



WHITE COLLAR

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

TVA—Union
Success Story

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No. 253

March, 1967

17



Administrative employees of the Americana Hotel in New York who have just joined Local 153 study copies of the union contract at a meeting held to welcome them into the union. Benefits in contract include free medical and hospital care for the family at chain of hospital-attached clinics run by unions and hotel industry. Local 153 represents more than 2,000 hotel employees and is organizing others.

Newly Organized Bank Employees Covered by Fine First Contract

The decision of the employees of the Hudson Trust Company in Union City, New Jersey, to join Local 142 has been followed swiftly by the conclusion of a first contract bringing wage increases and many other improvements.

The National Labor Relations Board certified the OPEIU local as the bargaining representative of the bank unit on January 16, five days after the election in which 112 out of the 146 employees voted for the union.

Contract proposals were submitted to management on February 1 and by the end of the month an agreement had been hammered out. The terms were ratified at a membership meeting February 28 and took effect the following day.

The two-year contract provides for a \$5 across-the-board increase the first year and a \$3 increase the second year. Additional increases are contingent on the cost of living, which will be examined every six months. If living costs continue to rise at

the rate prevailing over the past two years, wages will go up a further \$6 per employee.

Employees working on the nights when the bank is open for business will be paid at a higher rate, and there will be premium pay for all night work. Supper money was increased to \$3.

Promotion of current employees will be encouraged by a protected job bidding procedure. The job evaluation committee will include union members. Grievance machinery culminating in arbitration will enhance job security. Terminated employees will be assured of severance pay.

Employees will receive two weeks of vacation after a year of service, three weeks after five

years and four weeks after 20 years.

Also incorporated in the agreement are pension and welfare plans, hospital coverage and life insurance, and a liberal sick leave policy.

Employees will receive full pay when on jury duty, in addition to the jury pay, and will be given paid time off in the event of a death in the family.

OPEIU International Representative John Fitzmaurice, Local 142 Representative Zackary Schneider and a Negotiating Committee consisting of Patricia Kelly, chairman, and Lorraine Kerrigan, Seton Bartley, Walter Wallach and Frank Dischler conducted the negotiations.

Stimulated by the Hudson Trust Company success, Local 142 has announced plans to expand further in the banking field. Members have formed an organizing committee for that purpose.

Local 9 Gains Unit

OPEIU Local 9 in Milwaukee, Wisconsin, has obtained a representation recognition agreement covering employees of the Midland National Bank's Welfare and Pension Fund. Edward J. Kubicki, Business Manager of Local 9, and International Representative Gene Dwyer worked on the organizing effort.

Agenda Set for Montreal Meeting

Joseph MacKenzie, Director of Organization of the Canadian Labour Congress, will be among the guest speakers at the annual meeting of OPEIU full-time representatives, to be held at the Sheraton Mount Royal Hotel in Montreal, March 30-April 1.

The main topics on the agenda are:

- Recent court and labor decisions.
- Usefulness of petitions in safeguarding and extending bargaining units.
- The uses of publicity in broadening public awareness of the OPEIU.
- The paper industry as a major organizing target.
- Gaining the affiliation of independent unions.

President Howard Coughlin and Director of Organization Henderson B. Douglas will preside. Joseph E. Finley, General Counsel, will appraise the latest legal developments in the labor-management field.

The View from Wall Street: White-Collar Unionism Gains

Industry "fears stronger white-collar union drives, bolsters defenses," the *Wall Street Journal* reported February 14.

The leading financial daily newspaper cites the view of a "worried New York executive" that the "growing acceptance of unions among teachers, nurses, government employees makes membership appear more respectable."

Industry's "defenses" include general pay increases and the formation of clubs "to make employees feel closer to management," according to the newspaper.

But these are not proving sufficient, the *Journal* concluded. "Despite such efforts, a University of Michigan study finds a growing proportion of white-collar workers identify themselves with the 'working class' rather than management."

Local 417 Wins Again At Detroit Hospital

An additional 40 employees of the Crittenden Hospital in Detroit have joined the ranks of the OPEIU. In an election conducted by the Michigan Labor Board on February 16, the office and clerical employees of the hospital voted overwhelmingly for representation by Local 417.

This was the third Crittenden unit to be organized under the OPEIU banner. In previous elections, some 300 licensed and registered technicians and general and dietary employees voted to join Local 417.

Henry Lyons, Executive Vice-President, who spearheaded all three campaigns, credits the excellent contract negotiated in behalf of the employees organized earlier with convincing the office force that OPEIU representation was in their best interests.

This first agreement—estimated by Lyons to be worth a quarter of a million dollars—provided for an across-the-board wage increase of \$936 to \$1500

over its two-year span, Blue Cross-Blue Shield hospital and medical coverage, and a \$4,000 life and accident insurance policy.

Sick leave was improved to 12 days a year, accumulative to 50 days; a three-day funeral leave was included. Work on any of the seven holidays will be paid at double and a half time. The afternoon and midnight shifts will receive a 25 cent differential. There will be two 15-minute rest periods.

Members will receive one week of vacation after six months on the job, two weeks after a year, and three weeks after five years.

The union shop with dues check-off and a meaningful pension plan were also obtained.

Other clauses provide for standby-on call fees for laboratory and X-ray technicians, upgrading base based on seniority, and a grievance procedure.

AFL-CIO Warns 'Imbalances' Peril U.S. Economic Growth

The U.S. economy in the past three years registered major gains but "imbalances" have continued to develop that may undermine future growth, AFL-CIO Research Director Nathaniel Goldfinger told the Joint Economic Committee of Congress.

Among the "significant" achievements of the 1964-66 period, Goldfinger listed an annual 5.5 per cent growth rate in national output, an annual 2.5 per cent increase in employment, an annual reduction of eight-tenths of 1 per cent in joblessness.

An underlying problem has developed, however, he warned, "in the continuing lack of balance between employee compensation, wages and salaries, on the one hand, and profits and dividends, on the other."

Goldfinger spelled out the statistics:

- Corporation profits "sky-

rocketed" in the decade of the Sixties by 60 per cent before taxes and 80 per cent after taxes. Even these figures "understate the extent of the bonanza enjoyed by business" because they do not take account of changes in accounting procedures that raised total cash-flow—profits plus retained depreciation—to 21 per cent of net worth.

- Dividend payments to stockholders rose 56 per cent.
- Factory workers' take-home pay rose by only 13 per

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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

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The Proof of the Stevens Case

Unions, among them ours, have long protested that the federal labor law does not provide for penalties severe enough to deter employers determined to flout it.

Now this view has been expressed by a responsible conservative, Boyd Leedom, who was chairman of the National Labor Relations Board under President Eisenhower.

Leedom was trial examiner in the third case of unfair labor practices by the giant J. P. Stevens Company, the second largest textile chain in the U.S., and it was this which gave him doubts about the adequacy of the law.

The Textile Workers of America began organizing the Carolina plants of the Stevens empire in 1963, and the company immediately responded by firing union-minded workers and engaging in the greatest intimidation of others.

In three rulings, the NLRB has ordered the company to reinstate 103 illegally fired workers, but not a single one has been restored to the job. And the firings and harassments continue.

Leedom accused Stevens of "massive and deliberate" violations of the labor law, observing also that company witnesses before the NLRB lied "without compunction." He went on:

"It begins to appear doubtful if any remedy legitimately devised within the framework of the Labor Management Relations Act will right the wrongs of an employer who persists in violations. . . . An unending series of unfair labor practices by an employer may result in permanently thwarting concerted action by employees. Conceivably other arms of government, with a different approach, may have to take action. . . ."

The sacrifices of the Stevens' workers to the cause of trade unionism will not have been in vain if it prods Congress into stiffening punishment of flagrant violations of the labor law.

Senate Ethics

The Senate recently turned down by a substantial margin proposals designed to impose a stricter code of ethical conduct on its members.

In 1958 the Senators enthusiastically passed the Landrum-Griffin law which lays down far more stringent standards of conduct for labor leaders.

It would seem to us that Congress should set the example for the rest of the country.

Sharing the Profits

Neil W. Chamberlain, professor of economics at Yale, recently stated that some modernized form of profit sharing may provide the long range solution to the wage-price problem, particularly in industries or business that achieve above average growth in productivity and profits.

He argued that if wage increases are to be held close to the national average increase in productivity, regardless of the fact that many companies reap above-average profits, we can scarcely expect to hold the line on wages in such instances.

We believe that profit sharing, gained through collective bargaining, will be part and parcel of our major contracts in coming years.

Union Shop Won By Local in Joliet

Local 348 in Joliet, Illinois, has signed a two-year agreement with the Ruberoid Company bringing the employees a general wage increase of 12 cents per hour for the first year and an additional 12 cents per hour the second year. Also gained were a union shop and increases of the daily allowances for hospital room and board.

Local 348 President Shirley King and a Negotiating Committee made up of Helen O'Reilly, Mildred Weatherbee and Betty Oakland were assisted by OPEIU International Representative Gene Dwyer.

TVA: A Union Success Story

A recent study made by Professors Arthur Thompson and Irwin Weinstock of the Virginia Polytechnic Institute reveals that white-collar employees of the Tennessee Valley Authority support collective bargaining and unionism to an unusual degree.

The Office and Professional Employees International Union represents almost 2,500 of TVA's salaried non-managerial employees.

Noting the lack of interest in unions characteristic of a great many white collar employees, Professors Thompson and Weinstock found the attitude at TVA to be in "striking contrast."

Reviewing the history of organization at TVA, they found that:

"TVA has consistently displayed an affirmative willingness to bargain with employee organizations over the terms and conditions of employment. Unions are viewed as essentially constructive forces rather than as necessary evils, and the determination of personnel policies and procedures is unhesitatingly shared with employees through their union representatives. Instead of the typical battle for employee loyalty, there exists a firm, unambigu-

ous belief that cooperation between unions and management can enhance the achievement of TVA's objectives. TVA even encourages union activity to the extent of declaring that union membership and participation are 'among the positive factors of merit and efficiency to be considered in selecting employees for promotion, transfer, and retention.'

"Within such an environment, professional development, close identification with management and increased opportunities for promotion are all perfectly consistent with employee participation in union activities. And since strikes against federal agencies are prohibited, there is little likelihood that union membership will involve the overt exercises of force so distasteful to many white-collar workers. Thus, it is not surprising to find employees supporting an organization (union)

which clearly has the power to exercise control over the work environment in a manner that is favorable to them."

Responses to questionnaires were received from 911 salaried white collar workers. These showed:

- More than 80 percent believed the union should be consulted before TVA management changed policies or procedures directly affecting the employees.

- Less than 6 percent believed TVA would be a better place to work without employee organizations.

- Older employees were more intense supporters of their unions and collective bargaining than were younger employees.

- Attitudes towards unions tended to become more favorable as service at TVA lengthened.

- There was no real difference between the attitudes of male and female employees toward unions.

Professors Thompson and Weinstock concluded that the TVA management has created an environment favorable to unionism and that the employees have responded to it—making for a constructive relationship.

Imbalances

(Continued from page 1)

cent because of rising prices.

- The price level has been rising "regardless of what happened to labor costs per unit of production"—and faster than any increase in labor costs.

- The increase in wages and salaries, in terms of buying power, has lagged behind even the 3.2 per cent guidepost.

Goldfinger told the committee, which is headed by Senator William Proxmire (D-Wis.), that the "profits explosion" had fed a "dangerous and unsustainable superboom" in business investment, which expanded more rapidly than the output of the economy.

The tax reductions provided for business—depreciation speed-ups, the 7 per cent investment tax credit, the reduction in corporation taxes from 52 per cent to 48 per cent—were "dangerously overdone," he said.

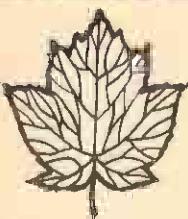
Goldfinger also expressed "disturbance" at what he termed the Council of Economic Advisors' "apparent acceptance of a 4 per cent unemployment rate as equivalent to the goal of 'full employment.'"

He pointed to the "very high levels of joblessness for Negroes, youngsters and unskilled workers."

"Restoration of balance between wages, prices, profits and business investment is essential to provide a sound foundation for sustained economic growth" and "a more equitable distribution of income," Goldfinger said.

WALL STREET JOURNAL

"No hurry on this, Wiberg... take all weekend if necessary."



CANADIAN NEWS

CLC Calls on Federal Government To Spell Out Mature Labor Policy

A clear declaration of policy on labour-management relations was urged on the federal government by the Canadian Labour Congress in the annual presentation of its views on legislation and administration to Prime Minister Lester Pearson and members of the cabinet. The CLC spokesman was President Claude Jodoin.

Jodoin charged members of Parliament and the press with both an ignorance of and a prejudice against unions, and accused Minister of Labour John R. Nicholson of urging "restrictive legislation which would deny the right to strike."

"We believe very strongly that it is no solution for your government to restrict or deny to workers the right to withdraw their labour and to compel them to work against their will," the 16,000-word statement said.

"This is a formula familiar to every authoritarian government the world over but one which is inconceivable here."

The CLC declared the country needs "a more genuine acceptance of trade unions and the role they play in a free society" rather than new legislation. It tartly observed that "there is apparently no proper time when trade unions should seek wage increases," and added:

"Both you as the government and the people of this country must face up to the inevitable fact that trade unions will continue to press for wage increases and that they will engage in strike action if necessary in order to achieve their objectives."

Jodoin expressed the CLC's conviction that the federal gov-

Man and His World at Expo-67

A year ago Local 57 in Montreal, along with other unions, signed an agreement with Expo-67.

Now the preparations for this wondrous observance of Canada's Centenary of Celebration are in the last stages. Expo-67 will open April 28 and continue till October 28.

The symbol of the Exhibition represents Man and His World. Pairs of men joined together in pairs, representing friendship, connote the interdependence of mankind.

Some 70 nations are taking part, making this the most representative exhibition in history. The Brussels fair in 1958 drew 45 countries, then a record.

The Federal Government of Canada, the Province of Quebec and the City of Montreal have cooperated to make Expo-67 not only the event of the year but the wonder of the century.

The Office and Professional Employees International Union is proud to be part of it.

ernment has a "role to play" in developing mature labour relations, and added that "doing this properly may enable you to carry out your other responsibilities more successfully."

The CLC renewed its opposition to compulsory arbitration and the use of injunctions in labor disputes, and urged clarification of labor's right to picket. If labor relations legislation is to be enacted, the brief said, "it should not end up as a convenient tool for the employer to use against the trade union of his employees but as a mechanism for resolving disputes fairly and objectively."

The CLC stood firm against any dilution in its representation on the Canada Labour Relations Board, as has been proposed, to allow representation for the Confederation of National Trade Unions. It also rejected the CNTU's effort to change bargaining patterns from national to regional scales, which it called "a system alien to this country."

Jodoin warned that Canada's economy is in a "very precarious state" and "in the absence of corrective economic measures," there is "every likelihood" of an increase in unemployment and possibly a trend toward the

(Continued on page 4)

Newfoundland Law Stirs Unions

A special law passed by the Newfoundland legislature to break a hospital strike conducted by the Canadian Union of Public Employees has become the target of a united campaign by organized labour. The OPEIU is fully participating in the effort.

Bill 26, signed into law by the premier, provides for fines of \$1,000 to \$5,000 against the union, \$100 to \$500 for each Executive Board member, and \$10 for each member. This fine is repeated each day or part of the day that the strike continues.

The law also covers national unions, international unions, trade councils, federations of labour and any person who may aid or abet the strike. If a telegram of support is forwarded to the local union on strike, the individual or union forwarding such telegram may also be penalized.

Under Bill 26, if Local 990 of the Union of Public Employees continued the strike it could never again be certified and no other union would be permitted to represent the workers in the hospital.

The Newfoundland Federation of Labour called a special meeting and almost 200 delegates from all over the province attended, despite a heavy snow

storm. Delegates empowered the Executive to recommend any action they deemed necessary to have Bill 26 removed from the statute books. The federation authorized a province-wide work stoppage if necessary.

David Janes, President of OPEIU Local 255, was elected chairman of the Joint Mill Unions Committee which will work towards abolishing the law.

The Canadian Labour Congress sharply criticised the action of the Newfoundland government in forcing hospital employees to end their strike and pledged full support for repeal campaign.

"This dictatorial attitude is directly contrary to basic democratic principles," President Claude Jodoin said. "The people involved in this dispute have been ordered back to work without any guarantee of improved conditions. The urgent need for improvement was evident in the unanimous report of the Concil-

iation Board appointed by the Premier's Minister of Labour."

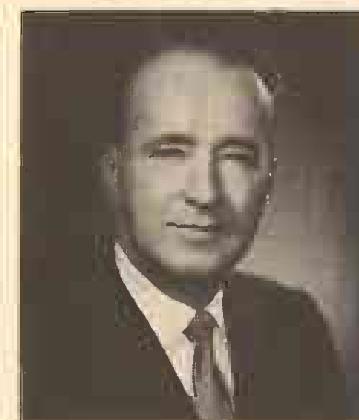
The Canadian Union of Public Employees agreed to accept the Conciliation Board's report. The Hospital Board rejected it.

Maids employed in Grand Falls, for example, receive only \$23 per week.

The CLC in its statement said:

"The penalties imposed in the new anti-labour Bill 26 are clearly designed to deprive hospital employees of the right to bargain collectively and to threaten the existence of their organizations.

"The Newfoundland government interfered in normal employer-employee relations by announcing to local hospital authorities that it would refuse to make funds available. This position was adopted despite the fact that \$11,965,000, which is some 62 per cent of the budget of the Province's hospitals, comes from federal government funds."



*from the desk
of the
PRESIDENT*

Freshening Our Thinking

Local 153's Good Example

In the January issue of *White Collar* this column emphasized the need for "Freshening Our Thinking" with respect to our organizational activities, collective bargaining and the conduct of our union meetings.

We said that for the most part we are using the same approaches, techniques and methods, and even the clichés, slogans and handbills that were developed by the labor movement in the early 1930s and 40s.

We stressed that we have not been able to gain the interest of the younger generation who are vitally concerned with the present and the future. We tried to make clear that these young people are not inherently anti-union but are looking for leadership, direction and a cause. We concluded that we must: "Do Something Different."

Local 153 in New York City did exactly that. It really did something different.

A meeting in January was designed especially to interest young female members who now make up a substantial part of the membership of the Office and Professional Employees International Union.

A Model Union Meeting

The main event was a Wig Fashion Show in which 22 beautiful young girls (members of Local 153) dressed in variously Go-Go fashions, velvet pants and leopard tops, long formal evening gowns and fur coats and mini-skirts paraded down a walk-way through the middle of the ballroom of the Belmont Plaza Hotel. Two of the younger Business Representatives, dressed in white tie and tails, escorted each of the ladies from the stage to the walk-way, while the music rang out to the tune of "A Pretty Girl Is Like A Melody." Each of the girls, previously rehearsed for the show, modeled a wig, wiglet, or fall.

This Local Union, of almost 13,000 members which previously had trouble getting a representative turnout at membership meetings, found itself with a new problem. It had to turn away hundreds of members. More than a thousand members jammed the ballroom and adjacent areas. A substantial number were forced to stand.

The inconvenience of a packed hall did not dampen the enthusiasm of the gathering, 90 percent of which consisted of young girls in their late teens and early 20s who wanted more information regarding wig fashions, a recent innovation. Unlike the usual meetings, where too many members arrive after the meeting is under way, the room was crowded fifteen minutes before the business meeting was scheduled to start.

When Local 153 officers realized that their plan was more than successful, they began the meeting ahead of schedule and the usual union business was concluded in record time.

In addition to attracting so many members Local 153 gained many fringe benefits. The meeting received both local and national publicity.

It was hailed by the nationally syndicated columnist Victor Riesel as "A happening such as never hit labor before."

Turn Toward Youth

We stated in our January column: "In this jet-propelled age, if we in the OPEIU are to reach and communicate with the young segment of the office, clerical and professional work force, we must attune our thinking and programs to their needs and desires."

The success of the Local 153 meeting in New York City proves this statement beyond a shadow of a doubt. We must scrap some of our age-old methods of doing business, forget the past, concentrate on the future and point all of our efforts, news releases and propaganda towards the younger generation.

By 1970, the average worker in the United States will be 25 years of age. The ideas and aspirations of these young workers will differ radically from those workers of the 1930s and 40s.

Local Unions of the OPEIU should do everything possible to attract these young people to membership meetings. But of course that is only the beginning. We must involve them in the life of the union, encourage and help them to accept responsibilities and become Executive Board members and officers.

Labor and the Law

By Joseph E. Finley
OPEIU General Counsel

Unfair Practice Procedure

Some basic bread-and-butter guidance for many of you is important in working with the National Labor Relations Board on unfair labor practice cases. Many union people have either had limited experience with Board procedures in unfair labor practice cases, which involves you in a far different world from the ordinary election case, or had no experience at all.

An unfair labor practice case is started by filing a charge on a regular form provided by the Board. You may have copies of the forms in your office, or you may get a supply from the nearest Board office. If you happen to be in a city with a Board office, you can walk in off the street and obtain assistance from Board personnel in drafting a charge and filing it. If you have your own legal counsel, of course, you ought to discuss the case with him, and perhaps you will want your lawyer to sign it and file it, as we often do for individual union clients. As you probably know, every charge must be filed within six months after the occurrence.

Once the charge is filed, then the machinery of the Board starts to move. The case will be numbered and assigned to someone on the staff for investigation and processing. The Board agent will then make contact with you and ask to speak to witnesses. Some Board agents may ask you to bring the witnesses to the Board office and may not do any more than the elementary work required. We have known other Board agents who were so conscientious and devoted that they have spent long evening hours tramping into people's homes to obtain statements and run down every clue in a case. All you need to remember here is that these government employees are human beings, with all the faults and foibles of humanity, and some naturally perform at a higher level than others. You can help your own case by doing everything you can to get witnesses available at appropriate times and enthusiastically assisting in every way possible. Let the Board agent know you have a high regard for your own case in order that he will treat it with an appropriate amount of zeal and drive.

The Board agent will take statements from every witness you offer. The good investigators, if they uncover additional material, will also run that down. But again, the better job of detective work you are able to do, the better the Board agent will perform and the better your case will be. These statements are reduced to writing and witnesses are asked to swear to the truth of them.

Now, here is rule ONE for these statements: instruct every one of your witnesses, and this applies to you, too, if you are a witness, to ask the Board agent for a copy of the statement immediately. Please do not overlook this. Unless you ask for a copy of the statement at the time you give it, the Board agent may later refuse to give it to you, or the witness.

Can the company get a copy of the statement given by employees? While the case is under investigation, the answer is no. In a recent NLRB ruling, the NLRB found a company guilty of a violation for instructing employees to write for their statements, and helping them with letters of request. The statements were refused, but even the pressure to get the statements was an unfair labor practice. You should know, however, that if the case ever goes to trial, and a witness testifies, his statement must be furnished to the opposing lawyer for cross-examination.

After the Board agent takes your statements, he then inquires of the company as to its version. When all the affidavits are taken, then the case is studied to determine whether there is a violation. If the Regional Director, who is the final authority at the regional office level, concludes there is a violation, he will issue a complaint. If he believes there is no violation, he will dismiss the charge.

Many persons believe that when the Regional Director finds merit in a charge that the "Board" has found the employer guilty. This is not so at all. When a complaint is issued, there is usually a strong likelihood of employer guilt. It is like filing a lawsuit. The employer has a right to answer, and has the right to defend himself in a full-scale trial before a trial examiner who is sent out from Washington, or from San Francisco in the west. An attorney from the regional office will have primary responsibility for prosecuting the case, although your union has a full right to participate.

The trial examiner hears the evidence and renders a decision, which may often come months after a charge is filed. Any party may appeal any part of his ruling to the full Board in Washington, which sits as a court of appeals in unfair labor practice cases. Then, if the NLRB finds the employer guilty, he can appeal by right to a United States Court of Appeals. The Board, to obtain enforcement of its order, must also file in the appeals court if the employer refuses to comply voluntarily. After a Court of Appeals rules, any party has the right to ask the United States Supreme Court to hear the case.

There is a long and involved procedural road in unfair labor practice cases that can sometimes extend over a period of years. But this is still the basic legal weapon we possess, and we must both use it and understand it.



Reporters and cameramen from press, radio and TV assembled daily for news conferences at which AFL-CIO President George Meany announced actions taken at recent Executive Council meeting in Bal Harbour, Florida. Council strongly backed proposed overall 20 per cent increase in Social Security benefits, hailed President Johnson's recommendation for ban on wiretapping, called for a national health insurance program and unemployment insurance reform, and stressed need for strict enforcement of minimum wage amendments.

AFL-CIO Seeks 20% Social Security Rise

Strong support for a 20 per cent increase in Social Security benefits coupled with extension and improvement of public welfare programs was voiced by the AFL-CIO Executive Council at its recent meeting held in Bal Harbour, Florida.

The council praised President Johnson's proposals for higher Social Security benefits and other improvements in the program along with extension of Medicare to the disabled, and noted that it considered it a "significant down-payment on the needed 50 per cent rise in benefits" and other advances.

The 50 per cent goal, the council pointed out, "would require some financing from general revenues which we believe is necessary and desirable. But we believe the President's proposal represents a substantial first step toward that goal which can be enacted now without imposing a burden on the general revenue."

The President's program, the statement declared, would have the immediate effect of pulling 1.5 million poor now receiving Social Security benefits "out of the mire of poverty."

The council assailed a Republican proposal for an 8 per cent increase as "grossly inadequate," declaring that while it has the "surface attraction" of avoiding increased contributions, "benefit levels would still be so low that very few bene-

ficiaries now below the poverty level would be raised above it."

On public welfare programs, the council scored the "vicious campaign of false charges aimed at slashing public welfare programs throughout the country," and insisted that the programs be extended and improved to meet minimum needs.

The statement endorsed the recommendations of the Advisory Council on Public Welfare for a new pattern of federal-state cooperation "to provide as a matter of right adequate financial aid and social services to all in need."

Until such time as adequate national standards can be established, the council voiced strong support for the President's recommendations that state public assistance payments be required to meet their own definitions of need and be kept up to date. It urged elimination of all outmoded and unjust approaches so that welfare payments would be "based on the only appropriate test, need."

"We especially urge federal action to abolish the 'man-in-the-house' rule and other sense-

less and cruel penalties imposed on needy families in some areas which are a blot on American traditions of compassion and social justice."

The council found fault with a presidential recommendation on revision of the tax structure for the elderly, specifically the proposal that involves taxation of social security and railroad retirement benefits. It noted that

Social Security payments have always been tax exempt while the incomes on which contributions have been based have been subject to tax.

Calls

(Continued from page 3)

"sluggish" economic growth and high joblessness of 1957-62.

In calling for "appropriate expansionary policies," the CLC urged the easing of monetary restrictions, expansion of social security programs, a "critical evaluation" of the level of construction expenditures and repeal of the tax on building materials.

The statement urged "vast expansion" of the public housing program.

It also proposed the establishment of an agency to investigate price increases as part of a program of consumer protections, an old age security pension of \$100 a month at age 65 without a means test, an increase in the federal minimum wage from \$1.25 to \$1.50 an hour and an overhaul of the Unemployment Insurance Act.

THE LAG IN SOCIAL SECURITY BENEFITS

Increases in Wages and Cost of Living Compared to Increase in Social Security Benefits, 1954 - 1966 (Sept.)

