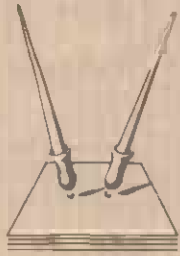




WHITE

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Office Employees International Union



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October, 1964

17

OEIU Endorses Johnson and Humphrey

Our President Meets The President



President Johnson greets OEIU International President Howard Coughlin at the White House at a recent meeting there.

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.

Hospital Employees Vote 100% for OEIU

Eight general office employees of Riverview Hospital voted unanimously to be represented by Local 95 in an election conducted by the Wisconsin Employment Relations Board. Richard Neustifter, President of Local 95, said that when the union receives formal certification of the election results, it will initiate contract negotiations with the hospital trustees. Leader of the campaign was Local 95 Business Manager Carl Meisnest. The election was ordered by

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 H. Humphrey for Vice President.

All members of the Executive Committee strongly felt the necessity for urging the election of President Johnson and Hubert H. Humphrey as Vice President, in view of the excellent record of the Democratic 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—Barry 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 of nuclear weapons to the military made it the duty of the Office Employees International Union to speak out strongly and clearly

Local 400 Negotiates With Pan Am After Short Strike

After an NLRB victory in July which resulted in OEIU Local 400 being certified as the collective bargaining agent for the office and clerical employees of the Pan American Airways Company at the Mercury Test Site in Nevada, the company evaded collective bargaining. The company took the extreme position of contending that an illegal contract signed with another union prior to the NLRB election was binding on Local 400. After consultation with Gordon Stanton, Business Representative of Local 400, the International Union directed International Representative Joseph McGee to the scene. General Counsel Joseph Finley filed unfair labor practice charges against the company with the NLRB, and also sought an injunction against the company under the Labor-Management Reporting and Disclosure Act of 1959.

Thereafter, in cooperation with the Transport Workers Union, which represents the maintenance workers employed by

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From the Desk of the President:

Four Day Week is Coming

ON 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 Shalt 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 more purchasing power."
- 3) "The greater purchasing power derived from full employment would turn into immediate real consumer demand."
- 4) "Traffic congestion would be eased especially at peak hours."
- 5) "The four-day week would create a real boom in the service industries, especially leisure and recreation."
- 6) "An education boom, particularly in adult education would result."
- 7) "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:

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

(Continued on page 4)

WHITE COLLAR

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

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OEIU Leads

In the September issue of "White Collar," it was demonstrated that as a result of a tabulation of National Labor Relations Board elections held for the first six months of 1964, the Office Employees International Union continued to lead all unions in the organization of white collar workers.

This again proves our contention that white collar workers seek representation through unions of white collar workers. They will usually reject attempts of manual worker unions to represent them in collective bargaining.

OEIU Conference Program

The dates for the Fall series of OEIU Educational Conference programs were listed in last month's edition of "White Collar."

These two-day conferences, in all parts of the United States and Canada, are intended to create new leadership and give existing local union leadership all the latest information relative to NLRB and Canadian Provincial Board procedures, organizational techniques, and guidance in methods of collective bargaining. These sessions have proven to be of vital assistance to OEIU local unions in the United States and Canada.

All local unions should make every effort to have delegates in attendance at these most important meetings.

NLRB Awards Back Pay After Sale of Factory

An employer who sold his Newark, N. J., plant after going through the motions of negotiating a renewal contract, without notifying the union involved of the sale, has been directed by the NLRB to give up to seven months' back pay to the 80 workers he laid off.

The Board overruled a trial examiner in unanimously holding that the company involved had illegally refused to bargain when it failed to inform the union of the pending sale of its plant. The NLRB, in ruling that the workers were entitled to back pay, held that if the company had consulted with the union, plans might have been worked out for the payment of severance pay.

This ruling of the NLRB again calls the attention of management to its obligations to employees.

Contradictions

Senator Barry Goldwater voted against health care for the aged through social security. He also voted against increasing social security benefits by \$7.00 a month. Previously he voted against President Johnson's poverty bill and a tax-reduction bill.

Just hours after he voted against health care for the aged through social security, Senator Goldwater made the following statement in a speech kicking off his campaign for the Presidency in Prescott, Ariz.:

"We in a Republican Administration shall never abandon the needy and the aged, and we shall never forsake the helpless."

It is difficult to understand the Senator.

Local 153 Organizes Carey Cadillac Co.

Fifteen clerical employees of the Carey Cadillac Company have requested that New York City Local 153 represent them as their exclusive collective bargaining agent.

Certification was granted after

a card check revealed the majority of employees favored Local 153.

Leaders of the organizational campaign were Business Agents Steve Donahue and Joseph Tuohey.

Business Representative William Griffin, who will service the newly organized firm, reported contract negotiations underway.

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 .06 per hour.
- An additional .01 per hour on each shift differential.
- Accident and Sickness Benefit increased from \$20.00 to \$30.00 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 other language changes were affected.

The committee was composed of Douglas Carr, President of Local 369; and Andrew Vorrow, Roger DeLuck, 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 OEIU 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 5-1.

Local 354 Celebrates Its 7th Anniversary

OEIU 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 OEIU 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. Of the 19 people who cast ballots in the NLRB election, 11 voted for OEIU representation, 4 voted no union, and 4 ballots were challenged.

The campaign led by Local 3 Secy.-Treas. Phyllis Mitchell and Organizer Bill Esmarch stressed the successful gains won at States-Marine, Sea-Land, 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 OEIU's action in endorsing Lyndon B. Johnson and Hubert Humphrey and calling for the defeat of Senator Goldwater and Representative Miller followed closely on the heels of an action taken by the General Executive Board of the AFL-CIO, of which OEIU 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 OEIU are

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 329.

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. Heretofore, the plan had been on a contributory basis.

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

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

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."

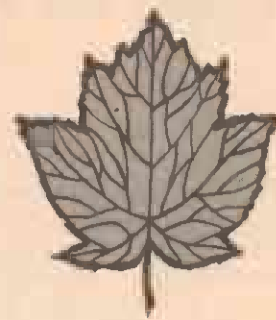
urged to vote for the election of Lyndon B. Johnson as President and Hubert H. Humphrey as Vice President.

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 Winnepesaukee, near Chattanooga. Seated left to right in the picture are Ken Ballard, President of Local 179; and Evelyn Curtis, Louise Acklen, Wanda Glenn, and Aileen Millard, members of the negotiating committee.



CANADIAN NEWS



Pres. Jodoin's Message:

Automation Posing a Challenge to Canada

It has been assumed that every able-bodied person should contribute his or her share of "labor," in one form or another, to the welfare of society. We now seem to be entering an era in which this contribution from every individual may no longer be required. If this proves to be so, then mankind, and most particularly we in the more highly industrialized countries, will be faced with adjustments of the most sweeping nature.

During the past three or four years we have experienced changes which have been identified by many outstanding authorities as the first stage of this great social revolution.

The reduction in overall unemployment which has taken place during the past year is to be welcomed by all; but beneath the lower total figures are some characteristics that provide cause for deep concern.

There has been a tendency toward longer periods of unemployment among many of those who are finding difficulty in getting jobs. In other words, the "hard core" of unemployed is becoming harder. The figures show a particularly sharp impact of unemployment on young people and those lacking in skills.

Automation is already with us and is increasing at an amazing speed. It will inevitably grow at a much faster pace in the future and the effects of various forms of automation will be felt sharply in areas of employment that have so far been relatively untouched.

This is a great challenge facing our economy and facing all of us as Canadians. It is a challenge of which we in the organized labor movement have become extremely conscious, and there is a great awareness of the possible effects among many other groups in our society.

Organized labor is not opposed to automation. We are convinced that the new knowledge and skill which man is acquiring at such a staggering speed can be used for the good and welfare of all mankind. We feel, very strongly, that such advances can only take on real meaning when they are translated into human benefits. These benefits are not going to come automatically.

This is the challenge and opportunity that confront us, not only as trade unionists but as Canadians. It is a challenge which is going to call for the best contribution from every section of society.

Yarrows Settles With Local 15 Union Shop Is Common, Survey Says

Twenty-four hours before picket lines were to be established at Yarrows Shipyards in Victoria, an agreement was reached by OEIU 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 OEIU 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, conducted negotiations on behalf of the union.

A Vancouver Board of Trade survey of more than 1,200 labor agreements has 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, 17.5% in closed shops, 3% in open shops, and the balance in other types of union agreements.

Five hundred and eighty-three firms employing 66,369 employees require that all employees must 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, 26,995 employees or 17% require union membership as a condition of employment where the company usually recruits new employees from the union.

The Rand formula is in effect for 52 firms, 14,432 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 main-

Statistics on Labour Organizations

The Department of Labour has released a summary of the latest figures on labour organizations in Canada, based on its annual survey of labour unions.

At the beginning of the year, labour organizations active in Canada reported a total membership of approximately 1,493,000 — representing approximately 30 per cent of the country's non-agricultural paid workers. The 1964 membership is 44,000 higher than a year ago.

Complete results of the survey will be coming off the press soon under the title of "Labour Organizations in Canada, 1964."

tenance of membership is in effect in 141 firms or 14,378 employees.

Local 15 Signs with Peterson Electrical

A renewal agreement was negotiated by OEIU 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.

343 Members Finish Labour College Course

Daisy Kaschte, a member of the executive board of Local 343 in Toronto, was one of the 77 graduates of this year's second term of the bilingual Labor College of Canada. Of the 77 graduating students, 49 attended the English sessions and 28 attended the French classes. Miss Kaschte won the English scholarship.

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 maintenance of membership for regis-

tered nurses, licensed lab technologists, and X-ray technicians; a modified union shop for all other employees; check-off of union dues; job posting; two weeks' severance pay; protection against technological changes; and changes due to automation.

The contract also provides for employer-paid health and welfare insurance; pensions and life insurance; jury duty pay at the rate of one-half the difference between his regular pay and pay for jury duty; three months' maternity leave of absence; eight paid holidays; and three days' compassionate (funeral) leave, chargeable to sick leave.

Under terms of the agreement, employees receive 11 days' vacation after the first year of service, 15 days after five years, and 20 days after 15 years. Sick leave is earned at the rate of one day per month. After three years of service, an employee may accumulate 24 days' sick leave.

An average 11% wage increase became effective August 16, 1964, and a 5% across-the-board increase will take effect on August 16, 1965.

Local 139 was represented in the negotiations by Emily Jones,

Secretary-Treasurer—with Phyllis LaRoc with other members of the Local participating from time to time. Members of the SDHA employees' negotiating committee were Marian Miller and Bernice Moorehead, both registered nurses; Ed Tucker, senior X-ray technician; and Ruth Foltz and Bob Haddow of the office staff.

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 is manifestly unqualified to be President and whose unsuitability for this awesome responsibility becomes clearer with every passing day."

The *Post* charged that Goldwater's mind 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."



SIGNING OF THE AGREEMENT BETWEEN LOCAL 139 AND THE SAN DIEGO HEALTH ASSOCIATION. Standing from left: Robert Haddow, Marian Miller, Edwin Tucker and Ruth Foltz, all members of the SDHA employees' negotiating committee; Jack Katz, SDHA administrative assistant; Emily Jones, secretary-treasurer of Local 139; Don Williams, SDHA office manager; Reedus Sides, Local 139 president; and Edna Palmer and Phyllis Schley, Local 139 members who assisted in the negotiations. Seated are Joseph F. McGee, OEUI intl. rep. and Robert F. Burak, MD, SDHA medical director.

From the Desk of the President

(Continued from page 1)

cials), would pile exorbitant extra costs on production."

This is incorrect because the critics assume that many people are working a forty hour week and that therefore a four-day thirty-two hour week would mean a 25% wage increase. However, we know perfectly well that a great many white collar and office people work thirty-five hours and that the statistical wage "increase" would be less than 10%.

More significant to me than this juggling of statistics is the simple fact that with our continuing high rate of unemployment, the United States is losing annually between \$60 billion and \$80 billion in goods and services. That is the over-riding concern or should be our over-riding concern. For the past five years, we have had this high unemployment which is now spreading to office, technical and professional people because of computer technology. Our concern must be with the national welfare, not with the manipulation of statistics.

The argument is also made in this connection that by going on the four-day week, which might mean a wage increase and alleged production cost increases, prices would rise and thus weaken our international competitive position. What is not realized by these critics is that there is today a world-wide movement in industrial countries for similar reductions in the work week, including Great Britain, Japan, France, the Low Countries, Germany and Italy, that no group of workers is going to sit idly by in a foreign country while American workers are reducing their hours or days of work.

A second argument against the four-day week is, according to the *New York Times*, that it "would certainly result in considerable moonlighting." This argument is one with which we have had to face ever since

workers began to fight against a sixty hour week a half century ago. It cannot be stressed sufficiently that a worker moonlights when he doesn't make enough money to support himself and his family according to the American standard of living. The man who moonlights is generally low paid, exploited and without union protection. A man with a family who gets a decent wage wants to enjoy it and wants to provide the pleasures of life and the opportunities of a free society for himself and his family. Moonlighting doesn't fit this way of life.

However, I would also like to take up the question of moonlighting itself and why it is described as a sort of social crime. Is there any limit on how many patients a doctor should have, or how many clients a lawyer should have, or an accountant? On the contrary. As part of our belief in the free enterprise system, any professional man who is imbued with the ambition to get as much business as he can even if he works twenty-four hours a day, seven days a week, is regarded as a howling success. However, the worker who perhaps makes \$70.00 a week in some non-union job and must find supplemental income, is pilloried as a "moonlighter" because he finds an extra job as dishwasher so that he can provide a decent life for his family. I think that this moonlighting argument ought to be disposed of once and for all. My suggestion to the worriers is that they should fight along with the union movement for higher wages for workers and the moonlighting will disappear as any kind of a major problem.

"Our society," says the *New York Times*, "a society trained in the Puritan ethic of work and not leisure, would be disrupted." As far as I am concerned our society, a society trained in the Puritan ethic of work and not leisure, is being

disrupted far more by the growing lack of job opportunities in the United States than by the horrendous problem of leisure. These people know what unpaid leisure is—and it would seem to me that there should be the greatest concern about the violation of the "Puritan ethic" by our continuing high rate of unemployment than the horror story about leisure.

What troubles me is the element of intellectual snobbery against the four-day week. The *New York Times* quotes Arthur Schlesinger, Jr. as having written: "The most dangerous threat hanging over American society is the threat of leisure . . . and those who have the least preparation for it will have the most of it." I find this a rather difficult point of view to accept with its implications that those who work for a living in the factories and the offices of this Nation are "unprepared" for this mystic concept of leisure and the further assumption that there is some elite which is prepared. There seems to be an obsession, among many intellectuals here and in Europe, with the potential growth of leisure for the masses. The air is full of warnings about the dangers of "mass culture," as if literacy in its higher forms is something to be reserved only for the top bracket membership of Phi Beta Kappa. There seems to be a total lack of faith in the possibility that working people may appreciate culture in all of its manifestations but that a certain group or class is totally prepared to appreciate the good, the true and the beautiful. This same fear of the "masses" was expressed in the Victorian Age against people who thought that children of four or five years of age should not be allowed to work in coal mines or textile mills. I think that men like Professor Schlesinger ought to stop worrying about the potentially destructive effects of leisure for millions of people and worry about the fact that many more millions are living in the state

of job insecurity.

Another argument is that "any reduction in the work week would cause production, and hence the economy, to suffer." I think the labor movement has disposed of this argument once and for all by clear cut demonstrations of the fact that where hours of work have been cut without pay reductions, production has not only been equaled but, in many cases, has increased.

Your union has every intention of undertaking the widest possible campaign of public education about the four-day week. This declaration is only an initial step in this campaign. We intend to raise this question wherever and whenever we can—in public forums, around the collective bargaining table, in the Halls of Congress. I think the members of the Office Employees International Union ought to take it upon themselves to discuss the four-day week as the work pattern of our future.

Local 400, Pam Am In Negotiations

(Continued from page 1)

Pan American at the Test Site, a joint strike was conducted.

As the strike reached the end of the first week, members of the Atomic Energy Commission Labor Relations Panel met with representatives of the TWU and the OEIU. Henderson Douglas, OEIU Director of Organization, attended the meeting on behalf of the International Union.

Pan American changed its position and agreed to negotiate a new agreement with Local 400. It was also agreed that if there were any unresolved issues, the parties would refer such disputes to the panel for determination. The panel also took jurisdiction over the TWU dispute.

As a result, members of Local 400 employed by Pan American agreed to return to work. Negotiations for a new agreement are now in progress.

Local 204 Wins At Olin Mathieson

Gulfport, Mississippi. OEIU Local 204 has succeeded in organizing two units of employees of the Olin Metals Division, Olin Mathieson Chemical Corporation.

Local 204 won NLRB certification first in a unit of clerical employees, including draftsmen, by a vote of 9—4. This was followed by a victory among the lab technicians by a unanimous vote for the OEIU of 3—0.

The employees remained determined in their desire to be represented by the OEIU despite efforts of the company to dissuade them. The president of the Olin company and the industrial relations manager came to Gulfport from the company's offices in New York to personally direct the campaign against the OEIU.

The campaign included personal interviews by the president of the company, whom many of the employees had never had the opportunity to meet. Then, the president gave a cocktail and dinner party at an exclusive Gulf Coast hotel. The OEIU voters by voluntary action refused to attend this "party" and instead informed the company that they would prefer to have any money the company had to spend put into pay checks.

This campaign was developed by Business Manager H. H. Robbins of Local 204, with the assistance of Intl. Vice President J. O. Bloodworth.

From the Nation's Press

VICTOR RIESEL

Office Union Aims at Four Day Week

NEW YORK, N. Y. — A militant, modern, white collar union the other day demanded a four day week during its contract negotiations with the French Line, operator of luxury ships. It was a serious demand, the first of its kind in the country.

If this union, the Office Employees International, led by 49 year old Howard Coughlin, had persisted, it might have won its bid for a dramatic re-vamping of the work week. However, Coughlin, an instinctive strategist, and his colleagues decided to withdraw their request and save it for a more dramatic moment in a more traumatic area—Wall Street.

COUGHLIN'S union, made up of the younger, more energetic "new" generation of wage earners, plans an organizing campaign among Wall Street's 40,000 to 50,000 men and women who are employed by the financial district's banks and brokerage houses.

The union gave the "street" a trial run last winter and signed up more than a thousand white collar people. Coughlin and his colleagues put a jazz orchestra on the steps of the subtreasury building, called on the theatrical unions to provide some entertainment and gave out with unionizing propaganda.

So well did this go that they decided

to regroup and unleash the full drive late in 1964. They are not new to Wall Street, for they already have signed up some of the big financial and produce exchanges.

One of the union's gambits will be the promise of a fight for a four day week. Coughlin says this may not run into as much resistance among the employers as might be expected since the proposal is not for an ordinary four day week. He says he tried it for size in a speech before the American Management Association, where it received more contemplation than irritation from his listeners.

WHAT FASCINATED the management people was Coughlin's proposal that Saturday be considered a normal working day — not at time and a half or double time but at regular rates. What intrigued them was the suggestion that there were labor leaders who would even consider a contract which would permit a working staff to come in on Saturday.

Here is how Coughlin sees the four day week proposal: Sunday would be eliminated, of course. This would leave a six day week. Some staffers would work Monday through Thursday, some Tuesday through Friday, some Wednesday through Saturday.

The office union president points out that many corporations now would like their headquarters operating on Saturday, but the time and a half pay makes the cost either prohibitive or uneconomical. The firms — such as banks, shipping companies, construction concerns, etc. — might find it would cost them no more to run a four day week, including Saturday, than to run a five day week, excluding Saturday. Many office workers already have the 35 hour week.

AT THE SAME time that the Office Employees union bids for the support of Wall Street's thousands with this four day plan, Coughlin will be pressing it on the big shipping companies which operate luxury liners such as the SS. Constitution.

He believes this area will be the break-through front in a year or so when the contract negotiations swing around again. Once the union cracks this group, it will move on to the other firms whose white collar workers are its members. This will be a most significant step.

If he wins the new type four day week for his people, it will become the signal for scores of other major unions.

The New York Times Magazine

Four Days Shalt Thou Labor?

The pressure for a shorter work week increases as technology takes over more of man's work.

By EDWARD T. CHASE

DURING the years between World Wars I and II, many revolutions occurred in the United States. Not the least was the abandonment of the old Biblical precept thou labor and on Labor demanded and ward for its increase only higher wages but — the work week — days to five and a ha

Though there has further reductions, a times to climb, or there has been little now, as a result of unemployment, and both the arrival of the "war babies" productivity of aut for a four-day week? The time has come t at both the presu: disadvantages.

The four-day we broader and more eq available jobs. As a sharing of work, it means of handling o most serious problem job opportunities rel in population. In the 1957 and 1963, according to Secretary of Labor Willard Wirtz, the private

around the clock). Since this would mean a number of different shifts, the travel load would be spread out. "Considering particularly the immediate

The four-day week would create a real boom in the service industries, especially leisure and recreation. People will travel more, indulge to a greater degree in sports and hobbies, possibly buy more automobiles and even a second house in the country. Howard Coughlin, president of the A.F.L.-C.I.O. Office Employees International, points out the present difficulties that a five-day-week worker has today in simply getting to the bank or getting his car serviced. Another day off not only would give him the time to do these chores, but, says Mr. Coughlin, would also tend to upgrade the quality of work in the service industries and even cause a boom in neighborhood-type trades, such as tailoring, furniture-repairing and the like.

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