American President Lines
Is Found Guilty by NLRB

The National Labor Relations Board, in a recent directive, found the American President Lines, Ltd., guilty of violating the National Labor Relations Act, as amended.

The Board found that the company, its officers and agents had unlawfully added, given assistance and support to an Employee Relations Committee in order to defeat the organization by any means fair or foul. They further determined that the company picnics, addition of employees, and other conditions of employment, all of which is a violation of the Act.

The National Labor Relations Board, after hearing the case, in a decision dated March 26, 1964, ordered the American President Lines to:

1. Cease and desist from:
   a) Assisting, dominating, contributing financial or other support to, or interfering with the administration of the Employee Relations Committee as an authorized representative of any labor organization.
   b) Otherwise interfering with the representation of their employees by or through any labor organization of their own choosing.
   c) Recognizing the Employee Relations Committee, or any successor thereto, as the representative of any of its employees for the purpose of dealing with Respondent concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work.

2. Take the following affirmative action designed to effectuate the policies of the Act:
   a) Withdraw and withhold all recognition from, and competitively discharge the Employee Relations Committee, named as an interested party herein, or any successor thereto, as representative of any of its employees for the purpose of dealing with Respondent concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work.
   b) Post at all offices of the company in the San Francisco Bay Area copies of the notice and shall, after being duly signed by its authorized representative, be posted by the Respondent immediately upon receipt thereof, and be maintained by it for a period of 60 consecutive days thereafter in conspicuous places, including all places where notices to employees are customarily posted.
   c) Reasonable measures shall be taken by the Respondent to ensure that such notices are not altered, defaced, or covered by any other material.

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In Effect "for the Duration"

New York World's Fair 100% OEIU

Office Employees International Union, Local 153 recently completed contract with the New York World's Fair Corporation, the Allied Maintenance Corporation, the Greyhound Corporation and the Pinkerton National Detective Agency, covering all office and clerical employees of these four companies at the World's Fair site in Queens, N. Y.

These contracts will run for the duration of the Fair and will expire in December 1965. It is estimated that the New York World's Fair Corporation, Allied Maintenance, Greyhound and Pinkerton will employ between 500 and 600 office and clerical employees falling within the jurisdiction of the OEIU.

The New York World's Fair is completely unionized and provides a union office prepared for use by union representatives during the operating period of the Fair. The offices are located in the Entrance Building and will be used by business representatives of the various unions representing the employees working for the Fair itself and numerous exhibitors.

A special parking area has also been reserved for authorized union representatives. The reserved parking area is clearly marked with signs reading "Labor Representatives.

Automation in 36 Industries Studied

Automation and technological change will exert a profound effect on numerous industries and workers by 1970, according to a study of 36 industries prepared for President Johnson's Advisory Committee on Labor-Marketing Policy.

The report showed that a "prosperous and growing economy will not compensate for technological advance and even with higher output employment may fall off."

Of the 36 industries studied, employment opportunities were uncertain for seven and expected to decline in fifteen by 1970.

Southern Successes

Local 179 Wins Election at Mueller
OEIU Local 179, Chattanooga, Tennessee, recently won an NLRB election in two units of the Mueller Company at Chattanooga. Local 179 has represented the plant clerical employees of this company for several years and the newly organized units include all office clerical and technical employees.

During the proceedings, the National Labor Relations Board also ruled that five expedite should be included in the plant unit. In all, the victory has added 60 new employees to the bargaining rights of Local 179.

The campaign was led by Pres. Kenneth Ballard of Local 179 assisted by Local Union Vice-Pres. Charlie Harris and OEIU Vice-Pres. J. O. Bloodworth.

Florida Local 337 Wins NLRB Election
Local 337, Palatka, Florida, recently won an NLRB election among the plant clerical employees of Central States Paper Bag Company. The new members, who requested OEIU representation by a vote of 3 to 0, will be added to the unit of plant clerical employees.

The campaign was led by Local 337 Pres. Harold Guthrie who was ably assisted by OEIU Vice-Pres. J. O. Bloodworth.

$1,000 License Fee Ordinance Repealed

Osceola, Ark.—The Osceola City Council has repealed an ordinance it enacted in 1957 setting a $1,000-a-day license fee for union organizers.

The city's governing body acted to kill the ordinance just two weeks before a suit attacking its constitutionality was due for trial in U. S. District Court at Jonesboro. Because the suit was filed an 18-month trial, the council by April 3 should have the suit be over. The council by April 3 will be considered by the court's attorneys and the defendants the city and a number of its officials and the city sheriff.

The lawsuit was filed by Robert Roosevelt Parkers in March 17 after denying a motion by the Osceola officials to dismiss the complaint on the ground that the federal court did not have jurisdiction.

The Southeastern Educational Conference was held in Chattanooga, Tennessee on April 11 and 12, with an excellent group in attendance.
Contracts Strengthened

The United States Supreme Court, in a landmark decision affecting the rights of union members under collective bargaining agreements, has ruled that a company which takes over the business of another firm must "in appropriate circumstances" carry out the terms of the absorbed firm's agreement with the Union for arbitration.

In an 8 to 0 decision, the U. S. Supreme Court upheld a finding of the 2nd U. S. Circuit Court of Appeals. This decision will protect workers covered under a collective bargaining agreement but subject to a takeover by a larger firm.

Canada's Unions Expanding

Trade union membership in seven of Canada's ten Provinces increased in 1963. Throughout Canada, union membership increased from 1,414,800 in 1962 to 1,649,200 in 1963.

All industry classifications showed increased membership except transport and utilities. Manufacturing showed an increase of approximately 5,000 members. New workers in Ontario and Prince Edward Island showed a slight decline in membership.

Steel Companies Indicted

The Federal Grand Jury recently indicted eight of the Nation's largest steel producers and two company officials for fixing prices in a basic consumer-goods product, carbon steel sheet.

The indictment charged that as a result of the price fixing, consumers paid unduly high prices for such items as washing machines, refrigerators, kitchen cabinets and office furniture.

This indictment is of major importance for it deals with the problem of planned inflation. If the corporate giants of the United States are allowed to conspire to fix prices, the President's guide lines for wage increases and his call for a restraint on price increases will have little or no effect on the economy.

Price fixing destroys our competitive system and thus instead of competition resulting in lower prices to the consumer, the reverse is achieved.

Price fixing strikes a blow at our American system.

Attrition

For the most part, unions such as the OEU are demaning and obtaining contractual provisions wherein our present membership is not subject to layoffs as a result of the installation of electronic data processing machinery or other automotive devices. As a union, we are limited in our efforts to halt the elimination of jobs as a result of automation.

While attrition clauses serve to protect our present membership, they will not in the long run have an affirmative effect on the economy of the country.

Automation's impact on jobs is a special problem which must be dealt with by the government, industry and labor working together.

The President's proposal for the National Automation Commission is, therefore, of major importance, providing this Commission is given the responsibility of making recommendations designed to reverse automation to the extent that we do not eliminate consumer-purchasing power.

Automation is imperative in certain industries which have failed to keep up with world competition. Amlost automation in companies and industries which have already achieved national and world leadership can destroy our economy. Speed and more speed seems to be the purpose of the producers of electronics equipment. The support of Thomas Pita, President of the California State Federation of Labor, and George Johnson, President of the San Francisco Labor Council.

Local 42 Signs Detroit Hospital

Local 42 Office Employees International Union, AFL-CIO, Detroit, reports that a greatly improved contract has been signed with Metropolitan Hospital and Clinics covering 350 employees.

Betty Yashim, union representative, led the negotiations for the union with the solid support of Peter Paychell, unit chairman, and Flora J. Malone, Iris Pita, Stanley Machajski, Joseph Smola, and William Johnson, union committee members.

The following improvements were won: Overtime after 40 hours in any one week (after 80 hours in two weeks in old contract). Holiday Pay when holidays not worked and additional day's pay, if worked (time off in lieu of holiday pay was previously practiced). Employer recognized fairnes of taking turns in working weekends. Three weeks paid vacation after five years seniority. Twelve paid sick days annually with right to accumulate unused sick days up to 30 days. 30% employer paid family hospitalization first year and 40% second year of contract. Employer will post job openings. Minimum hiring rate raised from $1.13 to $1.25 per hour. Re- source of wage increases: Classification Groups 1 and 2 will be lifted $0.40 per week by 1-7-65. Groups 3, 4, 5, 6, upped $4.00 per week. Groups 7 and 8 to $4.40, Groups 9, 10 to $4.80, Groups 11 and 12 to $5.20 and Groups 13 and 14 to $5.60. Newer employees will re-

One-third of MDTA Trainees Preparing For White Collar Jobs

One out of every three classroom instruction was approved in 1963 under the federal Manpower Development and Training Act were preparing for white collar jobs, the Labor Department reports.

White collar vocational training was approved for 75,802 persons in 1963. Of the total, 23,777 persons were scheduled to receive training for clerical and sales jobs and 9.6 percent for professional and managerial occupations.

During 1963, MDTA class-room projects were approved to train 6,507 stenographers, 5,975 typists, 1,356 general office clerks and 1,686 sales personnel. The majority of courses last between 12 and 26 weeks.

The MDTA program passed by Congress in 1962 is designed to upgrade the skills of jobless or under-employed individuals to fit them for available white-collar jobs. Preparations are being made for some 400,000 persons who will receive classroom or on-the-job training over a three-year period.

The Labor Dept. claims that 70 percent of all persons who complete the training course find employment.
Sombre Lesson
In Long Strike
At St. John

A strike that carries sombre lessons for unions in any industry facing the possibility of automation has been going on in St. John, N. B., since mid-September.

The refinery where these members of Local 9-681 OCAW are employed is rated as the most efficient in Canada and certainly among the most efficient in North America. The work force of 145 processes up to 45,000 barrels a day. This means 47.1 barrels per man-hour of labour, which compares to a Canadian average of 20.6 and a United States average of 16.4 barrels per man-hour.

25-Cent Lag
Yet, despite this record breaking production, the Irving employees in St. John have been receiving as much as 75 cents an hour below the prevailing rates of other Canadian refineries, including the only other two refineries in the Maritime provinces, the Imperial Oil refinery in Dartmouth, and the Texaco refinery, both located in Dartmouth, near Halifax, N. S.

Benefits are also far lower, costing the company about 35 cents an hour less than is standard in Canadian refineries. The Irving employees are forced, despite their low wages, to pay into the entire cost of health and hospitalization insurance and the present five of their wages goes into a pension plan in which the employees bear almost the entire cost.

M. Sinclair, an economics professor at the University of New Brunswick, who conducted an investigation of the dispute as an industrial inquiry commissioner appointed by the New Brunswick government, commented in his report that no concrete information on the pension plan is presently available to employees.

It was during Dr. Sinclair's investigation that the company shipped its hand with regard to the Maritime economy.

In brief the company said it was opposed to raising wages of the refinery workers—now up to 75 cents an hour below the national standard—because it would upset the Maritime pattern. It was a let's-keep-Maritime-wages-down policy.

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Ottawa—Trade union membership rose in seven of Canada's 10 provinces in 1963, according to a study by the federal Labor Dept., which is reported in its monthly publication, the Labour Gazette.

Throughout Canada, union members increased to 4,149,200 from 4,114,800 the previous year. All industry classifications showed gains except transportation and utilities, where membership dropped to 342,600 from 359,000 in 1962. Manufacturing showed an increase from 580,700 in 1962 to 585,500 last year, the report said.

The picture of union membership in the provinces showed:

Ontario, 553,000 union members, or 14,200 more than in 1962; Quebec, 360,200 union members, up from 6,100; British Columbia, 188,600, a boost of 3,600 members; Alberta, 63,000, up from 60,400 the previous year; Saskatchewan, 43,400, an increase of 3,000; New Brunswick, 27,400, a rise of 1,400; Newfoundland, 20,300 or a boost of 3,600.

The declines were found in Manitoba with 62,400 unionists, a drop of 2,000 from 1962; Nova Scotia, 41,100, a decline of 1,200, and Prince Edward Island, 1,600 or 200 fewer.

The rise of incomes is in line with the O'Keefe and Anne MacLean, Violet and Dorothy York, asisted by Romeo Corbeil, OCAW representative.

The second contract renewal is with the Federal Executive of the New Democratic Party, Ottawa. The two-year agreement provides a $1 monthly increase for the first year and a similar increase for the second year. Ruth Moodie has represented the Union in the negotiations.

Labour College
Expands Sessions

Following the successful completion of its first session, the Labour College of Canada is eagerly preparing for the 1964 session.

The Labour College, established in Montreal through the cooperation of the University of Montreal, McGill University, the CanadianLabour Congress and the Confederation of National Trade Unions, was chartered in 1963 as an independent institution.

This year, two sessions are being offered, the first concentrating on May Day through July 3, 1964; the second from June 8 through July 31, 1964.

The College maintains French and English programs and courses are offered in Economics, History, Sociology, Political Science and Trade Unions.

Two-Year Agreements
Local 225 Renews Two Contracts

Two collective agreements were recently renewed in Canada by Local 225, the Employees International Union of the employees in the Canadian Labour Congress national headquarters in Ottawa, and regional offices in Montreal, Toronto, Regina and Vancouver.

The two-year agreement provides for a 5½ per cent salary increase plus additional increases for three job classifications. A new clause was added to the contract protecting the rights of employees in the event of the introduction of automated machines. In lieu of severance pay upon termination of employment, an employee will now be paid for 50 per cent of un- used sick leave to a maximum of 60 days' pay; this is an improvement of 15 days over the previous contract. Renewed provisions include the 30-hour work week, payment by the employer of provincial hospital services premiums, Blue Cross supplementary insurance coverage, Physicians' Services Incorporal, premiums, and group life insurance for 54.5 per cent.

The negotiating committee consisted of John Robertson, president of the local; Robert Joly, assistant business agent; and Dorothy York, assisted by Romeo Corbeil, OCAW representative.

The second contract renewal is with the Federal Executive of the New Democratic Party, Ottawa. The two-year agreement provides a $1 monthly increase for the first year and a similar increase for the second year. Ruth Moodie has represented the Union in the negotiations.

Unions Play Key Role

To keep you informed as to what you can do as a Local Union officer, shop steward, or committee man, the OCEU conducts a series of semi-annual Educational Conferences.

The Educational Conferences are specifically designed to better acquaint you with the problem of white collar organizing, to inform you of important federal, state and provincial legislative changes, court decisions and to demonstrate methods of developing successful leader role within the Local Union.

Participating in the Educational Conferences is imperative for anyone who possesses any apprehension about the myriad of the changes in organizations and techniques in today's collective bargaining procedures.

The Conferences are held on weekends and are conducted regionally to facilitate a minimum of travel and insure free time. Inquire at your next meeting if your Union plans to send delegates.

CLC adopts Internal Disputes Plan

Machinery for the settlement of jurisdictional disputes was written into the Constitution of the Canadian Labour Congress at its fifth convention in Montreal in the realization that it would solve a problem that has plagued the organization since its beginning.

The plan closely follows the internal disputes setup that AFL-CIO Unions have been using under, with a reduction in friction, since its adoption at the convention of 1959. Much of the language duplicates that in the AFL-CIO Constitution, including the creation of a panel of leaders in the provinces and their role in settling jurisdictional disagreements.

The pact provides for a representative from each member union in the internal disputes panel to be elected by a vote at the first convention of a local union by the full membership. The local union decides on the representation it wants from the labour council, which will then select the nominee.

The panel will hold an inquiry to determine if jurisdictional disputes exist. A local union with jurisdictional disputes must file a written complaint, stating the nature of the dispute, with the national labor council. The national labor council will, within 30 days, appoint a three-man panel to hear the complaint.

The panel will have 30 days to make an initial report to the labor council, which may either accept or reject the panel's recommendation. Finally, the panel will have 30 days to make another report to the national labor council.
Supreme Court

Okay Picketing At Railroad Gate

The United States Supreme Court, in a recent decision, made it clear that striking union can picket at a railroad gate, even though the gate was on the railroad property, and was used only by workers not involved in the labor dispute.

The Supreme Court concludes that the Railway Labor Act's description of secondary boycott activity would seem to apply to picketing at railroad gates.

In the instant case, the Court felt that since the railroad was used for regular pick-ups and deliveries, such picketing at the railroad gate was of a "primary nature."

The CIVIL RIGHTS Bill

A Summary for Everyone From Florida to Alaska

The CIVIL RIGHTS Bill has been passed by the House and is now before the United States Senate. The following are the main provisions of the House bill:

TITLE I—VOTING RIGHTS

There are three main provisions:

- It prohibits registrars from applying different standards to Negro and white voting applicants in administering and interpreting literacy tests. Literacy test must be written, except where state law provides for oral tests. Applicants have the right to demand a transcript of the questions and answers.
- Registration is prohibited from disqualifying applicants for inconsequential omission or errors, such as date of birth of father, on application forms.
- To speed voting seats, the Attorney General is allowed to bring such cases before special three-judge panels.

The voting section applies to federal elections. Since 46 states hold federal and state elections on the same day, registration for federal voting means, in effect, that a Negro is able also to vote for state and local officials unless a state changes its laws to hold separate elections, or has separate ballots.

TITLE II—PUBLIC ACCOMMODATIONS

This prohibits discrimination, by refusal of service or segregation, in hotels, motels, restaurants, gasoline stations serving food, theaters and sports arenas. Rooming houses in which the owner lives and that have or five or fewer rooms are exempted.

The section also prohibits segregation that is practiced under guise of state, local, or tribal ordinance, or custom or usage. This allows enforcement of a ban in the 14th Amendment, through suits by the Attorney General.

TITLE III—PUBLIC FACILITIES

This forbids the denial of access to, or of the complete use of, any public facility owned, operated or managed by a state or subdivision, on account of race or color.

TITLE IV—PUBLIC EDUCATION

This empowers the Attorney General to bring school desegregation suits, a power not granted in the 1957 act. It authorizes the Commissioner of Education to give assistance to local communities in planning school desegregation.

TITLE V—CIVIL RIGHTS COMMISSION

This creates the Civil Rights Commission a permanent body.

TITLE VI—FEDERALLY ASSISTED PROGRAMS

This directs all Federal agencies to take action against discrimination in Federally assisted programs in states and communities. It permits, but does not require, cutting off funds where discrimination persist.

TITLE VII—EQUAL EMPLOYMENT OPPORTUNITY

This discrimination by labor unions or employers in interstate commerce, and in any four years' period thereafter, it would cover unions and businesses with more than 25 employees. A commission established by this bill has the right to bring suit to enforce its views where it cannot end discrimination by persuasion. The courts, and not the commission, will make the final determination on whether discrimination exists.

TITLE VIII—REGISTRATION AND VOTING STATISTICS

The Secretary of Commerce is directed to compile accurate statistics on the denial of the right to vote in areas designated by the Civil Rights Commission.

TITLE IX—PROCEDURE AFTER REMOVAL IN CIVIL RIGHTS CASES

This would permit appeals from Federal District Court decisions refusing to let civil rights defendants remove their cases to the Federal Courts. At present, removed decisions of the Federal District Courts cannot be appealed.

TITLE X—COMMUNITY RELATIONS SERVICE

This establishes a Community Relations Service with a director appointed by the President. The service would help communities resolve racial disputes and other difficulties attending desegregation.

TITLE XI—MISCELLANEOUS

This section insures that nothing in the Act shall be construed to impair or deny any right or authority of the Attorney General, or any other Federal, State or local government, to institute or intervene in any action under power granted in existing law.