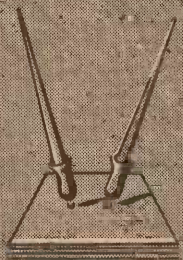




WHITE

Official Publication of the



COLLAR

Office Employees International Union



Local 251 Given Overwhelming Endorsement in Sandia Voting

OEIU Local 251 in Albuquerque, N. Mex., by an NLRB election vote of 854 to 263 gave its answer to a representation petition filed by the Sandia Corporation.

This overwhelming expression of the office and clerical employees of the Sandia Corporation, members of Local 251, was an emphatic answer to a company which filed a representation petition with the National Labor Relations Board only after our Union had agreed to accept the jurisdiction of the Atomic Energy Labor-Management Relations Panel which was convened to avoid a strike at the Sandia Base.

OEIU Local 251 and the Metal Trades Council had decided on strike action against Sandia Corporation on contract expiration on June 5th. At the request of the

Atomic Energy Labor-Management Relations Panel's chairman, Mr. Cyrus S. Ching, the Metal Trades Council, OEIU Local 251 and the employer agreed to have the Panel set on all issues in dispute.

After such agreement was made, the union was faced with an employer petition before the National Labor Relations Board wherein the employer contended the union no longer represented a majority of the office and clerical employees in-Ching, decided to retain jurisdiction volved. The Panel, headed by Cyrus over the contract dispute, but deferred any recommendations until such time as the NLRB election was held.

The NLRB election, conducted on August 29th, proved that the

employer's petition lacked authenticity.

International President Howard Coughlin dispatched two Vice Presidents of the OEIU, W. A. Lowe of Vancouver, B. C. and Frank E. Morton of Fort Worth, Tex., in addition to two International Representatives, Joseph McGee of Los Angeles, and Lawrence P. Perry of San Francisco, to conduct the campaign.

OEIU representatives, along with a committee composed of Harvey Large, Byron Stewart, Janice Sharp, Howard Lafond, Paul Cruz, Peggy Gillham, Aileen Trull, Al Mares, June Bass, Floyd Shaw, Art Pino, Anita Poteet, Marion Scott, Jerry Olguin, Charlie Horner, Daryl Orth,

(Continued on page 2)

Before the NLRB:

OEIU WINS 4 ELECTIONS

Trenton

In a recent National Labor Relations Board election at the Thermoid Division of the H. K. Porter Company, in Trenton, N. J., a unit of 110 office and clerical employees voted for representation by Local 32.

Three years ago, the Office Employees International Union conducted a campaign to organize these employees. During the campaign, the company made promises that the people would be as well off without a Union and would receive fair treatment from the employer.

During the interim period, these employees again substantiated that the all too familiar story of the employer—"The company will take care of its employees fairly without a Union" is only a device to defeat the Union in an election. As soon as the Union is out of the picture, the employer continues to operate in the same old manner, showing favoritism, partiality and discrimination whenever it suits his fancy.

This recent election shows that employers can fool white collar workers sometimes, but in the long run employees will realize that a white collar worker's only real protection is through the guarantees incorporated in a signed OEIU agreement.

The Local 32 committee of Thermoid employees is now in negotiations with the company. International Representative John Fitzmaurice directed this campaign on behalf of OEIU Local 32.

Waterbury

In an NLRB-conducted election held on September 14 among all factory clericals employed at Vickers Incorporated Division of Sperry Rand the OEIU scored an overwhelming victory which cul-

minated a three-month organizing drive by Representative Bud Manning.

Manning originally secured the lead from the office of AFL-CIO Regional Director Hugh Thompson in Boston and was materially aided in the campaign by IAM Lodge 1335 members who represent the production and maintenance workers in the Vickers plant. Although the company employed every known stalling tactic in attempts to discourage organization, the factory clericals stood firm in the face of delays which included a Formal Hearing, filing of briefs, and several requests by the company for extensions of time. The employers emphasized their faith in the OEIU by voting 15 to 3 in favor of representation.

Manning attributed the smashing victory not only to the cooperation of IAM Lodge 1335 but to the efforts of an employee committee comprised of Larry Griffin, Frank Ward and Larry Carlascio. He also singled out Representative John Fitzmaurice for the latter's invaluable assistance during the campaign. It is anticipated that this impressive victory will spark a drive among some 200 office clericals at Vickers to seek OEIU representation. To this end Representative Manning reports that substantial headway has already been made.

New York

A two-year organizing campaign came to a successful conclusion Thursday, September 14, 1961, when the employees of Transport Clearings voted 53 to 17 to become members of Local 153.

This was accomplished in spite of employer roadblocks. The company tried to intimidate its employees by threats of going out of business on one hand and giving wage increases on the other.

The National Labor Relations Board was unsuccessful in its attempts to bring the union and management together and after several attempts to set up meetings, which the company completely ignored, finally ordered the election.

Certainly very few employers tried so desperately to avoid organization but this employer, like others, failed to take into consideration the determination of his employees to gain the benefits of collective bargaining.

The staff of Local 153, active in this campaign has seldom seen a group of employees more interested in organization. A Committee backed by Lorraine Dreyfoos, Jean Laino and Eileen Verity were responsible for the success of the drive.

The staff members active in the *(Continued on page 3)*

Voting Union at Sandia



From left to right are: Bill Dickinson, Board Agent; William H. Pierce, NLRB Field Examiner; Edsel L. Gunn, President, Local 251; Joe Danclovic, Observer for the Corporation; and Janice Sharp, Vice Pres., Local 251, and Observer for the Union. Seated in the rear area: Byron (Boots) Stewart, Chief Steward and member of Negotiating Committee; and Harvey Large, Sec.-Treas., Local 251, and member of Negotiating Committee.

Erie Conference Delegates Convene in Buffalo



A story about this meeting will be printed in next month's "White Collar."

WHITE COLLAR

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

HOWARD COUGHLIN
President

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Sandia Voting Is Conclusive

(Continued from page one)

Lillian Krau, Anna Henry, Wilfred Otero, Bea Schowers, Gil Cordova, Ray Lamberson, John Sisneros, Elmer Goepfert, Mike Montoya, Joe Sieglitz, Gilbert Baca, Manuel Chavez, Pete Cook, Herman Perea, Tom Smith, John Archuleta, Dorothy Ham, Guy Jones, Gail Stenger, Jim Talley, and numerous other OEIU members, headed by 251 President Edsel L. Gunn.

Thousands of telephone calls and letters made all eligible employees aware of the dangers of losing collective bargaining representation. Hundreds of house calls were made in addition to the distribution of numerous handbills.

Mrs. Mary Lou Gunn, the wife of President Gunn, volunteered to do office work during the campaign. She spent long hours daily during the campaign assisting in the preparation of handbills, card files, etc.

C. S. "Hank" Henry and Josephine Norwood, two of the former employees of the Sandia unit who have retired, contributed relentlessly in the campaign. Hank retired from Sandia Corporation six years ago but was made an honorary member of Local 251. Hank is 72 years young. Every morning found Hank passing out handbills, and during the day and evening he kept himself busy assisting in phone calls, house calls, or circulating among the other Union offices soliciting donations for Local 251. Josephine was ready and willing whenever called upon to

do the many office tasks that were requested of her.

It is gratifying that these true trade unionists, while they are no longer in the labor market, continue their devotion to the trade union principle of helping their fellow man.

Many new ideas and techniques were developed in this campaign. Seminar type meetings were held for all the employees in the Unit. These seminar type meetings were patterned from the method used in our recent Conference meetings. The self-participation of the employees developed keen interest at these meetings. It also put the employee members in a position of being able to do a better job in selling OEIU when they returned to their jobs.

Employees of Navajo Freight Lines, also members of Local 251, actively participated in the campaign. The District Council of Carpenters, Carpenters Local 1319, Bricklayers Local 8, Typographical Union 405, Hotel & Restaurant Workers Local 436 and Laborers Local 16 extended financial help. The New Mexico state AFL-CIO forwarded communications for financial assistance to all Local Unions in New Mexico. Local 251 considers each donation a loan, and intends to pay all of them.

Local 251 President Edsel Gunn gave particular credit to the Metal Trades Council and their many members.

Panel Recommendations at Albuquerque

Immediately after the election conducted by the National Labor Relations Board wherein the employees of the Sandia Corporation voted overwhelmingly for representation by the Office Employees International Union, the Atomic Energy Labor-Management Relations Panel made its findings.

The Panel had previously heard the dispute in Albuquerque, N. Mex., on July 22 to July 24, 1961. The recommendations include:

1. An increase of \$3.20 per week across-the-board effective July 6, 1961.
2. A two-year agreement with a wage reopener for wages only on July 6, 1962.
3. An additional half day holiday before Christmas.
4. That the Sandia Corporation in-

crease its present contribution to existing health care to \$3.50 per month.

Any future changes will require consultation with the Union.

5. Union representatives to be paid straight time for approximately half the time lost from assigned corporate duties, while engaged to collective bargaining duties and other union duties with the corporation.

6. Union members are to be given reasonable opportunity together with a corporation representative to investigate job content when changes are contemplated.

7. Sickness accrual credits to be increased to 1,000 hours.

8. Probationary period to be reduced to 60 days.

The Panel also gave its opinions on other items in dispute.

Winslow, Maine

Local 260, Winslow, Maine, has renewed its contract with the Scott Paper Company for a period of one year.

The new agreement calls for a general increase of 7 cents per hour and equitable distribution of overtime.

Fringe benefit gains included four (4) weeks' vacation after 23 years, a technological change clause

to provide job security in the event advanced equipment is introduced, and a prohibition against the performance of bargaining unit work by persons outside the bargaining unit.

Negotiating on behalf of Local Unit 260 were Wilbur Taylor, President of Local 260, Jeanine DeRosby, Ruth Beaulieu, Mary Penacchi, Maland Nowland, and International Vice President Leo Wallace.

Local 95 Signs With Wausau Iron Works

Int'l. Representative Art Lewandowski reports the successful negotiation of a one-year contract with the Wausau Iron Works of Wausau, Wis.

Under the new agreement, the employees — who are members of Local 95 in Wisconsin Rapids — will receive a general wage increase of 9 cents per hour, effective Sept. 1, 1961. Earlier the employees had received a 1 cent per hour increase.

Improvements were made in vacation-holiday programs; the employer also increased payments under the Health and Welfare plan.

Committee members Ralph Rathke and Tom Wohlfahrt served on the bargaining committee.

Aurora, Ill.

A one-year agreement calling for a four per cent increase across-the-board plus a Union Shop and Check-off Provision has been negotiated by Local 158, Aurora, Ill., for 110 employees of the Thor Power Tool Company. The negotiating committee also successfully eliminated the short-term layoff provision which caused much confusion each year during the annual two-week plant shutdown.

The committee consisting of President Chuck Abel, Don Meyer, Dick Hill, Jim Abel, Chet Pflueger, was assisted by International Representative Gene Dwyer.

Renew With Gas Company

Washington Natural Gas Company, a distributor of natural gas in the Tacoma, Washington area, has signed a two-year renewal agreement with OEIU Local 23 according to Secretary-Treasurer John Henderson.

Highlight of the new contract is a 5 per cent wage increase effective April 1, 1961 with an additional increase of 10 cents hourly on the anniversary date. In addition to these wage increases, the collector rates will receive a \$4.00 monthly increase. The vacation schedule was also improved.

Several Contracts Signed in Oakland

Several contracts covering nearly 200 members have been negotiated by Local 29, Oakland, Calif. providing wage increases and other benefits.

Milk Companies

Seventy members at Borden's and Tuttle Cheese and the Santa Clara County milk companies have voted to accept negotiated increases of \$4.00 per week on July 1 and an additional \$4.00 per week into the union's pension plan on December 1, 1961. Other gains in-

clude \$2,500 life insurance coverage instead of \$1,000; pay for jury duty; and the employer's agreement not to subcontract any of the work in the office to outside agencies or firms.

McKesson and Robbins

A three-year pact at McKesson and Robbins Drug and Liquor Divisions will result in wage increases of 4 per cent on August 1, 1961, 4 per cent on August 1, 1962 and 4 per cent on August 1, 1963.

Vacations were improved to three

weeks after seven years (instead of after ten) and four weeks after twenty years. In 1963, one additional holiday will be added, making nine in all.

Gilboy News

At Gilboy News, a wholesale distributor of periodicals, Local 29 members will receive wage increases of \$4.00 per week on August 1, 1961 and \$4.00 per week on August 1, 1962. The vacation clause was improved from three weeks after ten years to three after seven.

Olympic Press, YWCA

The Olympic Press contract includes a new wage scale \$3.50 higher than the old agreement, as of July 1, 1961. The YWCA settlement has been reached, granting a salary increase of \$2.00 per week on July 1, plus a better vacation.

Social Security

A pamphlet outlining the Social Security amendments of 1961 has been published by the U. S. Department of Labor. Copies of this publication may be obtained by writing to the Research Department, Office Employees International Union, 265 West 14 Street, New York 11, N. Y.

Reinstatement and Back Pay



Mrs. Wilma Wolverton is shown receiving her back pay check from L. W. Heinemann, Financial Secretary of Carpenters and Floorlayers Local 1644 of Minneapolis, while Local 12 Business Manager Donald Hilliker looks on. Mrs. Wolverton was discharged on April 28, 1961 as a result of a motion placed on the floor of the regular membership meeting of Local 1644. OEIU Local 12 contended that this was a violation of the agreement and requested reinstatement. When reinstatement was refused, both Unions agreed to arbitrate the matter. Selmer Drage, Executive Vice President of the Minneapolis Central Labor Union headed a three-man arbitration board which heard the case and rendered a decision. As a result, Mrs. Wolverton was reinstated and received \$1,381.00 in back pay.

Automation Jobs Subject To Collective Bargaining

The Office Employees International Union scored another important victory when the National Labor Relations Board upheld the union's contention that computer operators, peripheral equipment operator, Jr. librarians, and Univac control clerks were subject to collective bargaining.

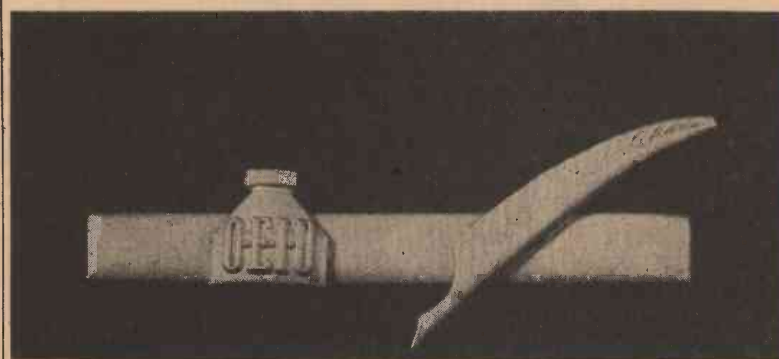
OEIU General Counsel Joseph Finley and Emil Steck, Business Representative of OEIU Local 212 in Buffalo stated that "This decision of the National Labor Relations Board should once and for all stop employers from attempting to exclude data processing occupations from the appropriate collective bargaining unit."

In the case, Remington Rand Division of the Sperry Rand Corporation, a leading manufacturer of

computers, sought to establish the precedent that work transferred to a newly created data processing department and all positions within that department were not subject to the terms of the existing collective bargaining agreement, even though a number of the employees working in the data processing department had been transferred into that Department from other Departments covered by the collective bargaining agreement.

The National Labor Relations Board, consistent with its decision in another case involving the Office Employees International Union and Loews Inc. in Hollywood, Calif. sustained the union's contention that these automative positions are subject to collective bargaining.

New OEIU Pin Available



Pictured above is attractive new pin available to OEIU members. The inkwell and quill pen are gold mounted on a gold bar with a safety pin type clasp. At its first showing, this pin was particularly popular among women members. Orders for the pin, which is priced at \$1.75, should be placed with local union secretary-treasurers who in turn can obtain them through the office of the Secretary-Treasurer of the International Union.



CANADIAN FILE

B.C. Government Takes Over B.C. Electric Critical View of Organizing

On Tuesday, August 1, 1961, the British Columbia Provincial Government took control of the B. C. Electric and the Peace River Power Project. This move means the B. C. Electric became a Crown Corporation at a total cost to the government of about \$683 million dollars.

The take-over puts the Government in control of all power generation and distribution in British Columbia with the exception of that produced as a sideline to mineral processing at Kitimat and by the West Kootenay Power and Light Company.

Our members in Locals 300 and 378 are directly affected by the transfer of the B. C. Electric from a private corporation to a Crown Corporation. Prior to the take-over

they were guaranteed bargaining rights under the provisions of the B. C. Labour Relations Act. As employees of a Crown Corporation their bargaining status has not been clarified.

On September 1, 1961, representatives of the Joint Council of Unions having agreements with the B. C. Electric met with Dr. G. M. Shrum, newly appointed Chairman and President of the B. C. Electric, to discuss the bargaining status of Unions having agreements with the Company. As a result of this discussion it was agreed that the Unions should make their views known to the Board of Directors by presenting a written brief on the matter.

This brief was presented to the

Board of Directors of the B. C. Electric on Friday, September 8, and contained, in part, a request that the Directors recommend to the Lieutenant-Governor-in-Council that an Order-in-Council be passed providing for the B. C. Electric to come under the provisions of the B. C. Labour Relations Act and that this be confirmed by legislation at the next Session of the Legislature.

The precedent for employees of Crown Corporations to have full collective bargaining rights by law has long been established right across Canada under various Provincial Labour Acts as well as under Federal Government Legislation. Every effort will be made to see that these same rights are guaranteed to our members in Locals 300 and 378.

Organized labor's efforts to enlist Canadian white collar workers came under the critical eye of the editors of *Executive*, a magazine for business leaders. OEIU Local 131 in Toronto and International Representative Russell Harvey came in for special attention.

In a rather lengthy article, a parallel was drawn between the situation prevailing in the 1930's when massive organizing campaigns were launched by industrial unions to score inroads in the steel and automobile industries. Today organized labor is turning to the great body of unorganized white collar workers.

The editors of *Executive*, however, give these efforts little chance of success. The article asserts that attempts to unionize white collar workers are foredoomed to failure since they are destined to become office managers and members of top management. Apparently, the editors regard white collar workers as extremely naive and gullible, but white collar workers are learning from past experience that the only

sure way to promotions, devoid of favoritism, is through a collective bargaining agreement.

The estimate of potential unionization possibilities by *Executive* has a glaring defect, since in discussing various pros and cons of potential white collar unionization, it fails to make the slightest reference to a problem of urgent interest facing every Canadian white collar worker. The spectre of automation confronts every white collar worker and the need for employment security to avoid the consequence of wide-spread displacement is becoming increasingly apparent.

Without seeming to minimize the difficulties involved for the OEIU in organizing the unorganized, *Executive* magazine appears to be whistling in the dark in estimating the OEIU capabilities for answering the problems facing the awakening white collar worker who is turning to collective bargaining as the answer to his problems in the age of office automation.

Managers' Labor Rights Studied

Justice W. D. Parker reserved judgment on a motion brought by the Associated Medical Services Inc. to nullify an Ontario Labour Relations Board decision concerning one of its employees.

Associated Medical Services in Toronto discharged Mrs. Barbara Jarvis for engaging in activities on behalf of the Office Employees International Union, while employed in a managerial capacity. The Board ordered her reinstated.

D. K. Laidlaw, Counsel for Associated Medical Services told the court that the Board did not have the right to order the reinstatement of managerial personnel.

W. B. Williston, Counsel for Mrs. Jarvis, stated that: "It would be ridiculous to deny Union membership to a woman employee of a department store because she has three girls under her."

Mrs. Jarvis had joined Local 131 in December of 1959 and, thereafter, was appointed a supervisor in February 1960. The Union was certified as the collective bargaining agent in October 1960, and Mrs. Jarvis was elected a member of the Union bargaining committee. Associated Medical Services objected to this and thereafter dismissed Mrs. Jarvis.

Charles Dubin, Attorney for the Ontario Labour Relations Board, said that the Board "did not hold that a person in Mrs. Jarvis' position could do anything against the interests of her employer."

The Board held that she did not violate any of the provisions of the Act.

Sign With North Shore Paper Co.

After nine months of active negotiations, OEIU Local 631, Baie Comeau, Quebec, has signed its first agreement with the Quebec North Shore Paper Company, Mill and Woodland Divisions, covering their 120 office employees. An interim agreement had been signed for a period of three months, but expired before agreement had been reached on several outstanding issues.

The one-year agreement was unanimously ratified by the members and provides for a general increase of \$8.75 per month, retro-

Canadian Bishops Urge Joining Unions

Ottawa, Ont.—The Canadian Catholic Conference, voluntary association of Catholic bishops, in its annual Labor Day message urged all workers—both urban and rural—to join unions.

"Too many workers still do not belong to organizations of their own," the bishops declared in calling on the government to encourage union membership, so workers would "be associated in the working out and executing of those economic and social policies that are necessary to their welfare."

active to May 1, 1961. A job evaluation program will provide additional wage increases of \$10 to \$40 per month retroactive to March 1, 1961. Employees are guaranteed a minimum 5 per cent increase in the event of promotion. The company agreed to an additional \$1.30 monthly contribution to the Welfare Plan.

Important gains were also attained by including a modified Union Shop clause and dues check-off, seniority and grievance procedure clauses.

The members of Local 361 considered the agreement an outstanding achievement and expressed their gratitude to the labour organizations of Baie Comeau for their outstanding support during these negotiations.

Negotiations were conducted by Henry Leonard, President of the Mill Division and Julien Michaud, President of the Woodlands Division, along with other members of the Local 361 Negotiating Committee. The Committee was also advised by International Representative Romeo Corbeil.

B. C. Renewal

President Pat Landsley of Local 15, Vancouver, B. C., has reported the signing of a one-year renewal agreement with the Explosives Division of Canadian Industries Ltd. of James Island, B. C.

The employer, an explosive powder manufacturer, agreed to a 3 per cent general wage increase for all classifications after negotiations were submitted to conciliation.

Reach Agreement With Price Brothers

Local Unions 272 and 278 have reached a settlement with Price Brothers Company Ltd. covering

the Kenogami, Jonguiere and Riverbend offices.

The one-year agreement with a general increase of 3 per cent retroactive to May 1, 1961, will benefit 129 employees covered by the contract.

Two floating holidays were added to the contract which also calls for increased contributions by the employer to the Welfare Plan. Employees, not members of the Union, will now be required to pay Union dues.

Local 272 was represented by President P. E. Carrier, Claude Harvey and Maurice Coté. Representatives of Local 278 were President George Ouellet and Claude Senechal.

Local 241 Signs

The agreement between Anglo-Canadian Pulp and Paper Mills Ltd. and OEIU Local 241, Quebec, covering 110 employees was renewed for one year with the following improvements: A 2½ per cent general wage increase retroactive to May 1, 1961, improved automatic wage progression plan, performance and salary procedures are now incorporated into the contract.

The company agreed to an increase of 25 cents in contributions to the health and welfare plan. A joint study of the health and welfare plan will be undertaken with a view to improving benefits.

The Local 241 committee at the bargaining table was headed by Jean Marios, President.

NLRB Elections

(Continued from page one)

organizational drive were Bob Burke, Frank Jarvis, Charles Ponti, Mike Ponti and Matthew Thompson.

Tampa

In an NLRB election conducted September 12, 1961, the employees of Borden's Dairy, Tampa, Florida, Plant Office voted overwhelmingly for representation by OEIU Local 46. There were 18 eligible voters. The OEIU received 12; no union 1 and three votes were challenged.

This campaign was conducted by OEIU Vice President J. O. Bloodworth, assisted by Conrad Weber, President, Jack Fricks and Hazel Schabert of Local 46. These employees are currently engaged in drawing up their contract proposals.

Union Workers Are a Minority

Recently some interesting figures have been published indicating the proportion of Canadian workers covered by Union contracts. The figures released by the Labour Department do not indicate the proportion of Union members, but only the proportion of workers covered by Union contracts, which therefore includes "free riders" who, while they enjoy the benefits of a Union contract, are not Union members.

Nevertheless, the figures are valuable as an indication of the extent to which organized labour has been successful in introducing constitutional democracy into the Canadian industrial society.

The collective bargaining agreement is the constitution which sets forth the rights and privileges of the employer and the employees as agreed upon in collective bargaining. The employer cannot arbitrarily dictate to his employees, but is subject to the rules of the contract with any differences of opinion settled by means of the grievance procedure.

The figures of the Department of Labour, therefore, are valuable as a yardstick to measure the extent to which Canadian employees, especially white collar workers, presently work under the benefits of collective bargaining.

Among manufacturing enterprises, only 8 per cent of the white collar workers were covered by agreements as of May 1, 1960, while 66 per cent of the plant workers were covered.

In transportation, storage and communication, about 45 per cent of the office workers enjoy contract benefits while 89 per cent of non-office employees have agreements. Thirty-five per cent of the office workers in electric, gas, and water utilities and 77 per cent of the non-office workers are covered by agreements.

In trade only about 3 per cent of the office workers and 14 per cent of the non-office employees are covered by agreements.

Among financial and insurance enterprises, where office workers predominate, the number of employees covered is negligible. For banks, non-life insurance, and investment and loan companies, the

coverage is zero. For life insurance companies, it is one per cent.

The figures for municipal public works departments provide a heartening contrast. Ninety per cent of the non-office employees and 76 per cent of the office workers are covered by agreements.

The Department of Labour report also reveals the percentage of office workers covered by contracts, in the various provinces. Newfoundland leads with 22 per cent; Saskatchewan and Quebec each have 10 per cent; British Columbia is next with 9 per cent. Ontario shows 7 per cent covered; New Brunswick 6 per cent; and, Manitoba 1 per cent. Nova Scotia, Alberta and Prince Edward Island have none covered.

It is apparent from these Department of Labour statistics that the task of organizing the unorganized is a long way from completion, particularly in the area of white collar workers.

Quebec

Local 110, Buckingham, Quebec, has signed a two-year agreement with the Electric Reduction Company of Canada.

The new agreement covering 40 OEIU members was unanimously ratified and provided a general weekly increase of \$3.00 retroactive to November 15, 1960 with an additional \$3.00 weekly increase during the second year. Automatic wage progressions were also negotiated to provide further increases up to \$8.00 per week with an average weekly increase of \$3.00 for the entire unit. The total increase in wages represents a \$9.00 weekly increase or 24 cents per hour.

Other improvements included an improved vacation schedule to provide three (3) weeks vacation after twelve (12) years of service.

Negotiating on behalf of Local 110 were Robert Monroe, president, Nelson Beauregard, and Guy Bastien. The Committee was assisted by International Representative Romeo Corbeil.

from the desk

of the

PRESIDENT

HOWARD COUGHLIN



Changing Work Force

Since the year 1900, the character of the work force in the United States has been changing gradually. White collar workers continue to increase in numbers in proportion to the entire work force of this country. In 1956, white collar workers, for the first time in American history, exceeded the number of blue collar workers.

Automation has given additional impetus to these developments. It has become increasingly clear in the last several years that the United States of the future will be a white collar society. While automation has created numerous new classifications, the largest single segment of office and clerical workers, approximately one and a half million, can be found in the secretarial, stenographic and typist grouping. These classifications increased elevenfold between 1900 and 1950. This increase in clerical workers is largely attributable to the increased volume of record keeping, and the expansion of financial institutions and government agencies, both of which rely heavily on large numbers of clerical employees.

As of July 1961, white collar workers as a whole totalled 28,591,000. This can be broken down in four categories as follows:

Clerical, office and kindered workers	10,039,000
Professional, technical and kindred workers	7,200,000
Managers, officials and proprietors	6,852,000
Sales workers	4,500,000

In accordance with the projections, published by the U.S. Department of Labor, the total white collar work force will continue to increase by leaps and bounds with the greatest increase expected in professional and technical classifications.

By 1970, it is anticipated that the white collar work force will reach a total of 37,000,000 workers.

The rapid rise of the total white collar work force and the increase in the number of female workers in white collar occupations required labor organizations, government agencies, business and professional organizations to reorient their activities to accommodate the needs of women wage earners. For example, extended rest periods, more adequate sick leave provisions and changes in the physical layout of the working premises were necessitated. Organized labor is taking cognizance of the change in the character of the work force and is devoting more of its efforts towards the unionization of white collar workers. At the present time, only 12 per cent of these workers are organized.

Unions of the AFL-CIO, having jurisdiction in the white collar field, such as, the American Federation of Government Employees, American Federation of State, County and Municipal Employees, the American Federation of Technical Engineers, Retail Clerks International Assn., American Federation of Teachers, and the Office Employees International Union have had to take into consideration the fact that married women make up a considerable part of the total clerical work force.

Approximately two and a half million of the non-manual society represent working mothers with children under six years of age. It will be remembered that some years ago, the Office Employees International Union was successful in having a proposal enacted into law wherein working mothers were given tax exemption for monies expended for child care. The U.S. Dept. of Labor predicts that there will be 30,000,000 women workers in 1970, most of whom will be employed in white collar occupations.

Unions will have to find a solution to the problem of the reluctance of white collar workers to organize and form unions. The problems resulting from automation, including dislocation of large numbers of workers, is operating to our advantage.

Unless the AFL-CIO concentrates its resources towards the unionization of these millions of white collar workers, organized labor will eventually lose its effectiveness. All labor authorities recognize that the numbers of manual workers are dwindling, as the ranks of white collar workers increase.

There must be a realization that the needs and objectives of non-manual workers today are not necessarily identical with the traditional objectives of organized manual workers.

The AFL-CIO, however, with its resources, strength and history can do much to overcome the resistance of white collar workers to join trade unions. In the long run, organized labor can bring greater understanding between white collar and blue collar workers.

Sign With Intl. Paper Co. at Mobile

A one year agreement has been concluded with the International Paper Company, Southern Kraft Division, and OEIU Locals 71, 80, 209, and 233 at Mobile Ala.

A general increase of 1½ per cent was applied to all wage rates, which now provide a maximum of \$701 monthly in the rate ranges.

The Company will assume the increased premium cost of the hospitalization-surgical benefits and contribute an additional \$1.00 per month toward dependent hospitalization-surgical costs. The Company will also pay the entire employee cost of the group insurance program plus an increase in the accident and health weekly benefits from a maximum of \$40 weekly to \$50. The retirement plan was also improved and a severance pay plan was introduced.

Holidays will now be considered as time worked in computing overtime. Four weeks' vacation will be given after 23 years' service.

Participants in the negotiations

Negotiators of Mobile Contract



Union negotiators of the contract recently concluded with the International Paper Company at Mobile, Ala. Several OEIU locals were involved in the negotiations.

and their Local Unions were: William Adkinson, Jr., Clayton E. Lawrence and Jackie Miller, Local 71; Lewis D. Brubaker, W. E. Coyle, Jr., Local 80; Macston R. Kelly, Herbert Dryden, W. Carl

DeAngelo, Francis Scott, L. E. Combest, Local 209; A. V. Moore, J. T. Martin, Local 233. International Vice President J. O. Bloodworth also participated in the negotiations.

NLRB Upsets Carte Blanche Election

National Labor Relations Board Regional Director Ralph E. Kennedy invalidated an election held in July at the Hilton Credit Corporation in Los Angeles which is also known as Carte Blanche.

Mr. Kennedy, also acting on behalf of NLRB General Counsel Stuart Rothman, issued a complaint against the company because of unfair labor practices committed by the company just prior to the election. In throwing out the election which OEIU Local 30 lost by a vote of 213 to 117, Regional Director Kennedy sustained two OEIU objections. He found:

1. that the employer intervened with the employees' free choice of a union representative by "fostering and creating a labor organization financed, dominated and controlled by the employer," and
2. that the employer violated the

Peerless Plywood rule prohibiting captive audience meetings on company time and property within twenty-four (24) hours before a representation election.

In the text of the Regional Director's decision wherein he invalidated the election and ordered a new election, the Regional Director found that the employer had held out to the employees a promise of a change in their working conditions if they rejected the Union in the election through his promises to handle grievances through an Employees' Council.

The Regional Director also found that Mr. Benno, President of the Hilton Credit Corporation, not only stated that he would not negotiate with the Office Employees International Union, but would work only with an employees' committee.

In issuing a complaint against the

Hilton Credit Corporation, the General Counsel, among other things, stated that the company's President reviewed and approved the Employees' Council circulars and permitted the employees to prepare stencils for the Council on the company's time. The company President suggested a form of organization for the Council and directed the language to be used by the Council in its designation forms.

The General Counsel also found that the employer formed, intervened and dominated the Council.

Hearings will be conducted short-

White Collar Unions of Free World Meet

BERLIN—The rapidly changing industrial picture as it affects white collar workers and aid to unions of these workers in emerging nations were among the important matters discussed at the 13th Ordinary Congress of the International Federation of Commercial, Clerical and Technical Employees.

The IFCCTE is comprised of 71 affiliated unions in 40 countries with a total membership of 3 million. It is the white collar secretariat of the International Confederation of Free Trade Unions representing virtually all national labor federations in the free world.

Automation in the office and in production processes was recognized by the Congress as a progressive development despite problems of affected workers which are to be overcome. Discussion on the unionization of white collar workers in the age of automation and the building of informed and effective unions to represent them proved to be one of the highlights of the meeting. The acceptance and the approach to

automation characterized by white collar unions in North America and West Germany as the two most highly industrialized areas of the world were pointed to as examples of the farsighted and practical approach necessary in assisting non-manual workers to overcome dislocation caused by technological advancements.

Assistance in the developing of strong and free unions of non-manual workers in Africa, Asia and the Middle East was recognized as one of the immediate major objectives of the IFCCTE.

Another major action of the meeting was the adoption of a completely new set of rules governing the IFCCTE and which will enable it to operate more effectively and with greater representation throughout the broadened geographical area covered by its affiliated organizations.

The OEIU was represented at the meeting by Secretary-Treasurer J. Howard Hicks and Vice President Max J. Krug.

Gains Achieved at Automatic Electric

Business Representative Sarah Keenan of OEIU Local 28 announced the signing of a new agreement with the Automatic Electric Company at Chicago, Ill. This new agreement will run for a thirty-month period.

Employees covered will receive

a \$3.20 per week increase effective May 1, 1961, and \$3.20 per week on August 1, 1962. In addition, OEIU members at Automatic Electric gained three (3) weeks' vacation after 12 years of service, and a major medical program.

The practice of dues collection by shop steward was discontinued and a check-off of Union dues was incorporated in the new agreement

ly on the General Counsel's complaint.

It is interesting to note, however, that immediately after the election was lost, the company refused to recognize the Employees' Council which it formed for purposes of defeating the OEIU.

Contract Signed With Nekoosa-Edwards

A one-year contract has been negotiated at the Nekoosa-Edwards Paper Co., of Port Edwards, Wis., covering the 175 office, clerical and technical employees of the firm.

The new agreement provides for a 3 per cent general wage increase, with a minimum of 7 cents per hour, retroactive to June 5, 1961. In addition Sick Leave accumulation was increased to 12 weeks and the night shift differential was boosted to 13 cents per hour. Employees will be granted time off for attending Good Friday services; further improvements were made in lay-off and transfer procedures.

Negotiations were conducted by Int'l. Representative Art Lewandowski and Nepco committee members John Bull, Tom Bowes, Harry Allworden, Bob Nash, Ed Smedbron and Jerry Nash.