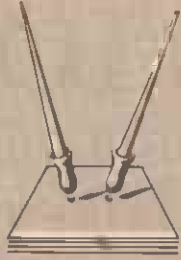




WHITE

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Office Employees International Union



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OEIU AGAIN LEADS THE FIELD IN WHITE COLLAR ORGANIZING

★ ★ ★ ★ ★ ★ ★ ★ *Important Election Won at Kenosha, Wis.*

The OEIU has won an unusual and important election at the Ladish Company, Tri-Clover Division office in Kenosha, Wisconsin. In balloting conducted by the Federal Mediation and Conciliation Service on Feb. 12, the office and clerical employees voted 42-15 for representation by Local 336.

All Tactics Used

International Representative Arthur Lewandowski, Local 336 officers and campaign leaders Russell Ziegler, Fred Stevens and Ray Ellis, due to heavy company opposition, were forced to utilize every legal tactic to prove majority status. This included the filing of an RC petition and later an Unfair Labor Practice charge with the NLRB. The union demanded recognition based on independent card check.

The employees, despite company delaying actions, voted

overwhelmingly to strike if necessary to secure union representation. However, after the strike vote was strengthened by pledges of support from the production workers and the Kenosha Labor Council, the company changed its adamant posture and agreed to the union proposal that a Federal Mediator supervise the informal but binding vote.

Process Speeded

As a result of this procedure, the Tri-Clover office employees gained bargaining rights at least three months sooner than would have been achieved if the procedures of the NLRB were used. Further, they will now be merged with the already unionized plant clerical employees, who have been members of Local 336 for more than six years. Negotiations for a single contract to cover both groups will commence shortly.

JOIN THE APRIL CANCER SOCIETY CRUSADE

AFL-CIO WHITE COLLAR NLRB ELECTION VICTORIES 1961-1964

	Elections Won	Total No. in Units
OFFICE EMPLOYEES	104	3345
RETAIL CLERKS	40	550
ELECTRICAL WORKERS (IBEW)	67	1340
AUTO WORKERS	37	1360
INSURANCE WORKERS	34	2495
TECHNICAL ENGINEERS	35	1140
STEELWORKERS	23	715
ELECTRICAL WORKERS (IUE)	28	730
MACHINISTS	20	730
TV-RADIO ARTISTS	26	285
RETAIL, WHOLESALE UNION	22	210

Win 36 of 50 Elections

Once again the Office Employees International Union has led all AFL-CIO affiliated and independent unions in organizing clerical employees.

According to the summary of NLRB elections published by the Bureau of National Affairs, the OEIU participated in 50 elections for representation of clerical units. Of these, 36 were won with a total of 975 clerical employees designating the OEIU as their collective bargaining agent.

The Office Employees International Union led all unions in the office and clerical field, however the unaffiliated Teamsters held a slight lead over the OEIU in the general white collar categories. The IBT participated in 61% more elections than the OEIU and trailed in total unit gains by less than 100 members.

In the overall white collar field the OEIU won 36 of 57 elections and organized 1,005 employees, averaging almost 30 per unit. Our winning percentage was 63% as compared to a 54% average for the AFL-CIO generally.

The 1964 gains are a substantial improvement over those achieved in 1963. In that year the OEIU won 26 elections, organizing 730 employees.

In addition to the NLRB victories in 1964 the OEIU organized an additional 639 employees by recognition procedure in the United States and certification in Canada.

The OEIU has consistently led all other AFL-CIO unions in the last seven years in the organization of white collar workers. The table above shows the OEIU's organizational progress in comparison with other unions from 1961-1964.

COUGHLIN IN TEXAS:

Four-Day Work Week Seen As 'Inevitable'

Fort Worth, Texas — OEIU President Howard Coughlin, addressing a labor-management conference at Texas Christian University, stated that like the AFL-CIO, the OEIU favors a reduction in working hours.

"The OEIU believes the 4-

day week is inevitable," Coughlin said. "There is nothing sacred about the 40-hour week. Working time has been reduced an average of three hours per decade since 1900, and another reduction is imminent.

(Continued on page 3)

Local 153 Establishes Executive Training Program



New York City Local 153 has established a Labor Executive Training Program designed to prepare young men and women for the Union's future leadership.

The program will be given at the introductory and advanced levels and will incorporate classroom and field instruction.

Local 153 Business Representatives Warren Mulligan and John Kelly are chief instructors for the union's training program. Brother Mulligan will supervise the basic course and Representative Kelly the advanced phase.

See the 1965
Union Industries
Show
Pittsburgh, Pa.
May 21-26th



CANADIAN NEWS



Local 290 Certified at 2 Credit Union Offices

Local 290, Hamilton, Ontario was recently certified to represent the clerical employees at the Westinghouse and Ford U.A.W. Credit Union offices.

A contract at Westinghouse has been signed and gains include:

- Four-hour work-week reduction to 37½ hours
- Time and one-half for daily overtime.
- \$.40 per hour increase with additional periodic

increases.

- 1½ days sick leave for each month of service accumulative to 120 days
- Nine paid statutory holidays.
- Two weeks' vacation after 1 year, 3 weeks, after 10 years, 4 weeks' after 20 years, 5 weeks' after 25 years.
- Increased employer participation in pension and welfare plans.

Sign Majority at Large B. C. Depot

OEU Vice President William A. Lowe reported that he has signed up and collected one month's dues from a majority of the approximately 70 clerical employees of the Victoria (British Columbia) Machinery Depot. An application for certification was submitted recently.

Toronto Shipping Group Signs Up

International Representative Russell Harvey signed up the total unit of 9 clerical employees of the Gdynia-American Line. The Toronto office of the com-

pany is the head agency for passenger traffic in Canada and the United States. Hope for future organization in the steamship industry appears bright as Toronto is an inland port for ocean shipping and the volume increases each year in addition to the normal lake shipping.

Henry Rhodes Appointed to CLC Organizing Post

Ottawa, Ont.—Pres. Claude Jodoin of the Canadian Labor Congress has announced the appointment of Henry Rhodes as the CLC's acting director of organization.

Rhodes, 52, has been assistant director of the department and fills the vacancy caused by the appointment of Joseph MacKenzie, who has taken a leave of absence, to the Board of Maritime Trustees.

Repeal of 14(b) Backed By Montana Legislature

Helena, Mont.—The Montana legislature has called on Congress to repeal the "right-to-work" Sec. 14(b) of the Taft-Hartley Act. The state's conservative Republican governor, Tim Babcock, signed the joint resolution as a "courtesy," he said, though his approval was not required by law.

Both houses of the legislature voted overwhelmingly to petition Congress for "speedy enactment" of a Taft-Hartley amendment taking away the authority for states to prohibit union shop agreements.

The Senate vote was 43 to 6, with 28 Democrats and 15 Republicans voting for the resolution and only five Republicans and one Democrat opposed. The

House approved the "memorial" to Congress by a 63-25 vote. For passage were 54 Democrats and nine Republicans; opposed were 24 Republicans and one Democrat.

A resolution memorializing Congress in support or opposition to federal legislation cannot be vetoed by the governor in Montana and takes effect whether or not he signs it.

Exec. Sec. James S. Umber of the Montana State AFL-CIO said copies of the memorial are being sent to all members of the Montana congressional delegation, chairmen of the House and Senate Labor Committees and to Pres. Johnson, as well as to the presiding officers of the House and Senate.

Health Charter Delay Criticized

Delay by the federal government in implementing recommendations of the Hall Commission on a health Charter for Canadians could lead to second-class legislation in some provinces, the Canadian Labour Congress said today. This would "merely entrench vested interests rather than meet the health needs of the people."

An important section of the labour organization's multi-subject memorandum dealt with social legislation, particularly

health insurance and the Canada Pension Plan. The Hall report was described as "one of the great social documents in the history of our country."

"It points to a need which is beyond debate and it offers solutions which are both practical and equitable in terms of the health needs of the people of Canada . . . We ask that you go well beyond discussions with the provinces on the commission report and make positive proposals to encourage early and

effective legislative action."

With regard to the Canada Pension Plan the Congress said it would continue to press for legislation which would provide a greater measure of security and more equitable distribution of the burden. There was also dissatisfaction with failure to take adequate measures to protect those who could not hope to benefit from the Canada Pension Plan. The CLC suggested a pension of \$100 a month payable at 65 without a means test.

Local 131 Certified at Turnbull Elevator

Union determination proved to be the deciding factor in a ten month campaign at the Turnbull Elevator Company in Toronto.

Local 131 finally was certified to represent the unit of seventy-five in spite of harsh at-

tempts at retaliation by the employer.

The anti-union campaign consisted of discharge of long service employees followed by an employer sponsored petition.

The originators of the petition disavowing the union after

acquiring more factual information about the union, decided not to attend the final Board Hearings where the petition issue was to be heard. In their absence the petition carried no weight and the local was certified.

IN U. S. A.

Progress Recorded in Northeast

By Leo J. Wallace, Intl. Vice President

The Northeast Region has been the scene of noteworthy progress on two major fronts: organizational activity and membership representation.

In the organizational field there has been increasing interest in the OEIU by the unorganized.

Of the many leads that have been coming out of the banking and insurance industries the International has selected as a prime target the Travelers Insurance Company of Hartford, Connecticut.

The initial leaflet distribution at Travelers was recently concluded and the immediate results are encouraging.

Further activity in Connecticut finds the OEIU Local 139 involved with another AFL-CIO union in a joint campaign at the Grace New Haven Hospital of the Yale Medical Center. In conjunction with this campaign, the Labor Movement of Con-



LEO WALLACE

necticut is seeking legislation to cover hospitals under the state's labor laws.

Elsewhere in Connecticut, Bridgeport Local 123 has a

campaign underway at the Fisher Wine Company.

The OEIU is participating in three Organizing Drives of the New England AFL-CIO Regional Office. One of these campaigns at the Chemical Fine Paper & Board Co. has already culminated in victory. Representatives of OEIU Locals 228, 247 and 229 applying training received at the New England Educational Conference wielded forces with the International and spearheaded the successful campaign at the paper company.

Cyril O'Brien, newly elected Business Manager of Local 6, Boston, is currently leading campaigns at the Sommerville Scientific Corporation and the Boston Credit Bureau.

In 1965 the employer who has been stiffening his resistance to our demands will meet a better trained, more dedicated and determined trade unionist at the bargaining table.

Four-Day Week Viewed as "Inevitable"

(Continued from page 1)

"The gross national product simply cannot grow fast enough to provide jobs for the labor force," Coughlin asserted. "Last year's tax cut put \$11 billion more into the economy, but unemployment rolls were reduced by only 300,000. About 8 mil-

lion young workers will be entering into the work force during the 1970's but where will the jobs come from?"

"There is no question but that the 4-day work week would increase efficiency and promote a broader and more equitable sharing of jobs," Coughlin declared.

In addition, he said, it would cause a "real boom" in the services industries, since banks, insurance companies, and other businesses would remain open on Saturdays and would benefit immediately from increased purchasing power given employees hired to fill the additional jobs.

WHITE COLLAR

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

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EDITORIALS:**Union Elections**

The close contests in the recent referendum elections in the International Union of Electrical Workers and the United Steelworkers of America provoked much comment in the public press, some of which was critical. One leading publication intimated that more legislation was necessary to provide for greater democracy in Union elections.

Our reaction was exactly the reverse. These elections again pointed up the democracy which does exist in trade unions as compared to the lack of democracy in the corporations of our country.

We can safely ask: "When will the stockholders of our major corporations gain the secret ballot choice which exists in trade union elections?"

63% Batting Average

The Office Employees International Union won 36 out of 57 elections conducted by the National Labor Relations Board in 1964. Our batting average is 63%.

This compares favorably with the overall average of the AFL-CIO's winning percentage which is 54%.

White collar workers throughout the United States and Canada are waking up to the need for unionization and collective bargaining.

We anticipate that 1965 will be an even more favorable year for the OEIU.

The Strike Weapon

More and more unionized companies are purchasing strike insurance. Ralph E. Casey, President of the American Merchant Marine Institute which bargains on behalf of numerous steamship companies recently announced that these companies are obtaining strike insurance.

According to Mr. Casey the insurance policies are similar to those held by railroads for the past five years. They cover work stoppages involving "any unjustified interference" by employees with operations from Atlantic or Gulf ports.

It has long been our feeling that the strike weapon while sacred has been used when other means of achieving our collective bargaining goals may have been more effective.

If employers can sit out strikes because of strike insurance, organized labor may well think in terms of alternate methods to gain justifiable ends.



Local 403 signs with Mason-Rust at New Orleans. Seated, from left: Ronald Tardo, President, Local 403; Milton Kalskett, Assistant General Manager, Mason-Rust; Frank Morton, Vice President, OEIU; Tom Cobb, General Manager, Mason-Rust. Standing: Herbert Hahn, Committeeman, Local 403; Frank Trojack, Vice President, Local 403; John Canerday, company personnel manager; Jessie Pennell, company departmental head; Alfred Bertacci, secretary-treasurer, Local 403; Clyde Gordon, company plant engineer; Robert Rosebrough, company reproduction chief; Carol Battistella, committeeman, Local 403.



from the desk
of the

PRESIDENT

Unwarranted Optimism

The reduction of the number of unemployed during the past six months has caused much unwarranted optimism about the future of our nation's employment picture.

It will be remembered that the OEIU strongly favored the tax cut legislation proposed by the late President Kennedy and enacted under the Administration of President Johnson. We said at that time the tax cut would be a great help but not a solution to our problem of unemployment.

We are in the process of receiving the benefits of the tax cut which caused the businesses of our country to both expand and invest in new plants and machinery. Taxpayers used the money derived from the tax cut to increase their purchasing power and thus consume more goods and services. As a result, our unemployment lists declined by about 300,000.

Some economists and a number of businessmen are, in effect, stating that our free economy is slowly but surely resolving our unemployment problem despite automation and technological change. This is a mistake.

There is no denying the fact that there has been a slight improvement in our unemployment problem. However, we cannot blind ourselves to the future. Despite the tax cut, our gross national product is not growing fast enough to provide jobs for millions of young workers who are entering the labor market.

Children born in the post-war years are now becoming available for work in ever increasing numbers. In the year 1965, there will be one million more young people available for work as compared to the year 1964. There will be eight million more young workers entering the labor market by 1970 than there were in the same period in the previous decade.

Nat Goldfinger, AFL-CIO economist, foresees increased unemployment late in 1965. It is anticipated that our work force which now totals a little more than 70 million will increase to 86 million by 1970.

Corporations are reflecting tremendous increases in dollar profits without showing commensurate increases in the number of workers producing these profits. We are continuing to automate at an ever increasing rate. In the office field, for example, there are more computers installed and on order than ever before. We are now experiencing a third generation of computers which are eliminating more and more jobs. President Johnson recognized this problem and recently appointed a 14-member National Commission on Technology, Automation and Economic Progress to study the impact of automation and recommend policies for using the new technologies to the best social advantage.

Unions have not been blinded by the recent improvement in our employment problem. They are continuing to push for a shorter work week, longer vacations and more favorable pension benefits in order to encourage early retirement.

A leading authority on the question of automation in the United States is Thomas J. Watson, head of the International Business Machines Company. He stated recently: "Already we see a trend towards longer vacations, sabbaticals, and more favorable benefits to encourage early retirement. In addition, we must be willing to consider shortening the work week." If Thomas Watson, President of the nation's largest manufacturer of automotive equipment, feels that we should be willing to consider a shorter work week, it is time that the government seriously undertakes a change in the Fair Labor Standards Act. It must be remembered that 8 million workers are presently working a schedule of less than 40 hours per week.

The labor movement of the United States, fully aware of technological change, is doing everything possible to support the Administration's policy of manpower retraining. There is no denying the fact that in the midst of unemployment, we have a shortage of certain technicians and craftsmen due to new technologies. Manpower retraining, however, will have to be a permanent part of the government's responsibility because jobs created only a few short years ago through automation are now being eliminated by improved automation.

If the United States is to retain a balanced economy, we must continue to fight for a shorter work week and an increased share of the profits of automation and technological change. We must insure the fact that workers are not laid off when automation appears on the horizon, but rather insist on retraining of present staff and the process of attrition if reduction in personnel is necessitated.

**4 Health Bills
Get Endorsement**

Four Administration health bills were strongly endorsed by the AFL-CIO in testimony before the House Commerce Committee.

They were described by Lisbeth Bamberger, assistant director of the federation's Dept. of Social Security, as "crucial steps" in bringing "the best of medical care" to all Americans.

Miss Bamberger, accompanied by Legislative Rep. John E. Beidler, urged committee approval of:

- A bill providing federal grants to help pay the salaries of professional and technical staffs for community mental health centers being constructed under a 1963 law. The grants would pay 75 percent of staffing costs for the first 15 months, gradually declining thereafter.

- Legislation authorizing federal mortgage insurance and direct loans in some cases for construction of group health practice facilities.

- Legislation extending and liberalizing federal grants for mass vaccination programs for young children. Existing law authorizes grants to states and localities to immunize children under five years of age against polio, diphtheria, whooping cough and tetanus.

- A bill extending and increasing federal matching grants for construction of health research facilities.

**Sign Agreement
At New Orleans**

(Photo at left)

Local 403 recently negotiated a new three-year agreement with Mason-Rust at that employer's New Orleans, Louisiana, operations. These operations consist of performing support services at the National Aeronautics and Space Administration's Michoud Plant which has the mission of producing the Saturn moon rocket booster.

The new agreement provides general wage increases up to thirty-one cents per hour, wage inequity adjustments up to twenty-five cents per hour and improved fringe benefits worth an estimated seven cents per hour.

Negotiating for Local 403 were Frank Morton, International Vice-President; Ronald S. Tardo, President and Business Agent of Local 403; Mr. Frank Trojack, Chairman of Local 403's Negotiating Committee; Mr. Alfred Bertacci, Local 403 Secretary-Treasurer; Mr. Herbert Hahn, Trustee of Local 403, and Mr. Carol Battistella, Local 403 Department Steward.