OEIU President Attends White House Dinner

President Johnson, speaking at a White House dinner for more than 65 top AFL-CIO officials and their wives—including OEIU President and Mrs. Howard Coughlin—outlined his Administration’s plan to bolster full employment. He declared: “We have talked a great deal about full employment in America but have done little to achieve it; and if private enterprise fails to bring about full employment, we will step up our public works program.”

The President also heavily stressed completion of the “agenda of unfinished work in America,” citing the need for legislative action on civil rights, medical care for the aged, the food stamp program, housing, and a federal pay increase.

Reviewing the general state of the economy, the President said he was gratified with the progress but “not satisfied.” He declared: “Unemployment is too high, and there is too much poverty in the midst of plenty. To drain shameful backwaters of poverty and concentrated unemployment, we must press our war on poverty forward to total victory.”

Pointing to the four to five million people out of work in the U. S. “all the time,” while across the Atlantic “such levels of unemployment among our Allies are a matter of ancient history, The President stressed that we, too, must catch up with modern history.”

Local 277 Wins
In NLRB Election
At Chicago Pneumatic
Thirty-five office, clerical, and technical employees of the Fort Worth, Texas, plant of Chicago Pneumatic Tool Company voted in an NLRB election for representation by OEIU Local 277.

Acting within hours after the election, the union and company signed a 60-day agreement designed for use until a formal contract is negotiated.

The interim pact allows for the provision of shop stewards and the establishment of grievance machinery.

Local 277 President and campaign leader J. B. Moss stated the campaign was highly successful due to the activity of an in-plant organizing committee and the valuable assistance of Lester Graham, Regional Director of AFL-CIO Region XII.

Negotiations for a formal contract are scheduled to begin in the near future.

Full-time “Reps” Meet in Chicago
At a recent meeting in Chicago, full-time representatives of OEIU Local Unions and of the International Union met to discuss ways and means of stepping up the organizational program in the future.

During the two-day meeting, President Coughlin outlined a vigorous organizing program which is being emphasized upon immediately. There was also a work-shop discussion of the various methods and approaches which have been used—with particular emphasis on those efforts which have proved effective in the past. It was the consensus of the delegates that OEIU should not only continue but expand its organizational efforts.

OEIU Officers Are in Japan
OEIU President Howard Coughlin and Vice-Presi- dent Frank Morton are participating in American Special- ists under the American-Japanese Labor Exchange Program.

The program, an integral part of the Department of State’s educational and cultural exchange program, was developed through consultation with the Interna- tional Affairs Office of the AFL-CIO.

Brothers Coughlin and Morton are among 22 rep- resentatives who will seek to strengthen union to union relationships. Both OEIU officials have scheduled numerous meetings and visits with Japanese white collar unions.

For an introspective view of the Japanese labor force, see the President’s Column on page 4.

Nehru’s Death Seen
As “Great Loss” by
AFL-CIO Pres. Meany
American labor joins in the Indian labor movement in mourning the death of Prime Minister Jawaharlal Nehru on May 27 at the age of 74. AFL-CIO President George Meany said in messages of sympathy to the Indian National Trade Un- ion Congress and Hind Mazdoor Sabha, national labor centers.

Saluting Nehru as “dynamic leader of your great democracy,” Meany called his death “a great loss to all liberty-loving people” and added: “Millions of Indian workers in the AFL-CIO will more than ever help the people of India build a strong and prosper- ous democracy capable of assuring their national security and territorial integrity and serving as the force of demo- cratic nations fighting for a world free from the perils of poverty, dictatorship and war.”

Oregon Court Bars Use of ‘Right-To-Work’ on Petition
Salem, Ore.—The Oregon State Supreme Court has barred the phrase “right-to-work” on an initiative petition for a state constitutional amendment that would outlaw the union shop.

The court found “merit” in labor’s contention that “right-to- work” is a “false, misleading, prejudicial” description of a proposed measure which “does not provide or guarantee any employment for anyone.”

In decision came as the anti-union drive, rebuffed by Okla- homa voters in a May 5 elec- tion, veered to the Northwest. Under Oregon law, sponsors of the petition have until July 2 to secure the 46,000 valid sig- natures needed to gain a place on the ballot in November.

The court, after hearing argu- ments from attorneys for the State AFL-CIO and a state union, re- wrote the ballot title drawn up by Attorney General Robert T. Thornton. The initiative petitions being circulated, the court said, must describe the proposition as a “constitutional amend- ment prohibiting union security contracts.”

Although proposals to bar the union shop have been twice petitioned to referendum in neighboring Washington—and twice rejected by the voters—the issue has never reached as far as the ballot stage here in Oregon.

Disaster Foreseen
In ‘Blind’ Automation
Unless the United States rapidly develops social and eco- nomic adjustments and adapta- tions, “the blind forward plunge of the technological revolution can lead to disaster,” AFL-CIO Research Director Nat Gold-finger warned during a discuss- ion of the impact of automation at the recent 19th annual con- vention of the American Insti- tute of Industrial Engineers at Philadelphia.

Labor and industry, Gold- finger said, have an obligation to develop “workable adjustments” to technological advances through collective bargaining at the level of the plant, the company, or the labor market.

This, he said, should include advance notice of “radical tech- nological changes, retraining of workers in the new skills that will be needed, and relocation assistance to workers and their families.”

Goldfinger also called for in- creased federal programs.
Johnson Repeats Pledge on Old-Age Health Care

Pres. Johnson has pledged "continued efforts" by the Administration to secure enactment of a social security program for hospital benefits to the aged.

In a letter to AFL-CIO Pres. George Meany, the President acknowledged the federation's concern with problems of the nation's senior citizens. Meany had written him arguing that "the most meaningful observance" of the month of May as Senior Citizens Month would be passage of the social security hospital bill, and stated that labor's participation of the month would be key to that theme.

Johnson recalled that at a recent press conference he had included the hospital-care bill as among the five "priority" measures he wanted Congress to pass this year.

"We shall continue our efforts to secure action on this legislation," he wrote Meany. People needing hospital care in their "twilight years," he said, "deserve more than to have to ask for hand-outs or think of themselves as burdens on their families and on society. They deserve better treatment and they must have it."

The bill is pending in the House Ways & Means Committees, the tax-writing unit that usually initiates social security system programs.

Oklahoma Team Work Wins

The voters of Oklahoma recently rejected a proposed compulsory open shop amendment to their state's constitution by defeating a four-year, heavily financed drive to outlaw the union shop.

The results of this referendum made it clear that this was a state-wide special case. When members, as expected, turned out in force against the effort to destroy their organizations, they alone could not have won the fight. They needed and received strong support from outstanding political leaders, from the Negro community, and from a substantial proportion of the farmers of Oklahoma.

Union observers on the scene estimated that the "right-to-work" forces spent from $5.00 to $10.00 for every dollar spent to fight the proposition, but the thousands of hours of volunteer work made up for the difference in dollars.

The current drive to ban the union shop began in early 1959 when the National Right-To-Work leaders came into Oklahoma to meet with local employer groups and to press for the election of friendly legislators. A so-called "right-to-work" bill was introduced in the 1961 legislature, but it died in committee, with both the House and Senate rejecting moves to force it to the floor.

The Oklahoma vote is another display of what trade unions can do if they exert the necessary energy and imbue the fact that the voting population understands the issue.

Change in Secret Ballot

Assistant Secretary of Labor James J. Reynolds announced recently that the Landrum-Griffin Act requirements that union election be by secret ballot will not be enforced in certain circumstances where candidates are unopposed.

Assistant Secretary Reynolds' statement was in reply to an inquiry by IAM President A. J. Hayes, Chairman of the AFL-CIO Labor Advisory Committee. Hayes asked if a secret ballot is necessary where (1) reasonable opportunity is given to members to nominate candidates, (2) only one candidate is nominated for each office, and (3) the union's constitution does not permit write-in candidates.

Although there is no exception stated in the Act to the requirement that local elections be by secret ballot, Reynolds stated that the Act bars overturning an election except when improprieties may have affected the outcome. In the situation presented by Brother Hayes, he stated the failure to use a secret ballot would not affect the outcome; so that if all other election requirements have been met, the Labor Department would not take any action.

Rebate in Effect a Fine

The U. S. Court of Appeals in Cincinnati has held that when a union collects a regular monthly dues and rebates $1.00 to members who attend the regular monthly meeting, they were, in effect, imposing a $1.00 fine for non-attendance.

In the instant case, the court held that the union violated the Taft-Hartley Act when it invoked its union security provision against members who refused to pay the extra $1.00 each month. The Law does not permit union security discharges for non-payment of fines.

Furthermore, the court placed the responsibility of the discharge solely on the union. The court found that the company did not have a reasonable basis for knowing that the union's discharge demand was based on a refusal to pay fines rather than proper dues. It would have required an undue burdensome investigation by the company to determine that the discharge demand was improper.

As a result, any local union which offers a rebate for attendance at meetings should realize that it is illegal to demand the discharge under a union security clause for refusal to pay an amount equal to the rebate.

Local 153 Hails Member Gains

Hailing record membership gains for the quarter of 1964, Local 153 Secretary-Treasurer Ben Cohan has termed the impressive results the product of well-organized strategic campaigns and highly efficient teamwork.

New company under contract-in addition to the previously mentioned Allied Maintenance, Pinkerton Detective Agency, Mutual Biscuit Company, Greyhound, and Metropolitan Diagnostic Institute-are: Breakstone Foods, 42 members, Pittsburgh Plate Glass, 35 members, and Port Distributors, 20 members.

The North Central Educational Conference was held at Wisconsin Rapids, Wisconsin on May 2 and 3. $5,050 Severance Pay for Three at Cloverleaf Farms

Local 29 withdrew its "Unfair Practice" charges against Cloverleaf Farms Milk Company after reaching a satisfactory severance pay settlement for the three office employees involved in a dispute recently decided by the National Labor Relations Board.

The charges were filed by the union when the company closed its office because the office staff joined Local 29. The NLRB invalidated the union's charges, and suggested the company re-open its office and negotiate a contract with the union. In negotiations, the company preferred to pay severance money amounting to $5,050 rather than reopen its office a short time and then close it legally in compliance with the law.

The Erie Educational Conference was held in Flint, Michigan on April 25 and 26, 1964.
CLC Urges Better Deal for Senior Citizens of Canada

Ottawa (CPA) — The Canadian Labour Congress has called for a better deal for the country's older people. It holds a Senate committee on aging should be able to look forward to retirement that includes "more than mere survival." An older person, it pointed out, is not only entitled to be able to live without the fear of poverty, but "entitled to be able to live with some comfort and reasonable security." A "living level," said the CLC, "is not the same as a "standard of living.""

The CLC said that more older people could be put out of work in periods of job scarcity because of the Canada Pension Plan and expansion of private pensions. Age alone should not be the determining factor on whether a person should be allowed to continue to work.

"We are convinced that only when there are enough jobs to go around will there be expanded employment opportunities for the older worker and for the worker who wishes to continue working even though he has become entitled to retirement on pension." The CLC said it opposed compulsory superannuation of employees whether or not they retired on pension.

Local 15 Supports Striking Shipyard Workers

Local 15 members employed at the Burrard Shipyards refused to cross the picket lines of 22 unions. The strike has since been successfully won.

Management-Level "Specialists" Seen Turning to Unions

Montreal — Specialists often considered as "management ranks" are moving into organized labor as automation takes over their jobs, the Rev. Emile Bouvier, director of the University of Sherbrooke's Political Economy Department, told the Canadian Industrial Trainers' Association at a meeting here.

"Within five years we will see the unionizing of engineers, scholars, lawyers, and administrators who will organize to protect their job security," he predicted.

Automation is discharging executives as young as 50 to make way for computer methods of management analysis, creating "disguised unemployment."

Housing Characteristics

There were 750,942 dwellings in Canada at the 1961 census date which were described as "crowded" because they had more than 1.0 persons per room. The Dominion Bureau of Statistics says in a recent release.

This number accounted for 16% of all occupied dwellings in Canada (exclusive of those of the collective type), and it is a drop from 19% in 1951. The "16%" homes averaged 4.7 rooms for 6.9 persons compared to the over-all average of 5.3 rooms for 3.9 persons.

While 47% of the dwellings reporting more than one-person-per-room were built since 1946. 12% were in need of major repairs. Only 4% of the "less crowded" were reported as needing major repairs.

Local 295, St. Croix Paper Co. Sign Pact

A two-year agreement has been reached for negotiations between Local 295 and St. Croix Paper Company, a division of Georgia Pacific.

The committee, assisted by International Vice President Leo J. Wallace, was composed of President William Coffin, Norman Sprague, and Marjorie Wall.

The settlement improved the group insurance plan by raising the hospital day benefits and the special benefits.

Major Medical was put into effect—with $7500 benefit, $100 deductible, co-insurance.

Canada Plans to Ratify ILO Statement on Discrimination

Ottawa — The federal government plans to ratify an International Labor Organization convention dealing with discrimination in employment and occupation. Labour Minister Allan J. MacEachen announced this in the debate on the speech from the throne.

The ILO convention seeks to promote efforts throughout the world to remove discrimination in employment and occupation based on grounds of race, color, sex, religion, national origin, or social origin, and to promote equality of opportunity.

It will be the 21st ILO convention to be ratified by Canada. There are 99 other ILO conventions that have not been ratified by Canada.

MacEachen said the federal government asked each of the provinces about the ILO Convention on discrimination in employment and occupation.

"Each of them has indicated that it is following a policy fully consistent with the objectives of the convention," he told the commons. "They have, all, moreover, expressed their full support and approval of the proposed action to ratify this basic international instrument."

Highlights of the Fifth Canadian Labour Congress Constitutional Convention

President Claude Jodojima delivered the Presidential address, stressing the importance of all those who believe in one Canada to speak out against destructive minorities which divide the nation.

The Education Committee reported the success of the Canadian Labour College, and all affiliated organizations were asked to support the Labour College financially in the eventual hope that the college might operate on a regular university level.

The report of the Committee on Human Rights outlined the plight of Canada's Indians, Eskimo, and Metis citizens. The convention called for research into their special needs and problems.

Mr. Ron. Lester L. Pearson, Prime Minister of Canada, addressed the Convention. He discussed the Maritime Union leadership, the Economic Council of Canada, aid to underdeveloped countries, and unemployment.

CLC Secretary-Treasurer Donald MacDonald reported the Congress to be in a sound financial position, with a total operating surplus since the 1962 Convention of $150,342.77 and a greatly strengthened investment portfolio. The total CLC affiliated membership is 1,079,909.

An amendment to increase the number of Congress general vice presidents from four to five was defeated.

The Committee on Economic Policy reported that to insure high employment and an expanding economy there is a need for economic planning to include extensive public works and improved social security programs. In the collective bargaining field, improved wages and conditions will help stimulate the economy. Automation has created a vast need for expanded training and retaining programs.

OEIU Delegates at the CLC Convention

Some of the OEIU delegates at the Canadian Labour Congress in Montreal were, left to right around the table: (1) a delegate from another union, (2) Mrs. A. E. Hollock from Vancouver, (3) W. Swanson from Vancouver, (4) Romeo Carbelli and (5) Andre Leboville from Montreal, (6) Marilyn Porter and (7) Jean Darch from Winnipeg, (8) Marjorie Robertson from Ottawa, (9) Earl McCaig from Pacific, (10) George Porter and (11) George Summers from Toronto, and two delegates from other unions.

Consumer Price Index Rises

Canada's consumer price index rose 0.4% — to 135.0 — in April, from 134.6 in March. It was also 2.0% above the April 1963 index of 132.3.

In April, higher prices in five of the seven main consumer groups exceeded the declines that occurred in the transportation and recreation-reading components.

The food index averaged 0.4% to 131.8 — from 131.3 in March. Prices were lower only for sugar, bread, cookies, eggs, and few vegetables, and some fruits.

The housing index increased 0.2% — to 137.8 from 137.5. The clothing index advanced 0.4% — to 119.1 from 118.6.
Assignment in Japan

Tokyo, May 13—Vice President Morton and I have completed the first week of a twenty-one day assignment in Japan. Our task is laid out by the U. S. Department of State calls for a series of meetings with trade union leaders throughout the country, with special emphasis on those unions which take while college workers into membership.

With few exceptions, most unions here organize on a vertical basis, regardless of skill or craft. Most local unions as we would refer to them are limited to a single company. Therefore, all workers from the supervisory staff through the production line, maintenance workers, clericalists and office workers, including janitors and porters of a single company make up the local union. If a company is national in scope or covers more than one location, these units form a confederation of unions, glorifying their bargaining to the one employer. As a result of this unusual collective bargaining arrangement, unions in Japan are unlike any other trade union movements throughout the world.

The basis for collective bargaining in Japan has its roots in the historic paternalistic relationship between employers and workers which existed for centuries before World War II. When a boy graduates from high school or college, he chooses or is chosen for a job by a company in Japan. Thereafter, both the boy and the employer expect that this working relationship will exist for the remainder of the boy's working life. This boy, regardless of skill, will begin to work at a minimum wage and as he grows older and acquires a wife and family, his income, benefits, company utility coverage, dormitory or housing facilities will continue to improve. These improvements have little relationship to productivity, but rather depend upon age, family size and years of service. Thus a highly trained college graduate can begin working for a company, find himself doing far more important work than an unskilled fellow worker with years of service, and yet receive far less in the way of remuneration.

Historically, it has been true that Japanese companies accepted responsibility for their workers and fully carried out their obligations. In recent years, a number of companies have been unable to keep up with competition and have ceased operations. Others have been obliged to terminate or lay off workers.

This has posed some difficult problems. Workers so terminated who have been retired or laid off at ages of 30 years have found themselves unemployable, while at the same time there has been a scarcity of young high school and college trained workers because of the low birth rate during the war years. Employers continuing their paternalistic policies are loath to employ laid off workers from another firm, regardless of the acquired skills of the unemployed workers. Many of these men have been forced to take menial jobs in order.

Clerical employees in Japan, as is true for the most part in the United States, have a shorter work week than manual workers. Blue collar workers are employed on a 48-hour-a-week schedule while clericals work 44 hours. Generally, clericals only work a half day on Saturday.

White collar workers, while receiving a lesser base wage, as in America, receive more generous bonus payments. While all workers receive bonus payments, clericals receive five to six months additional pay as compared to two or three months for manual workers.

Organized clericals can be found in each of the two major federations of labor, namely Sohyo and Domei Kugi. They also can be found in two smaller federations called Shinshinbutsu and Churitsu Roren. The latter two are not affiliated politically. In fact, Churitsu Roren is a federation of independent unions. On the other hand, Sohyo supports the Socialist Party and Domei Kugi supports the Social Democratic Party.

In a few short years, the major labor organizations of Japan has disintegrated and become dominated by a coalition of free trade unions with which the AFL-CIO is affiliated. Japanese labor is moving steadily ahead. While production wages without bonus arrangements average about $70.00 per month, this represents a doubling of income in the last six years.

Improved collective bargaining techniques, elimination of employer paternalism, and a change in union structure so that collective bargaining is conducted rather than confined to company units, will bring many new benefits to Japanese workers.

Local 339 Signs Joy Manufactur'g

International Representative J. M. Sleeth reports the following gains in a successfully negotiated two-year pact with the Joy Manufacturing Company of Franklin, Pa.:

• Company to pay full cost of insurance plan, plus additional new benefits.
• Clerical employees will receive three weeks' vacation after 10 years and four weeks after 20 years of service—with a sliding scale of extra vacation days each year between the 10th and 20th year of service.
• A total of $15.00 per month increase over two years.
• Increased shift differential—from 6% to 9% per hour to 8-1/2% per hour.

Other gains included additional paid holidays and increases in accident and sickness insurance.

Local 3 Wins At Bruning Co.

San Francisco—Phyllis Mitchell, Secretary-Treasurer of Office and Professional Employees, Local 3, has reported the successful results of an NLRB election at Chas. Bruning Co., Inc., Division of Adolphus Hyman's Graphic Corp. Of the 13 voting clerical employees in the unit, nine voted for union representation by Local 3.

Plans are now being established for collective contract negotiations.

Contribute to New Center

Joyce Ray (left) and Merry Subey, members of Local 5, attended the eighth session of the Unions Counsellors Course held at the new United Fund Service Center in Denver. Their attention is centered on the recognition plaque awarded to Local 5 for its contribution to the new center.

The Unions Counsellors Course is sponsored by the Denver Community Service Committee and is designed to familiarize union members with the private and public service agencies. Joyce and Merry are both graduating from the training course this year.

New Agreement at National Bank Blank

Local 247's negotiating committee led by President Al Poulin and assisted by Paul Richards, Howard L. Foutain, and Ronald Chateaus Seul has negotiated a new contract with the National Bank Blank Company.

A one-year agreement, it provides for a general increase of 4% to 4 1/2% per hour, a four-week's vacation after 20 years, three weeks' vacation after 10 years. The previous agreement provides no further week until after 25 years.

Arbitrator Upholds OEIU Discharge

A program of compulsory retirement without pensions, voted by the Board of Directors of Grancolombiana, Inc., to take effect on the expiration of the ship line's agreement with Employer Local 153, in the opinion of Arbitrator James V. Allen, he considers forced retirement (amounting to discharge). On November 28, 1962, the Grancolombiana directors adopted a resolution establishing a mandatory retirement age of 65 for male employees and 62 for female employees. The policy wasn't published, however, until February 16, 1963, when the company posted notice at New York City office stating that it would become effective on July 1.

Three of the four employees who were over 65 on July 1 accepted retirement. The fourth found a grievance.

The union insisted that the retirement was nothing more than a discharge. The grievant was capable of performing his job, it said, so the discharge was not for "good and reasonable cause," as the contract stated.

Mandatory retirement affects basic aspects of the security and tenure of the employees, the union continued. Such a change can't be made without prior negotiations, it insisted, and there has been no talk at all of a forced retirement policy.

The company relied on its management rights to support its unilateral adoption of the retirement policy. Forced retirement is not the same as a discharge, the company argued.

College Study

Pinpoints Dropouts

Fifty per cent of all male college students drop out at some point in their undergraduate years according to a Columbia University study. The number of male high school graduates who enter college each fall also number 50 per cent of the total graduates.

An article applied to this June's anticipated 1,120,000 male high school graduates it means that only 560,000 will enter college and only 280,000 will receive a degree.

Altieri riled: "In the instant case there are strong reasons for concluding that the dismissal (of grievant) by the notice sent to him that on December 27, 1963 your tenure of office with our company will be terminated, constituted a discharge as the term would be conventionally applied. There was no retirement policy or program antedating the agreement constituting a prior practice that could spell out the intention to place a more restrictive policy growing. To this end, a discharge in the discharge clause. Article 4, with its combined confidentiality and non-disclosure provisions, includes the only conditions under which seniority can be lost. Corporation has a right to have them included among them. Discharge for just cause is included. By implication, if the grievant was discharged for any reason other than just cause he retains seniority. The arbitrator granted the union's request for reinstatement and full back pay from the date of discharge.