Our President Meets The President

L. U. 14, Yale & Towne Ratify 3-Year Pact

OEIU Local 14 President Edward P. Springman has reported the signing of a renewed three-year agreement with Yale & Towne, Inc., Philadelphia, Pa. The new contract provides for a 10 per hour increase, effective Sept. 1, 1964, and additional 7¢ raises for each of the next two years. Other features of the pact are (1) Provision for a modified union shop, (2) Holidays falling on Saturday to be celebrated either on the preceding Friday or following Monday, (3) Company contribution of $10.00 per month over a three-year period for health-insurance coverage for employee dependents, and (4) Retirement age dropped from 68 to 65 years.

From the Desk of the President:

Four Day Week is Coming

O N March 28, 1962 I addressed the Manufacturing Forum of the American Management Association and said that the four-day week was essential and that it was inevitable. Since then there has been considerable public discussion about reducing the work week. We have seen how some unions have reduced the hourly day and the hourly week. What we hope to see—and I do not think it will be long—will be an actual cut in the number of days worked per week, namely, the four-day week.

The widely circulated Sunday magazine section of the New York Times, on September 20th, had a long article by Edward T. Chase which was headlined "Four Days Shall Thou Labor." Mr. Chase and the New York Times thus brought into the forefront of public discussion an issue which is bound to dominate labor and management relations in the coming decade.

There is no question in my mind that in the field of office, technical and professional employment, the four-day week is a highly efficient way of improving office management. From the trade union standpoint, the four-day week is tremendously important in establishing job security in this Age of the Computer. As of now, the five-day week is as dead as the twelve hour day only we don’t know it yet.

As an example of how we don’t know it, I would like to take up the arguments against the four-day week as outlined by Mr. Chase. In his objective story in the New York Times, Mr. Chase listed arguments favoring the four-day week as follows:

1) "The four-day week would mean a broader and more equitable sharing of available jobs."
2) "By reducing unemployment and increasing the number of wage earners, the four-day week would create purchasing power."
3) "The greater purchasing power derived from full employment would turn into immediate real consumer demand."
4) "The four-day week would create a real boom in the service industries, especially leisure and recreation."
5) "The four-day week would create a real boom in the service industries, especially leisure and recreation."
6) "The four-day week would also enhance the cultural boom."

These are some of the reasons why the four-day week is favored. Now to the arguments against it as reported by Mr. Chase:

1) "The four-day week, say critics (essentially businessmen and government offi-

For the first time in the history of the Office Employees International Union our union, through the Voice Of The Electorate, its political arm, endorsed candidates for the presidency and vice-presidency of the United States. The Executive Committee of VOTE unanimously endorsed Lyndon B. Johnson for President and Hubert Humphrey for Vice President. All members of the Executive Committee strongly felt the necessity for urging the election of Mr. Johnson and Mr. Humphrey as President and Vice President, in view of the excellent record of the Johnson Administration and the good public sentiment in favor of this administration in the last four years and the poor performance of the G.O.P. candidates.

The committee noted that an estimated 65 per cent of white-collar workers in the United States are classified as Republicans. However, it is felt that this year a majority of them will vote for President Johnson. The reason is clear—Harry Goldwater would turn back the clock 50 years for every American who works for a living.

The committee also felt that the candidates nominated by the Republican Party constituted a threat to the entire trade union movement and to the future progress of the Office Employees International Union. Senator Goldwater’s opposition to the union shop, minimum wages, social security, Medicare, Federal aid to education, and his insistence on giving control over nuclear weapons to the military made it the duty of the Office Employees International Union to speak out strongly and clearly.
Local 369 Signs With Standard Packaging

Local 369 of Bangor, Maine, has completed a new one-year agreement with the Standard Packaging Corporation. The settlement provides for:
- A general increase of .05 per hour.
- An additional .01 per hour on each shift differential.
- Accident and Illness Benefit increased from $20.00 to $50.00 per week.
- Optional retirement at age 62.
- The greatest gains were in the area of seniority and bidding rights. The union strengthened its rights in the area of lateral movement in the bidding process. Red Circle rates were deleted and local language changes were affected.
- The committee was composed of Douglas Carr, President of Local 369, and Andrew Verrow, Roger DeLuc, Marjorie McEachern and Galen Butterfield, assisted by International Vice President Leo J. Wallace.

Maritime Brokerage Firm Organized

Seven employees of the maritime brokerage firm Joseph Parades & Company will have OEU Local 3 in San Francisco as their collective bargaining representative as the result of an NLRB election in which the union received a majority vote of 51.

Local 354 Celebrates Its 7th Anniversary

OEU Local 354, Plymouth, N.C., recently celebrated its seventh anniversary with a dinner dance.

Honored guests and speakers for the banquet were W. M. Barbee, President of the North Carolina AFL-CIO; Leroy Ange, President of the local Pulp and Sulphite Union; and OEU International Vice Pres. Oscar Bloodworth.

Local 3 Wins at Kerr Steamship

Victory was the reward for a speedy, well planned organizational campaign at Kerr Steamship Company, San Francisco. The 16 people who cast ballots in the NLRB election, 11 voted for OEU representation, 4 voted no, and 4 ballots were challenged.

The campaign led by Local 3 Secretary-Treas. Phyllis Mitchell and Organizer Bill Esmarch stressed the successful gains won at States-Marine Line, and the recently organized Bakke Steamship.

Plans are now being made to commence contract negotiations at an early date.

OEIU Endorses LBJ and HHH

(Continued from page 1) regarding its feelings in the coming presidential election.

The OEU's action in endorsing Lyndon B. Johnson and Hubert Humphrey and calling for the defeat of Senator Goldwater and Representative Mickey for followed closely on the heels of an action taken by the General Executive Board of the AFL-CIO, of which OEU President Howard Coughlin is a member. The General Executive Board of the AFL-CIO, on September 1, 1964, voted unanimously to endorse Lyndon Johnson and Hubert Humphrey for President and Vice President respectively.

This is the first time in the history of the AFL-CIO that there has been a unanimous endorsement of a Presidential candidate. All labor leaders in the United States recognize the threat posed by Senator Goldwater—not only to our free trade union movement but to the American way of life.

Members of the Executive Committee of VOTE felt that our entire economic system was threatened by the possible election of Senator Goldwater.

All members of the OEU are urged to vote for the election of Lyndon B. Johnson as President and Hubert H. Humphrey as Vice President.

K of C Pension Plan Announced

OEIU International Rep. Justin F. Manning and Supreme Knight John W. McDevitt of the Knights of Columbus have announced jointly the adoption of a new pension plan for the clerical employees of the organization's national headquarters in New Haven, Conn. The employees are members of Local 363.

The main feature of the new pension plan is the fact that the management of the Knights of Columbus will wholly contribute the funds for the retirement of the employees. Hereetofore, the plan had been on a contributory basis.

All monies paid under the old plan will be refunded, with many employees receiving sizable checks.

In commenting on the new plan, Supreme Knight McDevitt said the rapport and goodwill that must exist between labor and management is best achieved when benefits are voluntarily given apart from the pressures and tensions identified with the contributory system.

Brother Manning hailed the new pension agreement as a milestone in labor-management relations. He pointed out that officials of the Knights of Columbus were under no legal obligation to agree to any changes in the old plan inasmuch as an existing collective bargaining agreement still has some time to run before its expiration. "Nevertheless," stated Manning, "the Supreme Knight and the Supreme Board of Directors considered the change in the pension plan and voluntarily offered the increased benefits to their employees. The Order's decision is further proof of the continuing good climate which is attendant to the labor-management relations at the K of C headquarters."

Mueller Co. Employees Rejoice After Signing First Pact

Some of the new members of Local 179, employed at Mueller Co. (office unit), celebrated the signing of their first agreement with the company with an outing at Lake Winnipesaukee, near Charlotte. Seated left to right in the picture are Ken Ballard, President of Local 179; and Evelyn Curry, Louise Akin, Wanda Glenn, and Alleen Millard, members of the negotiating committee.
San Diego Health Assn., Local 139 Sign First Pact

Employees of the San Diego Health Association have approved a two-year contract which calls for a 16% wage increase over the next 12 months. Office, Professional and Technical Employees Union, Local 139, AFL-CIO, won a union representation election among SDHA employees on June 12, 1964. There are 60 employees covered by the agreement.

The San Diego Health Association is a non-profit organization which provides comprehensive medical care utilizing the group practice system. Many labor unions and other employee groups are enrolled in SDHA health plans.

Among employees covered by the contract are registered nurses, licensed laboratory technologists, licensed X-ray technicians, licensed vocational nurses, practical nurses, and other medical, technical and office employees. The agreement calls for membership of union representatives and for the union shop.

Yarrows Settles With Local 15

Twenty-four hours before picket lines were to be established at Yarrows Shipyards in Victoria, an agreement was reached by OEU Local 15 and Yarrows.

All employees under the new agreement will receive an across-the-board increase of $56.00 per month. Certain groups of employees will receive additional increases of $12.00 per month. The average increase for OEU members employed at Yarrows is $4.00 per month above the settlement arrived at by manual unions after a recent strike.

Douglas Gibson, business representative of Local 15, reached an agreement on behalf of the union.

Union Shop Is Common, Survey Says

A Vancouver Board of Trade survey of more than 1,200 labor agreements disclosed that the union shop is the most common form of union security in the area.

The survey covered 154,200 employees and found 43% of them work in union shops, 17% in closed shops, 3% in open shops, and the balance in other types of union agreements.

Fifty and eighty-three firms employing 66,469 employees require that all employees join the union and maintain such membership as a condition of employment, usually within a time limit imposed after employment.

Three hundred and nineteen firms, 26,955 employees or 17% have a union shop or a non-union shop of their own.

The Rand formula is in effect for 52,143 employees or 9.4% requiring payment of union dues by employees whether or not they are members of a union. A variation of this formula is the Sloan plan which gives non-members a voice in the selection of union officers.

The Rand formula plus membership is in effect in 141 firms or 14,378 employees.

Local 15 Signs with Peterson Electrical

A renewal agreement was negotiated by OEU Local 15 with the Peterson Electrical Construction Company Ltd. in Vancouver.

Increases range from $16.00 to $25.00 per month—in addition to other improvements.

POST Hits Goldwater And Supports Johnson

The conservative Saturday evening Post this week endorsed Lyndon Johnson for President in an editorial sharply critical of Barry Goldwater.

The Post described Goldwater as a man "who manifestly is not qualified to be President and whose unsuitability for this awesome responsibility becomes clearer with every passing day."

The Post charged that Goldwater is "like quicksand," that he "changes his convictions almost as often as his shirt," and is "a grotesque burlesque of the conservative he pretends to be."
From the Desk of the President

New York, N. Y.—A militant, modern, white collar union the other day presented four days as the answer to all its contract negotiations with the Federal Government. It was a serious demand, the first of its kind in the United States.

If the Office Employees Union of the Atchison, Topeka and Santa Fe Railway, which is in the process of a four-day week, is successfully contested, it means that the practice of working on Saturday, one of the usual workdays, is threatened with extinction. If that happens, the nation may be able to work on Saturday, one of the usual workdays, is threatened with extinction. If that happens, the nation may be able to work on Saturday, one of the usual workdays, is threatened with extinction.

The union is seeking a four-day week, which would mean a day off for employees who work on Saturday. This is not a new idea. Similar proposals have been made in the past by unions and labor leaders. However, the Office Employees Union is the first to make such a demand in the United States.

The union's proposal is based on the premise that a four-day week is not only fair to employees but also beneficial to the nation as a whole. By reducing the number of working days, the union argues, the nation will be able to reduce its dependence on foreign oil and increase its domestic production.

The union's proposal is not without its critics. Some economists argue that a four-day week would lead to lower productivity and higher costs. Others believe that a four-day week would lead to higher unemployment and lower economic growth. However, the Office Employees Union is confident that its proposal is in the best interests of the nation.

The union's proposal is not likely to be easy to implement. It will require the cooperation of employers, workers, and the government. However, the union is confident that it can work out a mutually acceptable solution.

If the Office Employees Union's proposal is accepted, it could set a precedent for other unions and labor leaders. It could also pave the way for a more intensive study of the four-day week concept.

The Office Employees Union's proposal is a bold and imaginative one. It is a step in the right direction. It is a proposal that deserves serious consideration.