48.70	35.40	
5,500	321.00	62.60	66.00	48.00	
6,000	407.00	78.60	84.70	61.60	
7,500	657.84	127.80	148.72	108.16	
C. Single Taxpayers with No Dependents					
\$1,100	Nil	Nil	Nil	Nil	Nil
1,500	48.00	10.00	9.60	7.00	
2,000	110.00	22.50	21.70	15.80	
2,500	181.00	36.20	36.40	26.40	
3,000	255.00	50.20	51.80	37.60	
4,000	425.00	81.80	88.50	64.30	
5,000	586.44	113.80	130.02	94.56	
7,500	1,059.36	260.20	253.88	184.64	

QFL Attacks "Bill 54"

The Quebec Federation of Labour is unalterably opposed to the present form of Bill 54 which is now being studied by a plenary committee in the Legislative Assembly. "Bill 54," stated officials of the QFL, constitutes one of the gravest attacks on the worker's fundamental rights and on trade union freedom.

Bill 54 is particularly offensive to the QFL for the following reasons:

- It is not a labour code, which was promised by the Liberals in 1960. It constitutes, in several respects, a backward step in relation to existing laws. This bill submits the entire collective bargaining system to the civil code, a move which amounts to denial of every labour right.

- Bill 54 denies the right of association to whole categories of wage earners who, like the engineers, want the protection afforded by trade unionism, and it denies strike rights to several categories of wage earners whose work is by no means vital to the welfare of the population.

- This Bill gravely restricts the strike rights of the other workers by allowing employers of bad faith to challenge those rights in the courts, and by prohibiting a strike during the lifetime of a collective agreement.

- Bill 54, by confining trade unionism in a judicial strait-

Coughlin Interviewed by BBC For TV Automation Documentary

OEIU International Pres. Howard Coughlin was recently interviewed by a commentator of the British Broadcasting Corp. in conjunction with a special T.V. documentary program concerning "automation and its effects on the work force."

Among the major topics highlighted in Pres. Coughlin's interview were the sharp increase of computer installations which have created large-scale layoffs in the automotive, steel, banking, and insurance industries. Coughlin noted that since women are employed in the majority of the affected positions, they are hit the hardest. Brother Coughlin pointed out the government and other quasi-official economists call attention to the fact that the white collar work force is continually expanding and seldom if ever mentioned is the exceptionally high ratio of unemployment among the clerical and kindred employees.

"Attrition," stated Coughlin "has often lulled the white collar worker into a false sense of job security. In this instance, the employer does not directly layoff his personnel but usually reduces his work by 25 per cent through curtailing hiring and

jacket, threatens to provoke a wave of conflicts likely to compromise Quebec's industrial peace and economic development.

failing to fill vacancies. Through this practice, as management consultant and President of U.S. Industries John Snyder stated, 40,000 jobs per week are lost."

In closing the interview, Brother Coughlin said: "It is not the purpose of the OEIU to fight automation, for automation represents economic progress. What we do oppose is the indiscriminate wholesale installation of electric computers without regard for the countless thousands displaced. We advocate a tripartite regulatory commission appointed by the President and composed of representatives of labor, management, and the public which would supervise, study, and regulate computer installations."

CIP's LaTuque Scalers Join OEIU

Proving that successful OEIU representation of one branch of a company leads to organization of others, International Representative Romeo Corbeil announced he has received recognition for 60 Scalers at the Canadian International Paper Company's LaTuque branch. The 60 new OEIU members will be incorporated under the current agreement covering the Camp Clerks negotiated by Local 389.



from the desk
of the
PRESIDENT

The War on Poverty

Our government, through President Johnson, has undertaken an "unconditional war on poverty." The President's message in mid-March presented an assortment of ideas to deal with this problem.

Earlier, the President's Council of Economic Advisors, in their report to Congress, declared: "Poverty is not the inevitable fate of any man. The condition can be eradicated and since it can, it must be."

Poverty has been a problem of all countries, including the United States, down through the history of all civilizations. In America, the majority of people today have never been as well off as they are. However, there are 35 million men, women and children who do not share our prosperity. The press in recent weeks has emphasized the problem of poverty. Newspaper stories and headlines throughout the United States deal with the related subjects of poverty, such as, rent, strikes, unemployment and slums. All of these have suddenly become a page-one story in the press and television, despite the fact that these problems have long been with us. Unfortunately, the press and many of our intellectuals have failed to explain how poverty came about and why it still exists.

Change of Attitude Needed

It is nothing new. Mass unemployment has been with us for six consecutive years. Congress has failed, during these years, to do much in the way of solving our problems of unemployment. Senator Joseph C. Clark of Pennsylvania recently said: "In order to solve unemployment, we have to come up with some pretty imaginative solutions and we have to be ready to experiment. We have to get rid of a lot of myths and the worse place to get that kind of attitude change is the Congress of the United States."

Automation has touched off national concern about poverty. Daily, we read stories about the new technology and the computers which are moving in and taking over jobs previously performed by workers. Yet, despite increasing displacement of workers, we have seen little in the way of solutions.

A 40% Error in Calculation

The President's Council of Economic Advisors, as recently as January 1962, predicted that the economic expansion then beginning would "reduce unemployment to 4 per cent of the labor force by mid 1963." In July 1963, it was 5.6 per cent, or an error in calculation of 40 per cent.

We now hear that the tax bill recently enacted into law will reduce unemployment to a goal of 4 per cent. This prediction will also be wrong. The corporations of our country will receive tax savings of \$6.5 billion. Workers will receive \$5 billion. The corporations, for the most part, will use this money to further automate and to improve production methods with less manpower.

The only real stimulant to the economy will be the \$5 billion received by workers which with a multiplier effect will stimulate the economy to the tune of \$15 to \$20 billion. This will not be enough to reduce unemployment to the goal of 4 per cent.

Additional Measures Needed

Many additional measures will be necessary to solve unemployment problems. In the year 1963, the gross national product exceeded \$600 billion. Civilian employment was at an all-time high of 70 million. Average weekly earnings in manufacturing was \$100.00. Personal per capita income climbed to about \$2,500 per year. Corporate profits totaled \$50 billion before taxes.

Despite this record-breaking prosperity, unemployment remained high and poverty remained with us, and at the same time, wages remained stable because of the government's insistence that unions keep wage demands within certain guide lines in order to avoid inflation.

The government insists that the work week remain at 40 hours and not be reduced. If the country can achieve high levels of production and corporations can attain profits beyond their wildest dreams and, at the same time, displacement of workers is accelerated and mass unemployment remains with us, it is obvious that we need a more permanent solution to our problems, including a reduced work week.

The statistics are in, the computers have spoken, and government representatives still ask for continuance of the 40-hour week.

STRIKE NOTICE

Economic sanction in the form of a strike cannot be legally conducted unless your Local Union serves 60 days' notice of contract termination to the employer and 30 days' notice to the Federal Mediation and Conciliation Service. Your Local Union is also required to give 30 days' notice to the appropriate State Agency if such a body exists. In the event your Local Union fails to give the above-mentioned timely notices, and a strike is conducted, such strike is subject to an NLRB injunction, and the Union also faces the possibility of paying damages to the employer.

Local 403 Wins Reinstatement of Discharged Worker



Pictured above is Ronnie Tardo, President of Local No. 403 in New Orleans, presenting a check in the amount of \$393.48 in back wages to Bro. Joseph Saragusa. Arbitrator Howard W. Wissner, in a recent arbitration, ordered the reinstatement of Bro. Saragusa and full payment for all back wages in a decision handed down on February 24, 1964. The case for the Union was presented by International Representatives J. B. Moss, Mike Buzbee and Ronnie Tardo, President of Local 403.

Board Approves Pooled Fund For 'Socially Desirable' Housing

Bal Harbour, Fla.—A plan to allow AFL-CIO unions and labor-management welfare, pension or retirement plans to pool their funds in a mortgage investment trust to create socially desirable housing projects, provide additional employment in the construction trades and bring higher returns to the unions and contributing funds has been approved by the AFL-CIO General Board.

The board, composed of representatives of all affiliates and departments as well as members of the Executive Council, acted on a recommendation of the Council to set up the mortgage investment trust and an auxiliary housing corporation. The latter would provide seed money and encourage local non-profit sponsors in the development of lower income housing in areas where it is needed.

The trust is estimated to have a multi-billion dollar potential based on estimates of the assets of union funds and jointly administered labor-management welfare and pension funds. The immediate objective is to secure investments from affiliates and funds of about \$100 million.

AFL-CIO Pres. George Meany said the pooling arrangement would allow small unions and welfare and pension funds to participate in federally-insured mortgage investment programs under the same arrangements as now used by larger unions, notably the Ladies' Garment Workers and the Intl. Brotherhood of Electrical Workers.

Benefits Spelled Out

The statement adopted by the council and approved by the board said the participating unions and funds, as well as organized labor as a whole, would benefit from the plan in this way:

"The pooling of funds would provide a medium to create socially desirable housing projects

and at the same time create additional employment in the construction trades and allied industries that provide material, furnishings, appliances and other necessities for these new developments.

"Through the lending of seed money to local non-profit housing corporations sponsored by labor or other public interest organizations, housing for moderate income and elderly members of participating organizations would be financed with below-market interest rate loans from government funds, to permit substantially lower rents than now charged in regularly financed housing projects.

"A massive attack would be made on America's tremendous unmet housing needs.

"A higher interest return would be obtained on investments on government-insured and guaranteed mortgage loans than on investments in government or other bonds with the highest degree of safety."

Trustees to Govern

The trust will be governed by a board of trustees of 10 members to be selected from the participating organizations. The board would select a manager for the trust to deal with mortgage bankers and bank officials to acquire and service mortgages in different parts of the country.

The non-profit housing seed money corporation would be organized with the trustees acting in a dual capacity as corporate directors to support the initiation of non-profit retail housing for moderate income and elderly families.

How It Will Work

The trust, the statement stressed, "provides an ideal vehicle for the investing, with the full guarantee of the U.S. government, of funds that must not be handled in a speculative manner yet should earn the highest

C of C Opposes Double Time

The United States Chamber of Commerce recently called for a national conference in order to express industry's opposition to double time for overtime as proposed by President Lyndon B. Johnson. The National Chamber issued a call to all of its members to attend this conference in Washington on April 8th in the National Chamber Building.

Virgil B. Day, Vice President of General Electric, will be the

key speaker. Business representatives from every part of the country are being exhorted to help in the mobilization of efforts of the business community to demonstrate the "devastating" effects of double time for overtime.

The bill calling for double time for overtime, known as H.R. 9802, is now in the House Education and Labor Committee.

possible interest return, putting them to a practical and useful social purpose."

The board action authorized the creation of the trust and the auxiliary housing corporation. It instructed Meany to name a council committee to implement the resolution as soon as possible and encourage all affiliates and welfare plans to participate and to publicize the policies and benefits of the program throughout the trade union movement.