



WHITE COLLAR

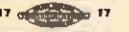
Office and Professional Employees International Union, AFL-CIO and CLC

Growing Threat
To Privacy

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No. 252

February, 1967



OPEIU Growth in Canada Double Unions' Average

The membership of the Office and Professional Employees International Union in Canada has expanded at a rate nearly double the average rate for all unions.

With gains in eastern and western Canada particularly noteworthy, the OPEIU membership is now four times what it was a decade ago.

The Canadian Labour Congress has a total membership of 1,282,000, comprising 74 per cent of all organized workers. The CLC reported an increase of 8.5 per cent over the previous year.

The rate of growth of the OPEIU exceeded 15 per cent during the same period.

Seizing the opportunity offered by the increased interest in OPEIU representation shown by white-collar employees, the

OPEIU either directly or through its subsidy program now has more representatives in Canada than ever before in its history.



Don Barclay of Bramalea, a suburb of Toronto, has been appointed an International Representative of the OPEIU. His main beat will be Ontario.

Productive Board Meeting Takes Variety of Actions

A highly-productive meeting of the union's Executive Board dealt with a variety of matters ranging from National Labor Relations Board procedures to Welfare Plan improvements and organizing. The meeting was held in Houston, Texas January 16-19.

Elihu Platt, Assistant General Counsel of the NLRB met with the board and explained the NLRB philosophy underlying its recent precedent-setting decisions. Submitting to hours-long questioning, he clarified many points of significance to the union as it presses ahead with organizing efforts. The information gained by the Executive Board will be on the agenda of the meeting of full-time representatives to be held in Montreal, Canada.

Actions by the board included approval of OPEIU membership in the Council of AFL-CIO Unions for Professional, Scientific and Cultural Employees. The Council is in the process of formation. A preliminary meeting was held in Washington

recently. President Howard Coughlin was directed to take steps to affiliate the OPEIU.

On the matter of the OPEIU Welfare Plan, Secretary-Treasurer J. Howard Hicks was instructed to negotiate with the Union Labor Life Insurance Company and the Blue Cross with the aim of obtaining improvements.

The board heard a presentation by Vice-President John Kinnick and Local 153 (New York) Secretary-Treasurer Ben J. Cohan regarding the difficulties of establishing a national pension plan through a merger of the Local 153 Plan and the Western States Plan. It was agreed that an impartial actuary should be retained to study the relevant data.

Beer Units Join N.Y. Local

In separate organizing successes, Local 153 has enrolled the salesmen employed by the Rheingold Company, a leading brewery, in Hicksville, New York and Bridgeport, Conn.

Last year the New York City Rheingold sales force voted to join the 13,000-member local in a National Labor Relations Board election.

at Hicksville conducted by Impartial Arbitrator Burton Turkus showed that 21 out of 25 wished to join the union. The unit will be covered immediately by the contract recently negotiated for the New York City salesmen.

In Bridgeport an election was conducted by the NLRB, with Local 153 winning by the landslide vote of 22 to 3. Another union on the ballot did not receive a single vote.

New Jersey Bank Employees Vote Overwhelmingly to Join Local 142

In a significant breakthrough in the banking field, OPEIU Local 142 has won the right to represent employees of the Hudson County Trust Company in Union City, New Jersey. An election conducted on January 11th by the National Labor Relations Board showed that a large majority—112 out of 146—wanted union representation.

The election came after vigorous efforts by Local 142 and the International Union and a strenuous management campaign to keep the union out.

For a number of years the Trust Company employees had been represented by an independent union but they did not find this satisfactory. Eventually they took their problems to Zachary Schneider of Local 142, and the effort to bring the unit into the union got under way.

Local 142 asked for the assistance of the International Union, which promptly assigned International Representative Bud Manning to the campaign.

Meetings with the employees showed they were responsive to the case for the OPEIU, and Local 142 petitioned for a representation election.

Just prior to the vote, the bank deluged the employees with mail and personal appeals and allegations designed to confuse them and weaken their determination to organize. Letters were full of the usual exhortations to "keep things within the family" and to "vote against the outsiders."

Despite the pressure from management, a lively rally held on the night before the election drew an overwhelming majority of the employees. Schneider, Manning and Director of Organization H. B. Douglas spoke. Patricia Kelly, Chairman of the Employees Negotiating Committee, was particularly eloquent in an appeal to her co-workers.

President Howard Coughlin of the OPEIU hailed the victory as the first in a new large-scale organizing drive by the union in the banking industry.

"Banking employees are beginning to wake up to the fact that only through union organization can they achieve adequate pay and working conditions," Coughlin said. "For long the banks have tried to satisfy their employees with a sense of prestige not backed up with remuneration, but the employees, like those in many other white-collar fields, are becoming realistic and turning to unionism to get better conditions."

Successful organizing takes hard work on the part of the union as well as receptivity on the part of the employees, he added, noting that in gaining the

success at the Hudson County Trust Company OPEIU representatives had not spared themselves in establishing and keeping contact with the employees through meetings and telephone calls.

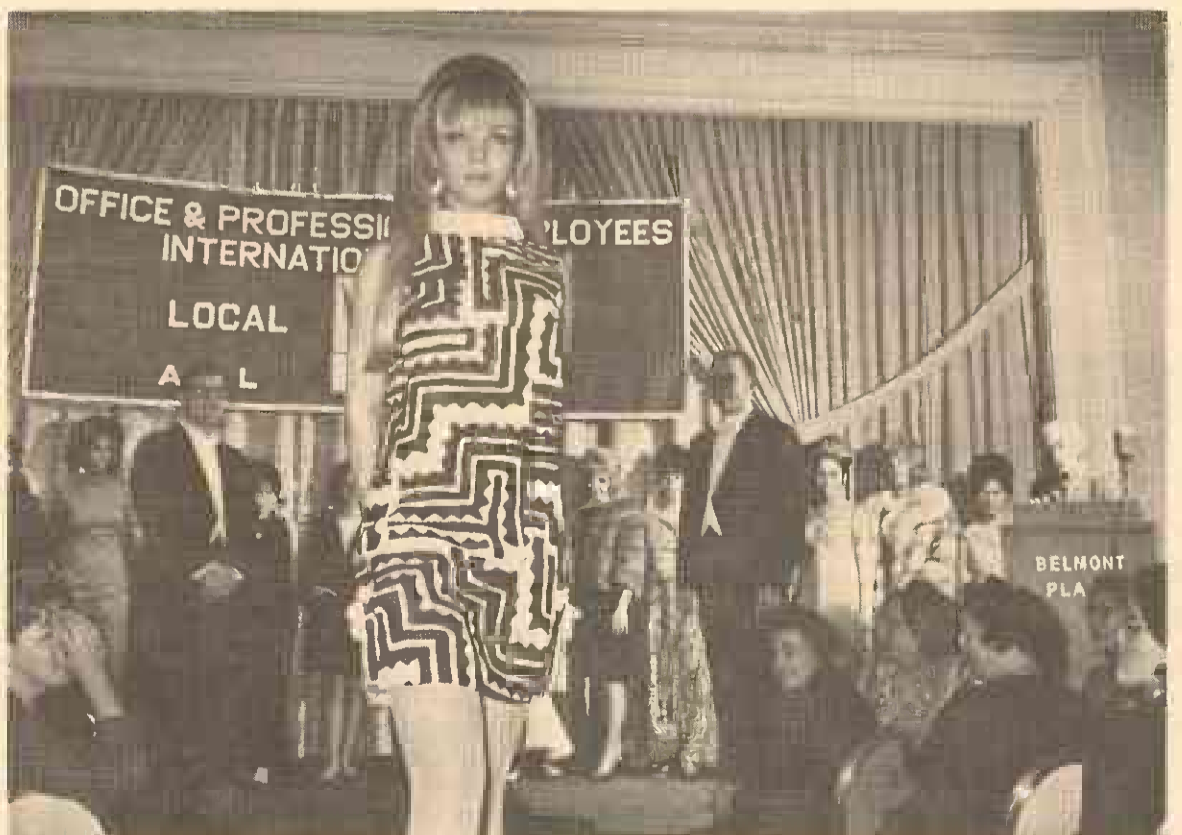
An active Employees Committee played a vital role in the victory. In addition to Patricia Kelly, it consisted of Lorraine Kerrigan, Frances Masser, Jennie Rebhun, Alfred Haase, Florence Motley, Myrtle Decker, Nina Binetti, Douglas Kordis, Marilyn Parete and Francis Dishler.

Poverty Warriors Pick Local 417

The employees of the Office of Economic Opportunity in Royal Oaks Township and Pontiac, Michigan have voted overwhelmingly for representation by OPEIU Local 417, Detroit.

Sixty-two employees voted in the election, held January 18th under the direction of the State Labor Mediation Board. Fifty-seven voted for the union, five against. Henry Lyons, Executive Vice-President of Local 417, led the successful organizing effort.

Local 153 Scores With Fashions



Heading down walk-way in Belmont Plaza, New York, a Local 153 member displays a go-go getup and fall hairpiece. She and 21 other volunteer models put on fashion show that drew record attendance of over 1,000 to union's membership meeting. At podium expert comments on costume. Story and second photo on page 3.

WHITE COLLAR

Official Organ of
OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION
affiliated with the AFL-CIO, CLC

HOWARD COUGHLIN
President

Room 610

265 West 14th St.

New York, N. Y. 10011

J. HOWARD HICKS
Secretary-Treasurer

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Tax Dodges--For Executives Only

The Research Institute of America recently outlined a service for executives entitled "10 Ways To Draw Tax Sheltered Money From The Company." At a cost of \$2 per month, this organization advises businessmen on how to take pay from business and call it capital gains.

It advises also on how private arrangements can be made with the company to insure lower tax rates.

In addition to instruction on such matters as how to avoid taxes through stock options, the Research Institute outlines methods of combining business with vacation for tax free expenses.

If wage earners were free to use the tax evasion devices available to businessmen with large incomes, the federal government would soon find itself without cash to conduct the business of the country.

It's about time that Congress closed the numerous tax loopholes that give an unfair wage break to executives and add to the tax burden of the nation's wage earners.

Invasion of Privacy

The William J. Burns International Detective Agency recently announced that it has been conducting "morale surveys" to find out why employees are troublesome, either consciously or unconsciously.

Unlike the conventional surveys, made by interviews or questionnaires, the Burns Agency method moves undercover agents into jobs where they can talk to employees, gain their confidence and obtain information relative to their gripes and private lives.

One Burns investigator posed as a clerk and dug up evidence that certain executives were having affairs with their secretaries.

While a company official claimed that undercover agents would not report on union activities, he said they would "discuss conditions that might affect the morale of workers."

We cannot conceive of a more repugnant service and we do not believe that such undercover agents will be restrained from spying on the legitimate organizing activities of those who wish to form unions.

Viewed in conjunction with the countless cases of bugging of hotel rooms, private homes and offices (see articles to right), this announcement by the William J. Burns Detective Agency ought not to be ignored.

Congress would do well to investigate such noisome practices and legislate against this type of invasion of privacy.

NLRB Notice Program

The National Labor Relations Board is to be congratulated for putting into effect a three-point program (reported in this issue) designed to inform workers of their rights in representation elections through notices to be posted in plants.

While the OPEIU and other unions advise prospective union members of their legal rights under existing laws, printed notices from the federal government containing such information will have greater influence on voters.

Wirtz Forecasts Work Force Jump

Labor Secretary Willard W. Wirtz predicted recently that the country will have to find jobs for a labor force of more than 100 million workers by 1980.

By 1970 the work force is expected to increase by 22 per cent to 85.3 million. By 1980,

it will grow by an additional 18 per cent to a total of 100.7 million. The labor force in the western part of the country is expected to rise by 26 per cent in the same period. The West will be the fastest growing region, with a labor force gain of 26 per cent.

The Growing Threat To Privacy

Reprinted from the AFL-CIO News

The controversy between Senator Robert F. Kennedy (D-N.Y.) and FBI Director J. Edgar Hoover over wiretapping and bugging may serve to bring out a little more in the open the steady erosion of the right to privacy in this country.

Sen. Edward V. Long (D-Mo.), chairman of a Senate subcommittee probing into wiretapping, has promised to invite both Hoover and Kennedy to hearings he will hold in the 90th Congress. The hearings could throw a searing light on the entire problem of invasion of privacy.

Wiretapping, hidden microphones, spying devices and other gimmicks have long been used in both Washington and in industry. Organized labor has bitterly protested this growing invasion of privacy which constitutes a fundamental threat to our freedoms.

Rep. Emanuel Celler (D-N.Y.), chairman of the House Judiciary Committee, recently noted that official wiretapping in Washington was so widespread that no one could be sure that his telephones were really private.

Union leaders have testified before congressional committees on industrial spying and snooping on workers, and have offered some conclusive evidence that rights in this area are being severely undercut.

The other day Supreme Court Justice William O. Douglas spelled out in graphic detail the full extent of this whole trend. He said, in part:

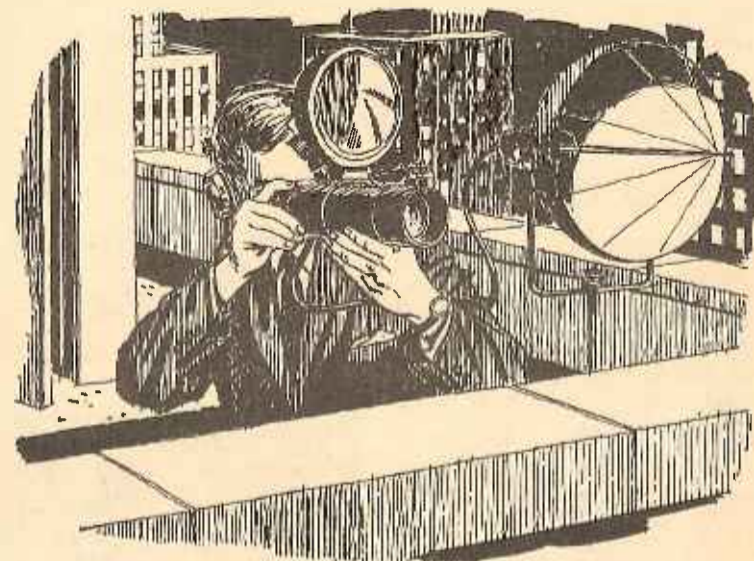
"We are rapidly entering the age of no privacy; where everyone is open to surveillance at all times; where there are no secrets from government. The aggressive breaches of privacy by the government increase with geometric proportion. Wiretapping and 'bugging' run rampant, without effective judicial or legislative control.

"Secret observation booths in government offices and closed television circuits in industry, extending even to rest rooms, are common. Offices, conference rooms, hotel rooms and even bedrooms are 'bugged' for the convenience of government. Peepholes in men's rooms are there to catch homosexuals. . . .

"Personality tests seek to ferret out a man's innermost thoughts on family life, religion, racial attitudes, national origin, politics, atheism, ideology, sex and the like. Federal agents are often 'wired' so that their conversations are either recorded on their person or transmitted to tape recorders some blocks away. The Food & Drug Administration recently put a spy in a church organization. Revenue agents have gone in the disguise of Coast Guard officers. They have broken into and entered homes to obtain evidence.

"Polygraph tests of government employes and of employes in industry are rampant. The dossiers on all citizens mount in number and increase in size. Now they are being put on computers so that by pressing one button all the miserable, the sick, the suspect, the unpopular, the off-beat people of the nation can be instantly identified.

"These examples and many others demonstrate an alarming



trend whereby the privacy and dignity of our citizens is being whittled away by sometimes imperceptible steps.

"Taken individually, each step may be of little consequence. But when viewed as a whole, there begins to emerge a society quite unlike any we have seen—a society in which government may intrude into the secret regions of a man's life at will."

What so deeply concerns Long, Douglas and many others is that when personal surveillance is accepted in this sophisticated age of Orwellian gadgetry, the walls of privacy become little more than a wispy curtain of air.

Invasion of privacy is not a latter-day problem. Indeed, it was very much a specter which haunted the founders of our government. It is not by accident that the Bill of Rights of the Constitution, especially in the First, Third, Fourth, Fifth and Ninth

Amendments, concerned itself with this very same threat to freedom.

The first clause of the Fourth Amendment reads:

"The right of the people to be secure in their persons, houses, papers and effects, against unreasonable searches and seizures, shall not be violated . . ."

An exception is where national security is involved. But here, too, as Douglas points out, all three branches of government have a responsibility to ascertain that this exception is not used as the simple excuse for general violations of this clause of the Fourth Amendment.

Perhaps the Long hearing, with both Kennedy and Hoover appearing, can bring to the surface this disease which so fundamentally eating at the body of freedom, a vital part of America in which most of us still take pride.

Contract Bars to Bugging Needed, Senator Declares

Union members are the chief victims of new eavesdropping gadgets used by their employers, and it would be a good idea to include clauses against the use of such devices in union contracts, according to Senator Edward V. Long (D-Missouri).

Senator Long, who heads a Senate committee investigating wiretapping and eavesdropping in governmental and private agencies, sounded an urgent warning against the citizen's growing loss of privacy in an address in St. Louis.

"More than perhaps any other single group, labor union members have been the victims of electronic eavesdropping," Long said. "One union member from Boston testified that the phone company he works for had his phone wiretapped when he began organizing a new local. He had photographs of the tap to prove it.

"Employers have been known to place bugs in shops, work trucks, around water fountains, anywhere they can secretly check up on their workers. Not only is the victim the individual involved, but victimized is our

whole system of employer-employee trust. Victimized is our constitutional right of privacy. Victimized is our right to live without the fear that whatever we do, wherever we go, we are being listened to, spied on and recorded."

Long made a strong appeal for public help in supporting legislation which would tighten the law against wiretapping and eavesdropping.

"I think unions should consider contract provisions against prying and spying by the employer," he declared. "The union member, like everyone else, deserves a legal recourse when his privacy is being invaded. The fact is, unless we win the support of all concerned citizens, we may not be able to pass through Congress the kind of bill we need."

Labor and the Law

By Joseph E. Finley
OPEIU General Counsel

Getting Information from Employers

Good news in the grievance department has just come from a new decision of the U.S. Supreme Court. This new ruling, handed down January 9 in the case of NLRB v. Acme Industrial Co., is one of the most useful developments in years to help you administer your contract, process grievances, and take good cases to arbitration.

The case concerns the legal duty of the employer to give information to you. We have written about this in the past, as new NLRB decisions have greatly broadened your rights in this area, but none of these Labor Board cases has hit with the impact of the high court ruling. The case involved a subcontracting grievance filed by a local union protesting the removal of machinery from a plant in Chicago.

Immediately after filing of the grievance, the president of the union wrote to the company asking five questions about the removal of the machinery. These questions were framed in precise detail, and if answered, would have provided far more knowledge about the subcontracting than the union had. The company replied that it had no duty to furnish the information. The union then filed unfair labor practice charges with the NLRB, alleging a refusal to bargain. The NLRB, following the trend of recent years, ruled that the company had violated the law and ordered it to answer the questions.

In the U.S. Court of Appeals in Chicago, the company was completely victorious, as three judges unanimously reversed the NLRB. The court said the grievance procedure would culminate in arbitration, and that the whole matter was one for arbitration. The Board had no jurisdiction to interfere in the arbitration process.

The Supreme Court with all nine justices joining together, which is in itself unusual, reversed the court and upheld the Board in language that gives you important insurance for the future. The Court cited one of its previous statements which should be known to every one of you: "The grievance procedure is, in other words, a part of the continuous collective bargaining process." Thus, the legal obligation does not end with the signing of the agreement. Policing the contract and dealing over every legitimate matter that arises is a continuing duty of both sides.

The union needed the information to intelligently process the grievance, said the Court. Once it had the information, it might decide the grievance lacked merit and would then drop it. Providing full information was an aid to the grievance process, not a hindrance to it, as the lower court had thought. Another consideration was that the Supreme Court treated the request for information much like the formal demands that lawyers can make in civil lawsuits when they send written interrogatories to the other side which must be answered under oath before trial.

You now have an important new weapon. Many of us have operated too long in the dark, filing a grievance, taking it up to arbitration, and going into a hearing without really knowing all that the company has in its information barrel. In almost every grievance, you should file your grievance first, and then immediately put in writing every question that you think bears on the subject. Send that letter to the company and ask for a reply even before you process the grievance. If there is a tight time limit, ask that it be postponed until you get the information. If the company refuses to give you what you ask for, then immediately file charges with the NLRB.

Getting this information will help you to intelligently move through each step of the grievance procedure. You will be far better equipped to decide whether to take the last step to arbitration. If you have all the facts, and have understood the company's position, don't hesitate to drop a bad grievance. If you do, it is usually good advice to write a letter saying you are not agreeing to the company's interpretation of the contract, but are withdrawing the grievance for your own reasons. This helps beat off a later claim that by past practice you agreed to the company's version when you dropped the grievance.

Arbitration cases are becoming more and more difficult to win. Many lawyers, both union and management, have told me that companies are winning 80% of their arbitrations these days. Arbitrators, who get the habit of ruling for the company, are finding it easier to make pro-company rulings and still stay in business.

Thus we need every possible aid we can get to obtain an even break. That is why the new Supreme Court decision may turn out to be so helpful.



Local 153 Fashion Show Draws 1,000



Some of the bevy of 22 members modeling furs, gowns, suits and other outfits, each adorned also with a distinctively styled wig or hairpiece.

Using a novel approach to boost attendance, OPEIU Local 153 sponsored a fashion show featuring furs, wigs and hostess gowns at its membership meeting held January 24th in the Belmont Plaza Hotel, New York City.

The results were dramatic. A record number of over 1,000 arrived early and stayed until the end. All seats were taken 15 minutes before the meeting started and a rear room and the side aisles were soon packed with standees.

Twenty-two attractive members were the models, displaying the latest in furs, slack suits, evening gowns, mini skirts, lounging robes, caftans and other outfits.

They were coiffed in various types of wigs, wiglets and falls appropriate to the costume.

A raised walk-way in the center aisle assured the appreciative audience of a close and prolonged view of each creation, which was commented on by an expert from the world of fashion. Two Local 153 Business Representatives in evening dress es-

corted each model to the platform.

Three leading New York City firms cooperated with the union to stage the show, which was enthusiastically applauded. Wigs were given away as door prizes and were also made available to members at special prices.

A health forum was the second feature of the evening. A panel of doctors associated with Local 153's advanced health services discussed "Conditions Which Threaten the Breath of Life"—taking up such subjects as smog, smoking, allergies, lung cancer, emphysema and the like. The interest of the members was shown by the fact that over 100 questions were asked from the floor.

Before the fashion show and forum the regular business of the

Local 7 Head Picked

Margaret Barton, President of OPEIU Local 7 in Lafayette, Indiana, has been elected treasurer of the Tippecanoe County AFL-CIO Central Labor Union.

13,000-member local was conducted.

Encouraged by the success, Local 153 is already planning special programs for future membership meetings.

The unusual evening received considerable publicity. Victor Riesel gave an account of it in his syndicated column on labor affairs.

Stewards' Seminar Held by Local 12

Following up on the North Central Educational Conference, Local 12 in Minneapolis held a highly successful seminar for stewards January 7th at the Inn Towne Motel.

Despite the worst storm of the winter, the stewards spent the day discussing how better to carry out their duties. The material and agenda were prepared by Frank Flugaur, Chief Steward at Minneapolis Gas Company, who chaired the meeting. He was aided by an active committee.

A second session will be held in April.

NLRB Improves Publicity Process

The National Labor Relations Board has announced a new three-point program which will help make sure workers participating in union representation elections know their rights.

The program consists of three publicity steps, each bringing to the attention of the employees information issued by the NLRB. The three steps are:

1. Distribution of leaflets explaining the election process.

2. Posting of bulletin board notices reminding the employers, employees and union organizations of their rights and obligations.

3. Posting of election notices which, in addition to giving the time and place of the balloting and containing a sample ballot as in the past, includes reminders to the workers of their right to vote freely without pressure from the employers.

The first bulletin board notice will be issued when a petition for an election is filed with the

NLRB by a union. The second notice will follow if an election is ordered or consented to by the parties.

Parties to the election are warned specifically that they may not:

1. Threaten loss of jobs or loss of benefits.

2. Fire employees or cause them to be fired in order to encourage or discourage union activity.

3. Make promises of promotions, pay raises or other benefits to influence an employee's vote.

4. Threaten use of physical force or violence to influence the vote of employees.

5. Make misstatements of important fact to which the other party does not have a fair chance to reply.

6. Make campaign speeches to assembled groups of employees on company time within the 24-hour period before the election.

7. Incite racial or religious prejudice by inflammatory appeals.

In a statement from Washington, NLRB Chairman Frank W. McCulloch credited board member Sam Zagoria with initiating and implementing "the concept that labor organizations and employers should be informed about, and encouraged by the NLRB voluntarily to comply with, basic principles of fair conduct in the holding of employee elections."

"Posting of these notices will be a significant stride along the road to free expression of the choice of employees through the medium of the secret ballot election," he said. "This in turn is the principal method Congress set up to resolve representation disputes and is the threshold to the collective bargaining process which has contributed so much to our industrial democracy."



from the desk
of the
PRESIDENT

A Study of Workers at Leisure

When the first extended vacation plans — particularly those which provided for 13 weeks' vacation with pay every five years — were being negotiated, the usual prophets who purport to know what is good for the worker predicted that this would have an adverse effect on the country and the worker himself.

According to these critics, such lengthy sabbaticals would be a very boring and traumatic experience, cause psychological problems and damage and disrupt family life. Further, this would encourage more "moonlighting", thus robbing others of a chance for employment.

Now that these vacation plans have been in effect for some time, what are the real facts? There is conclusive evidence that these fears were mostly unfounded, that the dire predictions were groundless.

Dr. William J. Klausner, Professor of Sociology at the University of Redlands in California, interviewed vacationing Kaiser Steel employees and came up with these findings:

- Most workers—87% did not "moonlight". They preferred to use the 13 weeks in leisure activities, not as an invitation to seek supplementary income.

- Some 66% of the vacationers traveled as families. Only 3.8% went overseas but 81% traveled to other parts of the country. Some 71% of the workers said they did not watch television more than usual. Only 16% said they started new hobbies, while 44% said they attended more sports events.

One conclusion of Dr. Klausner is that the working family in America "is strongly capable of handling extended leisure, and will grow and flourish with the increase of leisure time."

We of the Office and Professional Employees International Union are pleased to hear of the results of Dr. Klausner's survey. We believe this has a meaningful application to the OPEIU's long-term goal of a 4-day work week. Although we have temporarily suspended our efforts in this direction due to the Vietnamese conflict, we intend to push for the 4-day work week with vigor and renewed drive as soon as the economic situation becomes more stabilized.

We believe, that in many respects, the 4-day work week is a far superior program than the extended vacation practice (although they are not in conflict or mutually exclusive). The 4-day plan has many more worthwhile attributes and ramifications beyond the factor of leisure.

1. It will provide more employment opportunities.
2. It enables an employer to gain greater efficiencies and more productive "use time" from his plant, equipment and personnel because he is operating six days per week.
3. It reduces congestion in the business areas and on the streets and highways; and
4. It can provide greater opportunities for education, training, travel and recreation on a regular basis.

We can assure our members and the many employers that we have not lost sight of this important goal of the 4-day work week. We are still nurturing it, thinking of additional ways to perfect it and will present it as a major negotiating item when the proper time arrives.

Local 10 Signs Gleaner

A three-year contract providing for a \$45 a month increase across the board for the first year, \$20 for the second year and \$15 for the third year has been negotiated with the Gleaner Life Insurance Society by Local 10, Detroit.

In addition, three weeks of vacation after five years and four weeks after 20 years were attained.

Good Friday will be a full

holiday under the new agreement. Sick leave was improved to provide for 12 days annually, to be accumulated to 90 days. Automatic increases from the minimums to the maximums in the labor grades in accordance with length of service were also won.

Local 10 President Thelma O'Dell negotiated the settlement with the able assistance of Anita Paschick, Steward, and Minnie Szepepski.

Labor Backs Social Security Hike

President Johnson's proposal for increases in Social Security benefits averaging at least 20 percent represents "a substantial down payment" on what organized labor believes is a needed 50 percent rise, AFL-CIO President George Meany declared.

Meany said the President had "wisely recommended . . . vital and necessary improvement" in the benefits schedule "which should bring new hope to more than 19 million elderly Americans."

The full 50 percent rise in benefits—called for by the last AFL-CIO convention—should go into effect, he suggested, as soon as it can be adequately financed without detriment to other high priority domestic and foreign commitments."

In a recent editorial, *White Collar* called raised benefits long overdue.

In his wide-ranging message to Congress on older Americans, Johnson noted that nearly 2.5 million individuals receive retirement benefits based on the minimum of \$44 a month, which would mean \$66 for a couple, and that the average

benefit is only \$84, or \$126 for a couple.

"Although Social Security benefits keep 5.5 million aged persons above the poverty line, more than 5 million still live in poverty," he said. "A great nation cannot tolerate these conditions."

The President's specific proposals called for:

- "An increase of 59 percent for the 2.5 million people now receiving minimum benefits—in \$70 for an individual and \$105 for a married couple.

- "An increase of at least 15 percent for the remaining 20.5 million beneficiaries.

- "An increase to \$150 in the monthly minimum benefit for a retired couple with 25 years of coverage—to \$100 a month for an individual.

- "An increase in the special benefits paid to more than 900,000 persons 72 or over, who

have made little or no social security contribution.

To eliminate specific inequities and to close loopholes in the present law, he also recommended that:

- Social Security benefits be extended to severely disabled widows under 62.

- The earnings exemption, or the amount a retiree can earn without having his benefits cut, be increased by 12 percent—from \$125 to \$140 a month or \$1,500 to \$1,680 annually.

- The amount above the \$1,680 up to which a beneficiary can retain \$1 in payments for every \$2 in earnings be increased from \$2,700 to \$2,880 a year.

To keep the Social Security funds actuarially sound, Johnson proposed:

- A three-step increase in the amount of annual earnings on which social security taxes are levied—to \$7,800 in 1968, to \$9,000 in 1971 and to \$10,800 in 1974. The present maximum is \$6,600, and no future increase is on the statute books.

- An increase in the social security tax rate from the present 3.9 percent (plus one-half of 1 percent for medicare) to 4.5 percent in 1969 instead of 4.4 percent as in the present law, and to 5 percent in 1973 instead of 4.85 percent.

Local 139 Pact With Kaiser Brings Additional Benefits

Local 139, Office, Professional and Technical Employees, has negotiated additional benefits for the employees of the San Diego Hospital Association and Stevenson Memorial Hospital in bargaining with Kaiser Medical Entities. Kaiser recently bought the Association.

Under the agreement the employees and their families will come under the Kaiser Health Plan, which provides more comprehensive coverage at savings of \$5 to \$11 monthly.

Effective this March 1st, the employees will be covered with \$2,000 life insurance policies and \$2,000 accidental death and disability policies, compared to the \$1,000 policies in force previously. Additional insurance may be purchased.

The contract will be reopened on March 1, 1968 for negotia-

tion of wage rates and of two fringe benefits.

Employees of all Kaiser facilities in San Diego County, present and future, automatically come under the contract.

On January 1st employees with less than one year of employment received prorated vacations at the rate of one day's pay for each full month worked. Employees will get four weeks of vacation after 10 years of service, instead of after 15 years. The pension plan was improved.

Local 139 had negotiated a new contract with the Association and Hospital last year.



Thomas Gallagher, Detroit Corporation Council attorney, administers Oath of Obligation to the officers of Local 10. Officers from right are President Thelma O'Dell, who is rounding out 21 years as Business Representative; Bessie Shillingford, Executive Board; Lotus Demetreaseas, Recording Secretary; Virginia Mills, Executive Board; Ethel Hurst, Vice-President; Elenore Palyu, Secretary-Treasurer; Loraine Nola, Executive Board; Eva Zalinski, Trustee; Louise Dacus, Trustee; Rosella Reisbeck, Executive Board; and Sharlene Martin, Chairman of Trustees.