OEIU Wins Representation
At Midwest Mfg. Corpn.

Breakthrough in Pulp and Paper Industry in Western Canada

Office, clerical and technical employees of the Midwest Manufacturing Corporation at Galisburg, Illinois, by a 58 to 39 majority, voted to be represented by the Office Employees International Union. The balloting was conducted by the National Labor Relations Board. The victory climaxd an organizational campaign initiated last August by John Richards, O.E.I.U. International Representative. Recognition of the union was requested last September by a letter to Mr. John Zalzora, vice president and general manager of the company. A petition was also filed with the National Labor Relations Board requesting a secret ballot election.

Local 333 Wins
At Meadow Gold
Columbus, Ohio—Local 333 reported the successful results of an NLRB election at the Westerville Meadow Gold Dairy Products Company. Clerical employees of the firm voted 6 to 4 for O.E.I.U. representation. The company, a subsidiary of the Beatrice Foods Corporation, has a long established contract with Local 153 in New York City.

Contributing strongly to the O.E.I.U’s campaign program, Vice President William Lowe reported the organization and certification of 60 office and technical personnel employed by the MacMillan, Bonfield and Powell River Company at Port Alberni, B. C.

The newly organized members represent the first office group to be organized in the pulp and paper industry in Western Canada.

For years, the O.E.I.U. has been bargaining collectively with the major pulp and paper companies in Eastern Canada, and as a result has been successful in establishing salaries and conditions that are superior to those in Western Canada. There is no doubt that many other office and technical employees of the pulp and paper industry in Western Canada will recognize the significant advantages of O.E.I.U. membership. Brother Lowe reported that the new members demonstrated a wonderful initiative, which was clearly evident in a government-supervised vote in which over 80 per cent of the employees voted for O.E.I.U. representation.

At a recent meeting, job stewards were elected, and they are Messrs. Archibald Cardinal, Clive Heatherington, and Barry Bonfield. Negotiations are now under way. The committee, headed by Vice Pres. Lowe, consists of Mrs. Linda Fenske, Archibald Cardinal, and Ronald Munro.

Ben Cohan Banquet in New York Raises $5,000 for Retarded Children

(Continued on page 4)
Sign With Intl. Paper

Joc Nodham, Local 29 Business Agent, reported the successful signing of a one year agreement with the International Paper Co.

The contract effective August 1, 1963, included a 6 per cent across-the-board increase with a minimum of fifteen dollars ($15.00) per month. Paid vacation allowance has been expanded to permit four weeks of vacation after 20 years of service.

Other improved benefits are in the area of pension and sick leave.

'Work' Issue Defeat Seen In Oklahoma

The National Council for Industrial Peace has predicted that Oklahoma voters will reject a so-called "right-to-work" law proposal if the issue reaches a statewide vote next year.

The council noted that the measure to outlaw union shop agreements had been rejected by overwhelming majorities in California, Ohio, Washington, Colorado and Idaho when it was last on the ballot in the 1958 elections.

Signs With Bible Co.

Columbus, Ohio—Local 333 and the Union Label Memorial Bible Co., Inc. entered into an agreement which calls for sick leave, bonus pay and wage increases each six months during the life of the agreement.

President Conveys His Appreciation

HOWARD COUGHLIN, PRESIDENT
OFFICE EMPLOYEES INTERNATIONAL UNION
SUITE 610, 265 WEST 14 ST., N.Y.C.
YOUR THOUGHTFUL EXPRESSION OF INTEREST WAS RECEIVED WITH DEEP APPRECIATION.
I SHALL CHERISH YOUR PRAYERS AND SUPPORT IN THE DAYS AHEAD.
SINCERELY,
LYNDON B. JOHNSON

Borden's and Local 46 Sign

Negotiations were successfully completed with the signing of a year agreement between Local 46, Tampa, Fla., and the Borden's Dairy Inc.

The agreement provides for a yearly increase of five cents (6c) per hour. Substantial improvements were made in the insurance program and the production hours were reduced from six months to ninety days.

Employees with five years of service will now receive three weeks of paid vacation.

The Local 46 Negotiating Committee consisted of Mrs. Wilma Hayes, Ethel C. Evans and June Hermann. The Committee was assisted by Int'l. Vice- Pres. J. O. Bloodworth.

Local 29 Re-Signs Grand Auto Stores

A new settlement has been reached covering 35 members employed at Grand Auto Stores, reports Local 29 Bus. Rep. John Kiempie.

The new contract covers the main office and all branches of the company. A $13.37 per month wage increase was effective on Sept. 1, 1963 and an additional $14.00 per month will become effective Sept. 1, 1964.

Life insurance is raised from $1,000 to $2,500 and other improvements on the health and welfare plan have been made, especially in lowering cost of dependent coverage. Other gains include the establishment of Veterans' Day as a paid holiday.

OEU Executive Board Completes Busy Meeting

The Executive Board of the Office Employees International Union, at its December meeting in Blue Harbour, Fla., completed work on a full agenda. Among numerous other actions, the Board:

- Paid tribute to the memory of President John Fitzgerald Kennedy.
- Outlined the subjects to be considered for the OEU's next series of Educational Conferences.
- Adopted a broad Civil Rights resolution presented by the OEU Civil Rights Committee, composed of Secretary-Treasurer J. Howard Hicks and Vice President Edward Springman.
- Approved the admission of 15 Local Unions into the Office Employees International Union Pension Plan. These Local Unions did not previously participate on behalf of their full time and office staffs.
- Effectuated numerous amendments to the OEU Pension Plan and rules for the operation of said plan.
- Approved the merger of Local 5, Boston, and Local 63, Providence.
- Authorized the Executive officers to purchase new lapel pins and quilts for members.
- Urged all Local Unions to waive initiation fees for members hired for summer employment in the year 1964 providing such teenager contemplate a return to school in the Fall.
- Approved a reciprocal transfer agreement with the National Association of Broadcast Employees and Technicians.

The Office Employees International Union in the past month scored gains at the Standard Register Company, in York, Pa., the Milwaukee Message Center, the Tacoma Credit Bureau, and the Allied World's Fair Service Corporation and Riviera and Holiday Inn Motels.

In York, Pa., another unit of the Standard Register Company was added to the OEU ranks by a 12 to 1 win through a National Labor Relations Board election. This victory, among the employees of the production standards unit followed closely on the heels of a previous success among the office and clerical workers of the same company.

Local 14 President Edward Springman and International Representative John Fitzmaurice led both of these campaigns.

Impressive Win

At Tacoma, Wash., Walter Freeman, Business Representative of Local 23 scored an impressive win at the Tacoma Credit Bureau. In this instance, the employees of the OEU in an NLRB election by a score of 21 to 10. Negotiations are now in process.

Pool Efforts

At Milwaukee, Jerry Clark, Business Representative of Local 9 and International Representative Arthur Lewandowski pooled their efforts to win an NLRB election for the telephone operators employed by a telephone answering service, known as the Milwaukee Message Center. The vote was 14 to 10 in favor of Local 9. However, challenges will delay the official certification for several weeks.

In New York City, Ben J. Cohan, Secretary-Treasurer of Local 153 announced that the employees of the Allied World's Fair Service Corporation and the Allied Exhibitions Maintenance Corporation recognized Local 153 and have agreed to negotiate a collective bargaining agreement to cover clerical workers employed during the life of the New York World's Fair.

This is the first company to be organized at the New York World's Fair site. Local 153 is presently organizing three additional companies in the World's Fair area.

Local 153 also announced the (Continued on page 3)
Medicare

President Johnson, in a recent Washington speech, stated: "The social security system is the main hope in the way to provide hospital care for the aged—it is practical, sensible, fair, and just." The President also told a delegation of Medicare supporters and senior citizen leaders that the Administration has just begun to fight for the program and predicted that it is going to be the law of the land.

"The most powerful of all nations should no longer have to ask our old people to trade dignity and self-respect for hospital and nursing home care." Liberal Republicans, headed by Senator Javits and Senator Case, have indicated that they favor some form of Social Security approach to the medical problems of the aged. 1964 could well be the year that this long needed program is enacted into law.

Overtime and Moonlighters

There are 22.7 million people working more than 40 hours a week in the United States today. Nearly three million of these are moonlighters. That is, they hold more than one job. The AFL-CIO has called upon the government to make the pay for overtime work more expensive so that employers will be encouraged to hire additional employees. Secretary of Labor Willard Wirtz suggested that this is an area that should be considered as a possible source of new jobs.

It is not practical to outlaw moonlighting. In most cases, individual employees work in different industries. It will be necessary for the government to think in terms of increased minimum wages, a reduction in working hours and heavier penalties for overtime work in order to get the most of new jobs and remove the evils of excessive overtime and moonlighting.

It Doesn't Pay To Be Poor

Senator Barry Goldwater, in a recent speech before the Economic Club, conceded that a segment of the population is not participating in the general prosperity. He suggests, however, that it is the attitude or action of this small group which is responsible. The Senator reasoned that "Low intelligence or low ambition is the principal reason for lack of education or skills."

The Senator from Arizona doesn't give a thought to the possibility that some are the victims of fate over which they have been forced to earn a living at an early age and lack the where-with-all for education. The Senator also overlooked the possibility that for many, because of bias or circumstances, there is a lack of opportunity.

The New York Times, in a recent editorial, said: "If the Senator makes many more speeches as arrogant and as ill-informed as this one, he will soon be able to concentrate exclusively on winning re-election in Arizona."

Employers Must Furnish Wage Data

The United States Court of Appeals in Cincinnati recently held that despite contract language to the contrary, a Union is entitled to wage data. The Court stated that the right to such information is conferred by the Taft-Hartley Act and not by the contract. This decision has real meaning for all unions engaged in collective bargaining.

New Year Heralds New Contract For Boston Schlitz Salesmen

As of January 1, 1964, the first agreement covering the newly organized Schlitz sales force was ratified effective. Agreement on the contract provisions had been reached in October but due to the newly negotiated commission systems, two months were required to adjust the existing routes on an equitable basis. The route revisions devised by a committee of the members and agreed to by the employer would provide a volume of approximately 90,000 cases per month. The revised commission system will pay on a yearly basis 10 cents per case for first 50,000 cases sold, 8.5 cents for cases sold up to 125,000, and 7.5 cents for all cases sold in excess of 125,000. In addition, salesmen will receive a commission of 50 cents per half barrel on all draft beer sold. All salesmen are guaranteed a minimum of $125.00 per week.

Other benefits of the initial agreement include a $25.00 per week car allowance, a company paid pension plan, welfare plan and a sick leave provision which allows accumulative sick leave of one week for each year of service.

The vacation schedule calls for vacations of one week after six months, two weeks after one year, three weeks after five years, and four weeks after 12 years. The Schlitz salesmen will also receive 14 paid holidays per year.

The agreement will span three years and contains an assine and successor clause in addition to its other benefits.

Members of the Negotiating Committee consisted of Jim Mahoney, Al Murray, and Jim Kenney. The committee was assisted by Local 6 Business Manager Don Hall.

Technicolor Employees Win Major Gains in First Pact

After long and difficult negotiations which included "round the clock" meetings during the weekend to a Monday contract expiration date. Local 29 members employed at Technicolor overwhelmingly approved their settlement which includes numerous recommendations for a new contract. Major gains were included in two areas:

1. Economic issues: The addition of an 8th holiday, the Friday of the week in which the employee's birthday falls, and a pro rata pay off for Saturday holidays, proration of terminal vacation pay after six months' employment, and four weeks' vacation after 20 years of service, guarantee of 4 hours called in, a retirement plan, 8% cents per hour increase across the board, and to scale; and a considerably improved health plan which provides additional maternity benefits, doctor's home and office visits, drugs, x-ray and additional services to get with an increase in life insurance from $1,000 to $2,500 for each employee.

2. Job and union security issues: The company must have just cause before disciplining or discharging employees, an improved seniority clause with notice on long term layoffs, and the establishment of a joint Labor-Mangement Committee to study the issue further; the right to grievance on newly created jobs or departments; the right to observe other unions' picket lines that have been sanctioned by the company.

March of Dimes

FOR ALL THE CHILDREN—Howard Coughlin, president of the Office Employes International Union, makes a contribution to the 1964 March of Dimes campaign while National Poster Child Mary Lou Graves, 5, beamed her approval. Brother Coughlin is a member of the National Labor Division of the National Foundation-March of Dimes. Funds collected in the current March of Dimes campaign will help thousands of victims of crippling birth defects and arthritis.
TVA and Goldwater

Senator Barry Goldwater of Arizona is well known for his views that the Tennessee Valley Authority should be sold to private industry. When it comes to Arizona, however, the Senator appears to have different ideas.

Senator Goldwater appeared before a Senate Interior Subcommittee in support of legislation that would authorize the Secretary of the Interior to spend $99 million dollars to construct, operate and maintain the Central Arizona Project which would provide water development power for Arizona and five neighboring states.

We would be interested in hearing the Senator explain why he is anxious to sell TVA to private industry and still seek government money for a second TVA for his own state.

Strikes

Those who would legislate the labor movement out of existence usually point to strikes that have been waged by organized labor as the main reason for such proposed legislation.

The Labor Department reported that strike idleness in September 1963 was at the lowest level for that month in 19 years. A few days later, Secretary of Labor Willard Wirtz reported on the work record at the Nation's missile sites and noted the following from the Second Annual Report of the Missile Site Commissioner:

"Only one man day lost because of a labor dispute for every 1,288 man days worked; 99.92 per cent of all available work time at missile sites entirely free of work stoppages; every missile site finished and ready on schedule to receive weapons and crew."

Secretary Wirtz stated: "A proud record of private and public cooperation based entirely on the exercise of private responsibility with no exercise of public power."

It is interesting that the labor or strike threats generally receive first page attention in our Nation's press.

On the other hand, how many of us have had an opportunity to read the above record of labor's cooperation? We believe that the press, in general, gave it little or any publicity.

Unemployment

The following is a quote from President Kennedy's address to the AFL-CIO National Convention:

"Last year's loss of man hours in terms of those willing but unable to find full time work was a staggering one billion work days lost, equivalent to shutting down the entire country for three weeks with no pay. That is an intolerable waste for this rich country of ours."

The Congress of the United States should give serious consideration to the late President's statistics before postponing action on the tax bill which has yet to be voted out of Committee.

Those who operate our Nation's businesses and those who would automate their company's products out of the reach of their laid off employees who, too, are consumers, should also seriously consider the statistics.

Unemployment can be the Achilles Heel of the United States. Seventeen per cent of our Nation's teenagers seeking employment are not able to find jobs.

Our economy can be in real trouble unless answers are found to this great problem. We cannot afford a "business as usual" attitude.

Labor, management and the government must put their heads together and find solutions. Congress must legislate, not procrastinate.

Berlin Wall Opening Recalls Meaney Plea

The agreement to open the Berlin Wall for a week-long period over the Christmas holiday is to allow West Berliners to visit their East Berlin relatives for the first time in over two years has raised a storm of protest from the AFL-CIO and Secretary-Treasurer George Meany.

In July 1962, in a speech to the Congress of the I. U. Confederation of the United States, Meany called on the UN Human Rights Commission to arrange for opening the wall for a trial period of one month "as an experiment in humanitarianism" to allow for the reunion of families.

Local 354 Signs Paper Firm

Local 354, Plymouth, N. C. and the Weyerhaeuser Company recently signed a renewal agreement.

Major advances include a 7¢ across-the-board increase effective Nov. 1, 1963 with an additional 3¢ per cent effective Nov. 1, 1964.

Other improvements are an improved sick leave allowance and a new clause to supplement workmen's compensation. The pension and insurance program was greatly improved and provision has been made for four weeks vacation after 20 years of service.

The Negotiating Committee consisted of Local 354 Pres. Doris Wells, Norman Spruill and Peggy Modlin. Able assistance was rendered by International Vice-Pres. J. O. Bloodworth.

Local 153 Beer Salesmen Receive $200,000 in Refunds

The holiday season was jubilantly celebrated this year for salesmen in the Piel's, Rupert and Schlit Breweries. Business Representative Al Addo was a welcome "Santa Claus" as he distributed refund checks averaging $1,200. Some of the checks were in excess of $2,000.

The individual checks represent the amount of money each salesman had contributed, plus interest, during his participation in the Local 153 Salesmen's Division Pension Fund. The entire amount is tax free except for that portion which represents interest.

The refund was made during the week of December 2nd and provided the crowning touch to the concentrated efforts Local 153 made during 1963 to merge its two Pension Plans and provide one sound plan for all of its members.

Only eight months ago, salesmen from the three breweries were contributing $4.00 per week, in addition to the $8.00 per week contributed by their employers into the Local 153 Salesmen's Division Pension Fund. As a result of the merger of the two pension funds in May 1963, the salesman were able to get a better retirement formula.

Several months later, after numerous discussions with employees, the Union arranged for a discontinuance of the $4.00 per week deduction from the salesman's paychecks. This enabled each member to take home $4.00 more per week in his pay check.

Finally, just this month, arrangements were completed for the return of more than $200,000 contributed by the salesmen.
New Records for All Workers

The Canadian Government intends to establish a new sys-
tem for maintaining the records of individuals required by vari-
sous federal departments, it has been announced by the Ministry of Labour. This system will be used to register all employed per-
sons in Canada. Plans are under way to begin registration on Ap-
ril 1.

At present, for unemployment-insurance purposes, the Unemployment Insurance Com-
munity keeps a register of all persons working in insured em-
ployment. Each person is as-
signed an individual number so that appropriate records may be maintained with accuracy.

As Old as Obsolete

With the growth of the labour force and the increasing use of electronic data-processing equipment for government rec-
ord-keeping, the registration sys-
tem used by the Unemployment Insurance Commission is becoming obsolete. In view of the recommendations of the Clen
MacDonald, secretary-
treasurer of the Canadian Labour Congress, who has pres-
ed the views of the labour movement regarding taxation, in a report to the Royal Commission on Taxation. Mr.
MacDonald summarized the CLC's basic policy on this mat-
ter as follows:
1) Whenever possible and practicable, the incidence of income tax should be based on ability to pay.
2) The personal income tax, because of its capacity for progressiveness, can best be adapted to comply with this principle.
3) The tax system should be used to bring about a more equitable distribution of the nation's income. Again, this can be achieved through a progressive, personal income tax, by taxing lower incomes much less than higher in-
come, and giving general social benefits.
4) The tax system, used as a social and economic tool, can provide a better distribution of income and maintenance, and maintained, the tax system must play an impor-
tant role in regulating the nation's economy. If unemployment and adequate provisions for old age security are at-

The CLC's brief to the Royal Commission on Taxation can be summarized as follows:
1. The Commission believes that the present 20 per cent tax credit on interest should be increased to 25 per cent, and serves to make the income tax more regressive than it needs to be. It is a bad rate, which it stood at prior to 1953, would seem to be a more equitable ar-

The CLC divided on this question, and the debate is likely to continue on this issue. The CLC has made it clear that they oppose the reduction of the maximum benefit period from 51 to 26 weeks, recommendations con-
cerning the accumulation of con-
tinues to be the responsibility of the Unemploy-
ment Insurance Commission.

In Conclusion

The CLC is opposed to the reduction of the maximum benefit period from 51 to 26 weeks, recommendations con-
cerning the accumulation of con-
tinues to be the responsibility of the Unemploy-
ment Insurance Commission.

The CLC's position on this issue is that the current system is antiquated and out of date. They believe that a new system is needed, and that the government should take steps to implement such a system as soon as possible.
New Year's Message
by Claude Jodoin
President, Canadian Labour Congress

We stand at the gateway of a year of great opportunity. Seldom have Canadians been confronted with such challenges. Yet, on every hand, we face new avenues which may lead us to a better life for all.

This is particularly true in the area of labour-management relations, in which our organizations and membership have a very basic interest. The year 1963 brought with it proof that many of the quick assumptions about automation and other major technological changes were unfounded. Experience has now clearly shown that when men are replaced with machines their services are not automatically required in other work. It does not follow, however, that automation is, therefore, necessarily an evil. Our rapidly expanding scientific and technical knowledge can be the means of providing material goods in much greater abundance. The true benefits will only be gained, however, if we apply equal skill to assuring their fair distribution.

Labour is not alone in its concern about the application of these methods. Unemployment—quite apart from the price in human suffering which is its greatest cost—depresses the entire economy. Vastly expanded means of production have little meaning if there are no customers to buy the products.

This is a challenge which confronts us as a people. It calls for original thinking and for courageous action. This is a situation in which new degrees of cooperation between labour, management and government are required. We are hopeful that the newly-established Economic Council of Canada may be able to make an important contribution in this regard.

Canada itself has arrived at a time of testing. Two historic cultures have mainly provided the base on which our country has developed and expanded. This base must be maintained. The period as we approach Canada's centenary is an appropriate one for reassessment. We have grown to world stature as one country, we must continue to grow as one country. During the past year there has been, I am sure, an awakening on the part of the country to the need for reviewing the ties between the peoples of these two cultures, and of remedying inequalities which may have developed over the years. This is a task which we must face squarely in the year ahead.

We must have a Canada which unites all our people, regardless of their race, colour or creed; and Canadian workers can make a great contribution to this objective.

The opportunities of 1964 will, by no means, be restricted to matters within our own boundaries. Internationally we are in a period of great transition. During the past year there has been a marked easing of many of the tensions we have been experiencing, although the fundamental problems remain. During the next period many world figures who have provided leadership have left the scene. It would be difficult to let the year end without making particular reference to the untimely death of President John F. Kennedy.

But time never stands still; and we must move forward with time. I hope and pray that we may carry into 1964, from the season we have just observed, the spirit of peace and goodwill to all mankind.

OEIU Activities Are Noted in England

Mr. Howard Coughlin, President, Office Workers International, e/o Mr. Don Iddon, 50 Rockefeller Plaza, New York 20, New York, U. S. A.

Dear Sir,

Mr. Don Iddon through the columns of the London Daily Mail reported that you are the leader of a movement centered in New York City, for the improvement of the conditions of employment of office workers and that to that end you and your associates had been particularly active on Wall Street.

The name of the organization, "Office Workers International," would suggest that it is intended to make it applicable to countries other than the U.S. A., and as I am myself an office worker and convinced of the necessity for united action on the part of clerical workers for a considerable advancement in their wages, especially here in England, I should be pleased to know whether there is a British section to the movement which I would readily join.
Please be good enough to let me know.

Yours truly,
A. E. Moore

Kennedy's 'Last Words to Labor' Available on Film

Washington—"John F. Kennedy's Last Words to Labor," a 16 mm. film of the late President's address to the 1963 AFL-CIO convention just a week before his assassination, will be available for sale or rental from the federal Department of Education after Jan. 1.

The film, which runs 28.5 minutes, may be purchased for $35 a copy. The figure represents the actual cost of printing in accordance with a directive from AFL-CIO Pres. George Meany to encourage the widest possible distribution by keeping the price at a minimum.

The rental price is $3 per showing. Reservations should be made two weeks in advance with the AFL-CIO Dept. of Education, 815 Sixteenth St., N.W., Washington 6, D. C.

Labor Help to Scholars Put at More Than $1 Million

Cambridge, Mass.—The AFL-CIO and its affiliates have spent more than $1 million this year to help send 842 young men and women to college.

AFL-CIO Sec.-Treas. William F. Schielltz announced these figures in an address at Harvard University here. In the audience were three students attending Harvard on AFL-CIO merit scholarships.

The "Manpower Bill" cleared the House by voice vote after defeat of a substitute proposal by Rep. Robert Taft (R.-O.), 168-122. Similar legislation had been passed by the Senate early in September.

Local 15 Organizes 6 New Members In Merger

Local 15 Secretary-Treasurer Orla Skilling reported the signing of six new members due to the merger of the Consolidated Freightways Company with Canadian Freightways Ltd.

Local 15 represented five clerical employees at Consolidated Freightways but the six clericals of Canadian Freightways were unorganized.

A successful campaign brought the unorganized clerical employees into the Union creating 100% membership of the newly merged firm's office force.

OEIU Scores On 4 Fronts

(Continued from page 1)

Successful organization of the clerical staffs of the Riviera and Holiday Inn Motels in Queens, N. Y.

Organizational work is proceeding in numerous other areas of the United States and Canada under the direction of Local Union Representatives and International Representatives of both.

NRB elections have been set in New York City for the employees of the Booth Steamship Lines, the Midwest Manufacturing Company in Galesburg, Ill., and the home office employees of the Mason Rust Company at New Orleans.

The OEIU anticipates a step-up in white collar organizational activity in the year 1964.

An increase in the number of white collar workers in the United States and Canada and subsequent problems caused mainly by the introduction of automation and technological change is providing greater incentive for office and clerical workers to organize.
Office Employees International Union is probably faced with more serious problems of subcontracting than is true of most unions in the United States and Canada today.

Employer under contract to Local Unions of the O.E.I.U. constantly strive to subcontract to work agencies which provide "temporary" manpower during peak load periods. When our contracts are not policed, these peak load periods become a recurring event. As a result, numerous Local Unions are faced with an erosion of the work for which we were originally certified as the collective bargaining agent.

In addition to the use of temporary manpower, we have the more serious problem of work being diverted to computer centers. This work is diverted not only to computer centers owned and operated by employers not under contract to the Office Employees International Union, but in many instances happens within the same company where certain of the collective bargaining units are represented by our Unions. For example, work normally performed in one city or locality in a national company has been transferred to the computer center of that same company in another city. In these instances, unless the company is completely organized in all of its installations, the management will find reasons to locate the computer in an unorganized location.

We predicted these subcontracting problems several years ago before most of our unions were faced with these difficulties.

The National Labor Relations Board in the United States handed down several decisions which held in such instances that subcontracting from a certified collective bargaining unit to another installation without the consent of the union involved was illegal. The Board held that such subcontracting violated the Taft-Hartley Act even if it was done for economic purposes and not for the usual purposes of avoiding collective bargaining responsibilities.

The most important case on record concerning this subject is the Fiberboard Paper Products Company. The Board originally voted to dismiss the case brought by the union on that reasoning, held that the company violated the Taft-Hartley Act in subcontracting.

The Court of Appeals in the District of Columbia upheld the Board and the company has proceeded to appeal this case to the United States Supreme Court. Recently, the United States Supreme Court agreed to review the employer's right to subcontract work without consulting the union and a decision should be forthcoming within the next few months.

If the Supreme Court should reverse the lower Court and the NLRB, all unions which have failed to incorporate clauses in their existing collective bargaining contracts prohibiting subcontracting will be in serious trouble.

If the United States Supreme Court upholds the decision of the Circuit Court of Appeals and the NLRB, it will only be a matter of time before the enemies of labor attempt to amend the Taft-Hartley Act for purposes of guaranteeing the rights of employers to subcontract.

This is a bread-and-butter issue which affects all workers organized or unorganized. If a company can subcontract at will, it can evade its collective bargaining responsibilities, pit worker against worker, depress wages and increase unemployment.

The United States Chamber of Commerce and the National Association of Manufacturers are constantly working to weaken the labor movement and thus impir the economic well being of all of those who work for a living. These same forces hope to make Oklahoma the twenty-first state to pass a law prohibiting union security clauses. It is expected that the voters in Oklahoma will vote on this issue in May of this year.

These are only a few of the reasons why it is necessary for organized labor to be active at the polls. These are some of the reasons why OEU's V.O.T.E. program came into being and why it is necessary for our membership to fully support this program.

Dorothy King Honored

Mrs. Dorothy King, who had been President for Local 303 since it was organized in March, 1953, was honored last month by ap-preciative officers and fellow employees. A dinner party was held in honor of Mrs. King at the Rock of the Coffee Cup in Texarkana—a "surprise affair." Dorothy was presented a Lady Elgin wrist watch and a lively necklace, and was congratulated by Frank E. Morton (left) and William R. Avant.

Local 303 has a contract with Day & Zimmerman, Inc., opera-tors of Lone Star Ordnance Plant in Texarkana, Texas.

In addition to being President of Local 303, Dorothy has served as chairman of the Joint Negotiating Committee, composed of seven labor organizations.

Effective January 1, 1964, Day & Zimmerman promoted Doro-thy to a managerial position as Administrator of a specific area. In this position, Dorothy will supervise approximately 30 employees.

William R. Avant, Vice President, will fill the unexpired term of President of the Local.
President Conveys His Appreciation

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Local 14 President Edward Springman and International Representative John Fitzmaurice led both of these campaigns.

Impressive Win

At Tacoma, Wash., Walter Freeman, Business Representative of Local 23 scored an impressive win at the Tacoma Credit Bureau. In this instance, the employee-chosen OEIU in an NLRA election by a score of 21 to 10. Negotiations are now in progress.

Pension Plans

At Milwaukee, Jerry Clark, Business Representative of Local 9 and International Representative Arthur Lewandowski pooled their efforts to win an NLRA election for the telephone operators employed by a telephone service known as the Milwaukee Message Center. The vote was 14 to 10 in favor of Local 9. However, challenges will delay the official certification for several weeks.

In New York City, Ben J. Cohen, Secretary-Treasurer of Local 153 announced that the employees of the Allied World's Fair Service Corporation and the Allied Exhibitions Maintenance Corporation recognized Local 153 and have agreed to negotiate a collective bargaining agreement to cover clerical workers employed during the life of the New York World's Fair. This is the first company to be organized at the New York World's Fair site. Local 153 is presently organizing three additional companies in the World's Fair area.

Local 153 also announced the receipt of a new charter and the beginning of negotiations.

TIME OF SERVICE

Paid vacation allowance has been added to the OEIU's vacation plan.

LOCAL 46

The Local 46 Negotiating Committee consisted of Mrs. Wilma Haynes, Ethel C. Evans and June Hermann. The Committee was assisted by Int'l Vice-Pres. J. O. Bloodworth.

LOCAL 29

Re-Signs

Grand Auto Stores

A new settlement has been reached covering 35 members employed at Grand Auto Stores, reports Local 29 Bus. Rep. John Kimick.

The new contract covers the main office and all the branches of the company. A $1.37 per month wage increase was effective on Sept. 1, 1963 and an additional $14.00 per month will become effective Sept. 1, 1964.

Life insurance is raised from $1,000 to $2,500 and other improvements on the health and welfare plan have been made especially in lowering cost of dependent coverage. Other gains include the establishing of Veterans' Day as a paid holiday.

LOCAL 153

Recently Local 153 located a new newspaper plant. The new Daily Record is in full production at the new location.