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FIGHT FOREST GIANT

Unions rally to support Alberni office workers

LABOR STATESMAN

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Labor federation starts food fund for strikers

Trade unions throughout B.C. have rallied to the support of a little band of determined office workers who are fighting for recognition against a giant B.C. forestry firm.

The 60 members of the Office Emplyees International Union have been on strike at the Alberni pulp and paper division of MacMillan, Bloedel and Powell River company since last month.

Despite repeated mediation attempts by the provincial government, the company has adamantly refused to give the union - fighting for its first contract - union security.

The union security issue has become the major focal point of the dispute that has idled more than 4,000 other workers in the company's operations.

As The Statesman went to press, these were the latest developments:

The B.C. Federation of Labour has called a conference of all unions holding contracts with MB&PR in Vancouver June 24 to review the strike.

* The Vancouver and District Labour Council voted $100 to the newly-established food fund for the Alberni Valley workers. The council also has proposed further $1,000 donation that will be debated at a later meeting.

* The B.C. Federation of Labour threw its support behind the strike, has urged all affiliated unions to assess members to give financial support to the strike.

* The Federation named third vice-president Lloyd Wiseheart to organize and head the food fund to ship aid to workers in the troubled area.

Federation President Russ St. Eloi said "this campaign to feed the Alberni Valley strikers will afford not only every local union but every member an opportunity

(Continued on Page 2)

Leaders in Port Alberni battle

LEADERS in the fight of Office Employees International Union to gain its first contract with pulp and paper division of MacMillan, Bloedel and Powell River at Port Alberni are job stewards pictured here. Left to right: Barry Bonfield, Archibald Cardinal, Mrs. Linda Fenske, international vice-president Bill Lowe, Ron Mrus and Clive Hetherington. Along with Lowe, Cardinal, Mrus and Mrs. Fenske made up the union's negotiating committee. The strike at the plant is now nearly a month old.

VLC meetings on summer schedule

Vancouver and District Labour Council has cancelled three meetings this summer to fit in with the holiday schedule.

The first regularly scheduled meeting in June, July and August have been cancelled. The one meeting each month will be on the third Tuesday.

35-CENT BOOST

Major wage victory by B.C. carpenters

The provincial Council of Carpenters marked up a major victory this month in winning a 35-cent hourly boost and important fringe benefits in a new two-year contract with contractors.

Agreement was reached after several days of talks with Vancouver Builders Exhange, representing 98 large contractors, and independent contractors following a strong strike vote among members.

The union's negotiating committee rejected a five-year contract proposed by the contractors and held out for the two-year pact.

The wage boost will be applied in two stages—20 cents was effective from June 1 and another 15 cents starts on April 1, 1965.

Other improvements won are:

* Effective Oct. 1 this year, 3.7 per cent of gross earnings will be paid for statutory holidays.

* Effective Jan. 1, 1965, employers will pay 10 cents an hour into a health and welfare fund.

* On union security, contractors have agreed that all hiring will be done through the union hall.

* From June 1, employers will pay an amount equal to one-half cent for each hour worked by employees into a carpentry apprenticeship fund.

Negotiating team for Carpenters

FETED by officers of Local 452 were these members of the negotiating committee of the Provincial Council of Carpenters after winning what is described as the best agreement ever signed by Carpenters in B. C. Left row (front to back) are Ray West, New Westminster; Bob Smith, Vancouver; Arnold Smith, Nanaimo; Art Leam, Victoria, executive secretary of the provincial council; and John Takash, Vancouver. Right row (front to back) are Bob Buchanan, Vancouver; James Trebett, Port Alberni; A. J. Kornberger, Kelowna; Lorne Robson, Vancouver; Bill Cameron, Vancouver, president of the council; and Larry Anderson, Vancouver.

Auto workers voting in strike ballot

Auto workers in 14 city garages were voting in a government supervised strike vote as the Statesman went to press.

The dispute came to a head when the conciliation officer recommended that no board be set up in the deadlock with members of the motor dealers association.

The union, Automotive Lodge 1857, Machinists, have made a settlement with Colliers which includes a 20-cent increase this year with another 15 cents next year. This settlement may set the pattern for the other shops.

Another settlement was reached with Trapp Motors in New Westminster which included a health and welfare plan with $4,000 life insurance, $50 weekly indemnity for 26 weeks, and medical coverage. Wages will be boosted 15 cents this year and another 15 cents on April 1, 1965.

INSIDE this issue

Background of the issues in Port Alberni strike . . Page 7

NEWS DIGEST

Hungry classes

. . . Toronto jobless trainees faint

TORONTO—Some unemployed men and women taking retraining in the federal-provincial program have fainted from hunger during classes, a brief from the Toronto city welfare committee said.

The brief urged federal and provincial governments to increase daily allowances for the trainees, particularly for heads of families. It said that nearly half of the 11,000 enrolled in the Metro Toronto vocational training program dropped out before completing courses.

Said Michael Dunn, principal of the adult retraining centre: "Financial and medical problems have been the main causes for dropouts."

Big victory

. . . Voters reject right-to-work law

OKLAHOMA CITY—The voters of Oklahoma have rejected a proposed right-to-work amendment to the constitution of this state, defeating a four-year, heavily-financed drive to outlaw the union shop. Labor hailed the victory with the hope that the vote—in a state where union membership is relatively small—would prove to be the beginning of the end for the evil right-to-work statutes in other states as well.

Real rebuff

. . . Caouette's labor relations flop

VAL D'OR, Quebec—Real Caouette's latest attempt to muscle into the labor movement has turned into a political disaster for the Creditiste leader—thanks to the determination of the officers and bargaining committee of Steelworkers' Local 4653 at Barvue Mines. The local after an eight-week struggle against the base metal mine, won a 24 cents an hour wage-fringe package, just a week after Caouette tried to start a back-to-work movement by assuring the community that he had personal contacts with the mine management and could assure everyone the best the miners could get was a 15-cent boost.

Top-heavy profits

. . . Workers' buying power lags

WASHINGTON—The AFL-CIO executive council has re-emphasized that high unemployment remains the U.S.'s No. 1 problem in 1964 and also warned of a "distinct and dangerous lack of balance in the economy represented by a top-heavy load of booming profits, soaring dividends and capital gains while workers' buying power lags.

"What America needs is not a lid on collective bargaining and on wage increases—as some people suggest—but strong unions, effective bargaining and substantial improvements in wages and fringe benefits," the council said.

Demonstrations

. . . Ontario civil servants fed up

TORONTO—The 34,000-member Civil Service Association has threatened mass demonstrations against the Ontario government's failure to bargain in good faith. The association has set a July 1 deadline for a reversal of the government's attitude.

More members

. . . U.S. union membership up slightly

WASHINGTON—The U.S. labor department said that union membership in the U.S. showed a slight gain during 1962 and may foreshadow a change from the decline that had continued since 1958.

The latest figures show total union membership at 16,586,000. Membership in the AFL-CIO affiliated unions in 1962 totalled 14,835,389, an increase of 263,000 over the previous year. This was all but 20,000 of the total increase in the U.S.

Work week of 4½ days in new pact

TORONTO—Photo Engravers' Union in two major commercial printing firms here has negotiated a precedent-setting $4\frac{1}{2}$-day work week.

The reduced week comes in two stages: the present 35 hours will be cut to $33\frac{1}{2}$ hours on Nov. 1, 1966, and the 32-hour $4\frac{1}{2}$-day week will be effective Nov. 1, 1967. Night workers will get a $30\frac{3}{4}$-hour week.

STRIKE

Continued from Page 1)

to play a role in this great struggle and will thwart the callous plans of Mr. Clyne (chairman of the board of MB&PR) and his associates to starve the trade unionists and their families into submission."

The Port Alberni office workers are determined to hold out for a satisfactory settlement of the strike.

One thing was clear despite the confusion created over the union security issue - union officials said the strikers were prepared to accept a compromise clause ensuring that all workers in the office who are now membdrs of the union should remain members, those not now members would not be forced to join, but future employees would have to join.

This is positive proof that the union has shown responsibility in attempts to settle the dispute. The company, on the other hand, has flatly refused to grant union security - despite the fact other unions in the company's production plants have union security.

Federation President St. Eloi said the company officials had shown an irresponsible nineteenth century attitude.

He said Wisheart would be contacting all unions as quickly as possible on the food and urged unions to assign a member to contract others and work with Wisheart.

Wisheart can be reached at TR 9-3568.

Provincial opposition leader Robert Strachan earlier wired Labor Minister Peterson to attempt to persuade the giant company to grant union security to the office employees.

"Government has granted economic power to forest companies through granting of tree farm licenses. This economic power must not be used to deny workers the basic right to organize effectively," Strachan said.

"Union security is now considered to be normal procedure and should not be a cause of difference between the employees and management."

GOING STRONG

Labor College starts new year

OTTAWA—Canada's Labor College has opened its doors for its second session.

And this time the more than 100 students include some from Africa, Asia and the West Indies.

The first classes are well underway and two more - one in English and one in French - start this month.

The Labor College, a dream that became a reality, began last year under a co-operative arrangement between the Canadian Labor Congress, the Confederation of National Trade Unions, the University of Montreal and the McGill University.

In announcing the new season, College Registrar Max Swerdlow, education director of the CLC, disclosed that already consideration is being given to a plan to set the College in a permanent home.

Once in regular quarters of its own, the College could expand its program and remain in operation throughout the academic year.

The College, using lecturers from the teaching staff of the two sponsoring universities, provides courses in economics, history, sociology, political science and the theory and practice of trade unionism.

Swerdlow said the Canadian government has been co-operating with the labor movement in publicizing the Labor College's program in the Colombo Plan countries of southeast Asia and by inviting the countries to designate prospective students.

The result is that students from the trade union movement in Africa, Asia and the West Indies will be enrolling, making it not only a bilingual institution but also an international academy.

Swerdlow said that more than $25,000 will be distributed by the College this year in the form of scholarships. As was done last year, the governments of Britain and France have each offered a scholarship for student trade unionists, entitling the recipient to travel to Europe for a six week study of industrial relations.

Agreement settled covering YMCA

Building Service Employees Local 244 has signed a two-year agreement with the YMCA, with a five percent wage increase in each year, effective last January 1 and on Jan. 1, 1965. Accumulated sick leave has been boosted from 30 to 55 days.

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WILL YOU BE ON LIST?

Voter registration is NOT automatic in civic elections

Guard your vote in this year's civic and municipal elections.

It's NOT automatic that everyone is placed on the voters' list.

And every year, there is the usual confusion between municipal, federal and provincial voters' lists, how they are made up and who can vote.

Don't leave it to chance this year. You may find that when polling day rolls around you have no vote—simply because you didn't take time to find out if you are registered.

Remember that all elections in cities and municipalities in B.C. are governed by the Municipal Act—with the one exception of Vancouver, which has its own charter.

In Vancouver, persons who own property are automatically put on the voters' list from the Land Registry records. For other persons, the city makes a house-to-house canvass. If you are missed for some reason, you apply at the city clerk's office at city hall to register—between the dates of August 8 to 21 only.

Three types of voters

For areas other than Vancouver, here is the general picture for your guidance:

You must be a British subject of the full age of 21 years.

There are three types of voters—owner-elector, resident-elector and tenant-elector.

Owner-elector: the owner of any real property in the municipality or the spouse of a veteran who is an owner-elector and holds an agreement to purchase land under the Veterans' Land Act of Canada. Owner-electors are automatically placed on the voters' list from Land Registry Office reports. The list closes at 5 p.m. on September 30.

(Note: the spouse of a veteran holding an agreement to purchase under the Veterans' Land Act must make a special statutory declaration to be placed on the list. See your municipal clerk.)

Resident-elector: a person who resides in the municipality and has so resided for the previous six months regardless of whether residence was in an apartment, a duplex or a single family home or other place of residence. If you were previously on the voters' list, you will receive a confirmation notice which must be returned by Sept. 30 in order to continue on the list.

If you were NOT on the list previously, it is up to you to go to the municipal hall and complete declaration forms to be placed on the list. This can be done only during the months of August and September.

Election day changed

Tenant-elector: defined as the operator of a business who does not live in the municipality but who occupies property on a rented or leased basis and has done so for a period of at least six months.

(The same procedure for registering applies as with the resident-elector, above.)

The voters' list closes on Sept. 30 and a list is posted on Oct. 20 at the municipal hall. If you have been left off the list, a court of revision is held on Nov. 1 and any person may appeal to the court to have his name included.

Now, voting day. Again, Vancouver is different from all other areas.

Vancouver's polling day is on the second Wednesday of December which this year falls on Dec. 9.

All other areas will vote on Dec. 12—Saturday.

OUR union label gal this month, Beverly Adams has donned a sailor's outfit, all prepared in case we have to take to the boats because of flood threats. You'll be well prepared, too, if you always look for union label products.

PHARMACY ACT

VLC asks repeal of drug ad ban

A protest against the recent provincial regulation banning the advertising of prices of druggists' prescription services or of drugs has been lodged by Vancouver trade union members.

Vancouver Labour Council said: "this change eliminates any possibility of competition in the sale of drugs to the general public." It urged the cabinet to rescind the order-in-council approving the restriction on advertising.

The advertising ban was included in a bylaw change under the B.C. Pharmacy Act approved by the cabinet.

The labor council resolution said that drugs in B.C. are presently priced as high or higher than anywhere else in the world and that the only possibility for reduced prices to the consumer is through open competition.

Cement masons sign five-year contract

Cement Masons are the fourth union in the construction industry to sign a five-year contract.

The agreement provides a total wage boost of 83 cents an hour gradually over the five-year period on the present journeyman rate of $3 an hour.

The contractors also will pay nine cents an hour into a health and welfare plan and 3.6 percent of wages for statutory holiday pay.

On the room and board issue, the contract provides for free accommodation where camps are maintained or an allowance of $5.50 a day where there is no camp. This provision is effective April 1 next year.

Plumbers, Painters and Sheet Metal Workers unions earlier signed five-year agreements.

"Why is the bride so angry?"

"Well, a society editor described her husband as a well-known collector of antiques."

NAMES

. . . in the news

Let's put this one on record: Asked about rumors that the provincial government intends to introduce labor legislation providing for compulsory arbitration, PREMIER BENNETT told newsmen "There's no truth to that at all." ...The Stanley Park NDP Club probably held a record in B.C. because, for 30 years, it faithfully held meetings at the same old stand, 1343 Robson. An end came this month as the Club packed its belongings and gave up the store-front office space that since 1934 has been the centre of many activities. The reason: a tripling of the rent.

* * *

Labor lost a good friend recently with the death of Dr. R. LLEWELLYN DOUGLAS, 81, more commonly known as "Old Doc." Many trade unionists, especially the IWA, recall how Doc bought the first boat for the IWA to aid organizing in camps, along the coast, how he sponsored the union's radio program when finances were at a low ebb. Publicity, he's best remembered for this fight with the Dental Association over the high costs of dentures. His licence was suspended but he eventually was reinstated and lived to see his battle at least partially won.

* * *

Labor vacancy on the Vancouver Board of Referees has been filled by GEORGE KOWBEL of IWA Local 1-217. He was nominated by the labor council this month . . . The $1,100 scholarship of the IWA Western Canada Regional Council to attend the current session of the Labour College in Montreal was won by FRANK KUTNEY, a member of the Victoria local 1-118, Kutney, 33, has worked at CPS logging, a subsidiary of Rayonier, for 14 years... Upcoming international conventions include MUSICIANS in Portland, June 15-18, AMALGAMATED MEAT CUTTERS in Miami, Fla., July 12-17 and the AMERICAN NEWSPAPER GUILD at Long Beach, Calif., July 13-17.

LABOR supporter Dr. R. L. Douglas died recently at age of 81. See Names in the News column.

* * *

A comeback is being made by the HORSESHOERS UNION—which at one time had a pretty good-size organization but in the U.S. is now down to 290 members. Current demand for horseshoes is so great, according to the University of Nevada, that special horseshoeing classes have been set up in a half-dozen cities and towns. Most of the higher-paid union members shoe thoroughbred race horses ... JOHN DREW, former research director with both the Vancouver Labour Council and the B.C. Federation, has taken up a new post with the federal government. He's one of three staff members of the new Manpower Consultative Service.

'UNION AND LABOUR SPEAKERS' HANDBOOK'
by E. Vowels, a Bala Press publication. This comprehensive book is a "must" for union and political speakers, particularly those who are interested in more pay, better conditions, and full employment. Send two dollars to: Bala Press, Bala, N. Wales for your copy. (Bound copies $2.50).

A new agreement with wage increases ranging from 21 to 48 cents an hour over a three-year contract has been settled by United Steelworkers Local 3376 at Power Machinery Ltd. The contract also provides increasing of the weekly indemnity under the health and welfare scheme to $50.

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EDITORIAL

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Long-term needs neglected

We have often expressed our concern over schemes which appear to be profitable in the immediate future, but which can only be detrimental to the long-term needs of Vancouver.

City council recently approved a new 30-year lease for the Pacific National Exhibition grounds, clearing the way for the PNE to grant a 30-year lease to the Jockey Club for the Exhibition Park race track.

Labor briefs opposing this action were presented to city council. We fail to see how tying up such a large amount of public, tax-free land for 30 years is of any benefit to the city.

If Vancouver is to become a true metropolis, city council must make plans now for the best possible use of all public land—or at least ensure that the land will be available when needed for municipal expansion. In addition, the maintenance of a race track inside the city makes no provision for parking or traffic congestion.

The traffic problem has scarcely begun in Vancouver when compared to the congestion which we may expect in a few years time. Imagine the scene if a race night coincides with another major sports event such as a football game in Empire Stadium.

Most other North American metropolises have realized the need to place this type of facility on the outskirts, where space is unlimited and easily accessible by modern free-ways. Yet Vancouver city council has blithely restricted its development in this field for the next 30 years.

And now it's land for arena

Now, aldermen are considering a proposal for the building of a coliseum in the heart of downtown Vancouver, by Toronto Maple Leaf President Stafford Smythe.

They have unanimously agreed to provide downtown land to the project—providing the city, and Leaf officials can make mutually satisfactory arrangements for the overall development.

This proposal is open to exactly the same objections as the long-term lease of the Exhibition Park race track. Nor should we fear that a decision not to build in Vancouver would block a chance of having a major league hockey club in the Vancouver area.

Reeve Emmott of Burnaby has also been carrying on negotiations with the Maple Leafs, and has promised a site free of traffic, with ample parking space, and easily accessible from the entire Vancouver area. We must consider the eventual growth of a metropolitan city core before we tie up valuable land for the profit of a private enterprise.

Workers pay for this profit

The power of a united labor force as shown in the recent civic outside workers strike has caused apprehension among many Vancouver business men. The Vancouver Junior Chamber of Comcerce, seconded by Ald. Phillip Lipp, has urged the city to turn garbage collection over to private enterprises, on the pretext that this would be less expensive for the city.

Taken at face value this would seem impossible—for how can a firm do it at less cost than the city workers, and make a profit as well?

However, there is a way, as the Vancouver School Board has shown recently. They have contracted out their landscaping at the John Henderson School, which was dedicated to a labor leader—to a firm hiring non-Union employees. It is easy to discover where the profits are coming from. They are paying the employees 75 cents per hour less than the union rate.

We can only condemn public officials who allow men, usually new immigrants, to be exploited in this way through their contracting, at the same time evading their commitments under extensive union agreements.

* * *

Finally, we would like to denounce the irresponsible criticism of Vancouver City Hall employees by Ald. Lipp. As well as advocating more outside contracting by the City, he has claimed that many less employees would be necessary if they did a more conscientious job.

This nonsensical suggestion is totally belied by three intensive efficiency surveys conducted by the city itself in the past few years. His charge is baseless and one wonders what his personal motives were for making it.

As an elected representative of the people, he must learn the necessity of a responsible attitude in all public utterances.

Night court trial, at last

On another front, we would like to congratulate city council for its decision to institute night traffic courts on a trial basis. The new courts, which will start in September, will allow working people to take advantage of their right to appear in court to defend themselves on traffic charges.

We in Labor, and many other organizations, have demanded such a move for a long time. We have known of too many cases where men have pleaded guilty merely because it was too expensive to take a day off work toappear in court.

VIEWPOINT

Labor looks at Canada's pension plan

By C. P. (Paddy) Neale
General Secretary
Vancouver and District Labour Council

Let's discuss the Canada contributory pension plan, and its significance for Canada's future economy.

Perhaps you are wondering what has happened to it. When will it go into effect?

The major reason for delay (besides the fact that the federal government is trying to push a wide variety of important legislation through Parliament in record time), is that the power to implement this type of pension plan at present, belongs to the provinces.

A constitutional amendment is required before a unified Canadian plan can be realized so that every Canadian income earner can be covered by the same pension protection, and can carry his accumulated benefits to any place in the land. And before any amendment can be made (as the provinces will be giving up their rights in this field), they must be consulted as to the form it will take.

At first it seemed that Quebec and Ontario would not give up this potential source of provincial capital, but agreement on this point was reached in April.

Under this scheme, the billions of dollars of capital which would accumulate in the fund will be available to the provinces to invest as they please.

The last field which still requires provincial agreement is whether, and what amount, of benefits should be paid to survivors of pension contributors, or to contributors who have become disabled before pensionable age.

Prime Minister Pearson recently placed his proposals for these benefits before the provincial premiers, and their replies are expected in the near future.

* * *

What are some of the results of the proposed plan?

First, for the individual:

Pension costs will be about $1.50 per week on a maximum income of $5,000 or more - with an equal contribution by the employer.

Benefits will range up to $104 per month, starting at the age of 65, or 70, at the option of the worker. Retirement at the earlier age would, of course, mean a lower pension. The amount of the maximum pension will increase from time to time as the cost of living rises, and will be in addition to the regular Old Age Pension of $75 per month.

What does this mean for the income earner?

The pension will provide a certain greater degree of security in his old age, although it will probably not be entirely adequate by itself. Still it will relieve him of some of the fears of retirement, and of the future of his dependents if he dies before them.

* * *

Secondly, on the national economic level, the pension scheme may have even greater significance. The provincial governments will now have control over large capital reserves which are at present in the hands of private investment agencies administering pension plans.

This capital will give an impetus to the construction of many worthwhile public projects such as roads, schools, hospitals and parks.

In addition, the government may take a greater part in provincial economic growth, even to the extent of starting public - owned companies in areas which private interests are leery of entering, because there is no prospect of an immediate profit.

With adequate capital behind them, government can play a leading role in the development of our country.

Thus, both the individual and our nation stand to benefit from the Canada Contributory Pension Plan, and the sooner it is implemented, the sooner we can realize the benefits.

Let's hope our governments can speedily formalize their agreements, and that Parliament will give passage of the Bill the high priority it deserves.

From the Editor's Mail Bag

Leave to fate

Editor:

In a recent edition you had an article "Tips to help kick the habit of smoking." Most people are getting a bit tired of this continual harping about smoking, and I'm among them. Why don't the non-smokers and the quitters leave us to our fate.

"Smoker"
Ralph Jones.

Interest rates

Editor:

Riding home on the bus recently I happened to read the persuasive advertisement of one of the chartered banks advertising the service it offers in consumer credit.

A simple chart set out the monthly payments for various loan amounts. I took the figures for one - a loan of $1,000 with 12 monthly installments of $87.91 each. The bank's advertisement said that the installments covered "interest at 6% per annum plus a service charge plus the cost of life insurance".

I wondered what amount the service charge might be, so I did a little figuring. Twelve installments of $87.91 amount to $1,054.92, making total charges of $54.92 to the borrower. Interest at 6% on $1,000 over the year works out to about $32.00, leaving $22.92. Calculating the life insurance at a generous $4.92 leaves $18.00 for the service charge!

Quite a hefty sum, I would say, to attach to the $32 interest charge. So the actual interest rate turns out to be not 6% but an effective rate of about 10% per annum.

—A.F.L.

ABRUPT ENDING

A young mother, paying a visit to her doctor, was making no attempt to restrain her five-year-old son who was ransacking an adjoining treatment room.

Finally, though, an extra loud clatter of bottles did prompt her to say, "I hope you don't mind Johnny being in your examination room doctor."

"Not at all," said the doctor calmly.

"He'll quiet down in a moment when he gets to the poison cabinet."

PROMOTION OF WORKERS

Experts warn of dangers in psychological testing

A warning has been issued against the misuse of so-called "psychological" tests of workers and prospective workers by management personnel departments.

These tests are not sufficiently accurate to be the only device for selecting persons for any specific purpose - including their use to bypass seniority.

This opinion comes by two U.S. educators who have studied a variety of tests and their application - John H. Metzler of the Newark College of Engineering and Dr. E. V. Kohrs, consulting psychologist at Stevens Institute of Technology at Hoboken, N.J.

Joint authors of a report "Be Cautious with Those Tests," they report that the misuse of testing, particularly in selecting personnel for promotion, is a matter of concern to workers because of the growing practive of arbitrators in approving the right of a company to use testing as a qualifying agent for promotion.

Among the danger points, they note these two:

* The test may not have been constructed properly or may not have been validated or weighted properly.

* Those administering the test may, through lack of knowledge or skill, be misusing it and its results.

They said there is no proof that the tests will determine what they are supposed to measure.

On the subject of personality tests, they said "when you make a definite statement concerning what such a test disclosed about a person, you are in the same position as the horseplayer making a bet on the longest odds."

Because of the inexactness of statistical methods used in testing, it would be incorrect to say, as some testers do, that a difference of a few percentage points in tests is important.

The educators urge that union representatives should secure a copy of the test manual being used and read it carefully.

This will enable them to evaluate the test, whether it attempts to measure the characteristics that are necessary for the particular job and whether the weight given to various factors is a true measure of the job requirements.

Every reputable test has a manual describing how the test was constructed, where the norm groups were secured, the numbers involved, and all other details concerning both the test and the single correct procedure to follow in giving it, they said.

No wonder workers go loco in plants

LOS ANGELES—Workers in many mass production plants suffer mental effects from "shocking" conditions on the job, according to Melvin A. Glasser, director of the social United Automobile Workers.

Addressing the American Psychiatric Association here, Glasser cited some of these conditions: "Assembly lines with gadgets on them which secretly speed up the pace during 25 seconds of every minute . . . television cameras set up to watch workers . . . secret listening devices scattered around plants, and a host of other ingenious devices which are a constant affront to human dignity."

"Is it any wonder," he asked, "that our members are pressing for early retirement, that chronic alcoholism is a constant worry, that many attempt to escape the deadening monotony of the assembly line through daydreaming?"

It's because of such conditions, he declared, that blue collar workers comprise a "major portion" of patients in mental hospitals.

He called upon psychiatrists to find ways of reaching such workers "who need their help." Also, he stressed the need of including psychiatric care in national health insurance programs.

Sask. post mortems: who was at fault?

From The Miners' Voice
United Steelworkers, Toronto

Among the many post-mortems performed on the recent Saskatchewan election, one that should be effected is by the defeated party, the Co-operative Commonwealth Federation and its national associate, the New Democratic Party. The party should re-examine its program, operating techniques and its public relations procedures. It should know why it lost the government to the reactionary, right-wing leader of the Liberal Party.

It is not enough for CCF-NDP adherents to decry the fickle farm vote, bemoan the ingratitude of the urban elector who defected or blame a combined opposition gang-up at the polls.

Hardly no one quarrels with the claim that the CCF governments of T. C. Douglas and Woodrow Lloyd were progressive, socially-pioneering and welfare state-oriented over their 20-year span. Even opposition papers across Canada conceded the obvious in editorial eulogies which reeked of the funeral wake.

The party's post election autopsy should find answers why an efficient, progressive and good government is defeated while right-wing regimes in neighboring provinces flourish on a record of performance that has never matched Saskatchewan's pioneering reforms. The CCF-NDP may find to its consternation that the fault lies within itself rather than the voters who allowed themselves to be wooed by a power-mad turncoat politician.

Registration opens for Jubilee camp

Registration has opened for the Children's Jubilee Summer Camp —holiday fun for children at a low cost.

The first camp session for boys is June 29 to July 10, the second session July 13-24. The girls' sessions are July 27-August 7 and August 10-21.

A registration office is being opened at 111 Dunsmuir between the hours of 10 a.m. and 2 p.m. on Mondays, Wednesdays and Fridays. For information telephone LA 1-9276 or LA 1-2461 or write to Box 1, 307 West Broadway.

PAGE FIVE

Ottawa starts manpower check

OTTAWA—The federal labor department has announced it has named staff for its new Manpower Consultative Service and was ready to enter into agreements with employers - or jointly with employers and unions - to provide financial incentives to study dislocation and unemployment caused by technological and other economic changes.

Labor Minister MacEachen said the incentives provide one-half the cost of research into manpower effects of industrial changes in a plant or business and one-half the cost of development of a program of adjustment.

The incentive payment will not cover the cost of putting the program into effect.

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Are we fooling ourselves about what's really going on?

Exposing more myths

about automation

Automation has been going ahead at a much faster pace than is generally recognized.

It is conceded—and labor organizations have been emphasizing this point for several years—that we are not coping with the scientific progress in industry and business. The result is that thousands of jobs are being eliminated without adequate planning to retrain and divert our manpower to other production.

Pat O'Neal, secretary of the B.C. Federation, sounded warnings this month in speaking to the Victoria Kiwanis Club in Victoria and to the Association of United Community Funds and Councils in Kamloops.

Here is part of what he had to say:

For many years now, trade unions have been campaigning to persuade governments to recognize the achievement and maintenance of full employment as the primary aim of all their economic policies and one which must, at all times, take precedence over any other.

At the national level, at least in countries where trade unions are strong and influential, this principle has now come to be generally accepted.

Labor in vanguard

Here at home, Canadian labor has been in the vanguard in promoting and advancing these policies.

At no time have we advocated opposing the introduction of automation but, by the same token, we have advocated caution and have recommended that governments should establish committees to study the effect of automation and technological change and also the social problems which it will create.

We do not believe that workers alone must subsidize this dramatic change which is so rapidly taking place.

Automation is proceeding at a much faster pace than is generally recognized and this fact has regrettably been ignored. *John Snyder, president of U.S.* Industries, which manufacture automation machinery, recently testified before a U.S. Senate committee. He had this to say:

"Too many people are willing to accept too many myths about what is going on around us in our factories and offices.

"From a technological point of view automation is working; but the same thing cannot be said so confidently from the human point of view. The technologists have done and are doing their job. They have developed and are developing equipment that works miracles. But as is too often the case in this age of the widening gap between scientific progress and man's ability to cope with it, we have failed to keep pace.

"Much of this failure is due, I think to the existence of a number of myths about automation which, because they are so widely accepted, have had a deep tranquilizing effect on many of those *who otherwise might make effective* contributions toward solutions to the human problems created by automation.

Most seductive myth

"The most seductive of these myths is the claim that, for a number of reasons, automation is not going to eliminate many jobs. Recently, before a Senate labor sub-committee, a top productivity expert from the bureau of labor statistics stated that rising productivity—another way of describing automation—would eliminate 200,000 jobs a year—or 4,000 jobs a week.

"Personally, I think this is a gross underestimate of the real situation and that automation is a major factor in eliminating jobs in the United States at the rate of more than 40,000 a week, as previous estimates have put it. We must also keep in mind that automation is not only diplacing people directly, but also indirectly through what are called 'silent firings' in reference to workers who would have been hired for jobs eliminated by automation.

"*A second myth is that automation* will create jobs for workers not only in running the machines, but in maintaining and building them. The hard training and building them. The hard truth here is that modern automated equipment requires very little maintenance. If it did not, it would not pay to operate it; and if the equivalent number of workers replaced by automation were required to build the machines and systems, there would be no point in automating.

Still more problems

"A third myth that needs to be laid to rest is the belief that those who lose their jobs to automation can be retrained and put into other jobs requiring higher skills and paying more money. As studies have shown, automation is more likely to reduce rather than increase the demands for skills and aptitudes, and besides, many workers are just not retrainable, due to their levels of intelligence, education and age."

In Canada, we are also witnessing rapid changes in the composition of our labor force.

During the 10-year period 1951 to 1961, the labor force in Canada increased from 5.215 millions to 6.342 millions, or an increase of 22%. But *for the first time the total number of* white collar workers exceeded the numbers employed in the manual industries.

The 10 years under review—1951 to 1961—were 10 years of major growth in the Canadian economy, yet they showed a relatively static labor force in the manufacturing and heavy industries.

It would be fair to say that automation as such has had little impact in Canada so far, the real effects should be felt in the next 20 years.

Handful will do job

A mere to percent of the population—by implication the two percent at the upper administrative and executive levels—will be able to produce all the goods needed to feed, clothe and run our society—with the help of machines.

The resulting unemployment problem requires much more than job retraining.

As stated by John Snyder, "If we are to survive as a nation we will need new sociological and economic ideas to solve problems in this area."

The Articles of the Universal Declaration of Human Rights spell it out this way:

Article 23. (1) Everyone has the right to work, to free choice of employment, to just and favorable conditions of work and to protection against unemployment.

Article 24. Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.

Article 25. (1) Everyone has the right to a standard of living adequate for the health and well being of himself and of his family, including food, clothing, *housing and medical care and necessary* social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control.

Education important

When we are faced with automation, we are not only concerned with the lack of general education. Educated persons who have not acquired new technical skills may find themselves among the unemployables. Even highly skilled workmen may find themselves out on the street as their trade becomes a thing of the past for their job may be performed faster and more efficiently by a machine.

What do we need to meet the challenge of automation?

1. A vast expansion of the educational program in high schools, universities and technological institutes. Education and the learning of technical skills must not stop upon entering the labor force but must continue throughout our adult lives.

2. The government must actively promote new industries. We can only enjoy the advantages of automation if we produce new and varied commodities, to be distributed among the growing labor force.

Shorter working hours

3. We must strive for the 20-hour week, longer vacations and earlier retirement. These are not selfish demands of unions but rather a major solution to the division of labor amongst our people.

4. We must educate the public to realize that a man who is temporarily unemployed because of technological change still deserves an adequate standard of living. He has a right to share in the wealth of an automated society and only in this way can an *expanding consumer market* be maintained.

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BACKGROUND REPORT

Alberni strike issues

Office workers demands are modest, seek provisions already granted by company to other unions.

Bill Lowe, international representative of the Office Employees International Union, made these points in summarizing the union's position in the strike at Port Alberni:

The strike by our union at Port Alberni is a strike we did not want and are most anxious to resolve. From the outset, the company fought our union and attempted to deny the office workers the right of representation by the union of their choice.

They contested our application before the Labor Relations Board. Time and again, after we were legally certified, they stalled negotiations. They attempted to bribe our union members the day before the strike vote was taken and have also attempted to intimidate other unionists supporting our strike by threats of damage suits.

Real collective bargaining was most difficult since company officials appeared to have no power to agree to any of our proposals. Simple matters like bulletin boards, a preamble to the agreement, a work-week schedule were referred back to J. V. Clyne for his views.

We conscientiously believe that we have observed all the legal requirements of the statutes of British Columbia. We have discharged our responsibilities to our own members, the other trade unionists involved and the general public by the concessions and compromises we have made.

We are asking nothing that has not already been conceded by the company to the other unions with whom they have contracts. Our members cannot understand why they should be compelled to accept less.

Despite our disappointment at the turn of events, we are still ready and willing to sit down at any time and negotiate in good faith with any company officers that have the power to execute an agreement.

Pay lags far behind other companies

The office employees of MacMillan, Bloedel and Powell River company at Port Alberni are striking for their first agreement

These are the issues at stake in a dispute that has become an important rallying point for trade unionists in B.C.:

. A FAIR UNION AGREEMENT - that is an agreement in fact and not a scrap of paper with signatures attached.

GUARANTEED BENEFITS: - The employer refuses to include any clause in the agreement stating that the present sick leave, welfare and pension plans will remain in effect. The employer, insists on the following clause: "All functions of management, unless expressly limited by this agreement, are reserved and vested exclusively in the company." This would give the employer complete freedom to change these conditions, without advising or negotiating with the union.

UNION SECURITY: The union is asking for a union security clause similar to that contained in every agreement at the Office Employees' Union has in B.C. It is also similar to the clause agreed to be this employer with all the other unions at this plant. The employer refuses to agree to any clause that will require as much an one person to be a member of the union. The chairman of the Conciliation board, in his award, states that he considers a provision requiring some employees to be members of the union as desirable but that, because the department requires a unanimous report, he is constrained to join T.E.H. Ellis, Q.C., (the employer's nominee) in a recommendation that does not require any employee to be a union member.

EMPLOYEE PROTECTION: - The employer refuses to agree to any of the clauses submitted by the Union on such vital matters as seniority, promotions and transfers, layoff and recall, discharge. The union said it will not accept an agreement that denies employees the right to participate in decisions so vital to their present and future welfare.

FAIR SALARIES: The employer refuses to pay salaries that are comparable to those paid by other competing employers in this industry having agreements with the Office Employees' Union. For example, the starting rate for members in Port Alberni is $86 a month less than the salary contained in the union's representative agreements.

Other Unions having contracts with this employer are paid more than their counterparts in Eastern Canada and rates similar to those paid by Crown Zellerbach. The office workers are paid far less than their counterparts in Eastern Canada and, further, the starting rate at MacMillan Bloedel and Powell River is over $100 a month less than that paid by their nearest competitor, Crown Zellerbach at Elk's Falls.

The office workers are fighting for a fair and reasonable agreement.

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Salmon Arm strikers win LRB decision

SALMON ARM — The Labor Relations Board has rejected the appeals by Columbia Auto Customs Ltd. of Salmon Arm against board orders to rehire three workers fired for union activity.

It also rejected a complaint filed by the company against International Woodworkers Local 1-417 which charged the union used unfair labor practices, allegedly intimidating customers and non-union workmen during the 10-week-old strike. The board ruled the company's complaint was without merit.

Cliff Michael, secretary of the IWA local, said the LRB orders so far have cost the company $2,000 in back wages for persons ordered rehired.

Action by the union has won LRB orders that the company rehire and pay back wages to painter Cornelius de Dood, and mechanics Arnett Wirch and James Wlasitz.

Carpenters' victory

(Continued from page 1)

Carpenters originally had sought a 46-cent boost in two years. They had voted to strike to back up their demands and had served strike notice on the contractors before direct talks reopened.

Rates established by the new contract are (Note—carpenters in Greater Vancouver receive four cents an hour in addition to these rates in lieu of travel time):

	1965 June 1	1965 Apr. 1
Foreman carpenter	$3.76	$3.93
Carpenter	3.34	3.49
Foreman millwright	4.04	4.21
Millwright	3.59	3.74

The agreement covers B.C. carpenters other than the south end of Vancouver Island where a separate contract is being negotiated. As the Statesman went to press, a conciliation board majority report recommended wage increases totalling 45 cents over two years for the Victoria area. The present basic wage is $3 an hour.

The report was signed by chairman Prof. Noel Hall of UBC and union nominee Bill Gauld. It called for a 20-cent increase immediately, five cents on Oct. 1; 10 cents on April 1, 1965, and 10 cents on Oct. 1, 1965.

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AMALGAMATED MEAT CUTTERS AND B.W., Local 212 — Representative Geo. Johnston, 203 Labor Temple; TR 6-5735.

AMBULANCE EMPLOYEES UNION, Local 873, CUPE—Secretary, Charles Redhead, 1502 London St., New Westminster. Phone 526-6008.

AUTOMOTIVE LODGE No. 1857, I. A. of M.—Business Agents, Jack Chapman, Brian Trodden, Room 17, 2414 Main, TR 6-4104-5

BAKERY AND CONFECTIONERY WORKERS, Local 468 — Secretary, Melvin J. Kemmis, 337 W. Broadway, TR 2-5205.

BANK EMPLOYEES' ASSOCIATION, Local 387, Office Employees' International Union — President Marsh W. Bluck, FCBA, 337 West Broadway, TR 4-3515.

BARBERS — INTERNATIONAL JOURNEYMEN OF AMERICA, No. 120—109 Labor Temple, TR 6-0641; Secretary, Allan Coleman.

BEVERAGE DISPENSERS' UNION, No 676 — Secretary-Business Agent, Jack Galloway, 440 W. Pender St.; MU 3-3923.

BREWERY WORKERS UNION, Local 300—Secretary, Stan G. Tapping, 7742 Elford, Burnaby 3, LA 2-3432.

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BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS, DROP FORGERS AND HELPERS, Local 359—Financial Secretary, Robert M. MacIntosh, 111 Dunsmuir, MU 4-1047.

BRICKLAYERS & MASONS INTERNATIONAL UNION, Local No. 1—Secretary, D. C. Fraser, 5594 Lincoln, HE 3-8617.

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BUILDING TRADES COUNCIL —Secretary, Harold Taft, 110 Labor Temple, TR 9-1210.

CARPENTERS' UNION, No. 452—Business Agents: Lorne Robson, Larry Anderson, Bill Cameron; Financial Secretary, Carl A. Erickson, Labor Temple; TR 4-2720 or TR 6-1212.

CARPTENERS (New Westminster) Local 1215 — Business Agents, Ray West and K. McDermid, office 732 Royal Ave., New Westminster, phone LA 1-0525.

CARPENTERS' UNION (Courenay), No. 1638—Prseident Irwin Gutensohn; Sec. and Business Agent, Lorne Paisley; Box 515, Courtenay.

CEMENT MASONS, Local 919, O.P. & C.M.—517 E. Broadway, TR 2-2221; Business Agent, Frank Stevens.

CIVIC EMPLOYEES UNION, Local 407 — President T. W. Sikstrom, FA 7-4688.

DENTAL TECHNICIANS, Local No. 1543 — Secretary George Hygh, 4007 Dunbar.

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ELEVATOR CONSTRUCTORS, Local 82—Sec., H. C. MacKichan, 3755 Elmwood St., S. Burnaby, HE 4-7651.

FIRE FIGHTERS (Burnaby), Local 323—Secretary, H. Brown, 7920 Rosewood Ave., Burnaby 1 - LA 2-4421.

FIRE FIGHTERS (Vancouver) Local 18—President Gordon R. Anderson, 1386 East 61st, FA 7-3729; Secretary, R. N. Middleton, 1496 East 54th, FA 7-7441.

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GLAZIERS AND GLASS WORKERS, Local 1527 — Recording Secretary, A. Allen, Room 4, 2475 Manitoba, TR 4-7535.

GOVERNMENT EMPLOYEES ASSOCIATION (B.C.) — E. P. O'Connor, Gen. Sec., 2090 West 4th, RE 1-5361-62-63; TR 6-1223

GRAIN WORKERS UNION, Local 333 — Recording Secretary, R. G. Millar, P.O. Box 194, North Vancouver; Pres., R. W. Ferguson, 3930 East Pender, N. Bby, CY 9-6193; Sect.-Treas., F. Cooper, 802 St. Laurence St., Coquitlam, New Westminster, phone WE 9-3586.

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MACHINISTS INTERNATIONAL ASSOOCIATION, Lodge 692 — Business representative, D. H. Chapman, Room 17, 2414 Main, TR 4-0513, TR 6-7035.

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CANADIAN POSTAL EMPLOYEES ASSOCIATION (Vancouver Branch)—T. R. Monks, general secretary-treasurer, Box 2411, Vancouver 3. Office, 532 Homer, MU 5-8724.

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PULP, SULPHITE AND PAPERMILL WORKERS — International office, 315-316 Crown Bldg., H. L. Hansen, International Rep., MU 4-3858.

REFRIGERATION WORKERS UNION, Local 516 — Sec., L. R. Wintle, 137 W. 40th, FA 7-4409, FA 1-8511.

SCHOOL BOARD EMPLOYEES' FEDERAL UNION (Burnaby), Local 379—Secretary, W. E. Apps, 4865 Triumph St., Burnaby 2, B.C.

SHEET METAL WORKERS, Local 280 — Bus. Manager, Alex McGee, 207 Labor Temple, TR 4-8020.

SHINGLE WEAVERS' UNION, Local No. 2802 — Business agent and financial sec., Harold P. Reilly, Room 116, 307 West Broadway, TR 6-3744.

SIGN AND PICTORIAL PAINTERS, Local 726—Sec. J. A. Middleton, 6339 Kitchener, N. Burnaby; Room 4, 2475 Manitoba, TR 4-7535.

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STREET RAILWAYMEN'S UNION, No. 134—Bus. Agent, D. L. Bryce, Room 22, 774 Columbia, New Westminster, phone LA 1-7330.

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TUNNEL & ROCK WORKERS, Local 168 — 337 W. Broadway, Secretary, H. Croft, phone TR 9-3231.

TYPOGRAPHICAL UNION, Local 226—Secretary, Robert Jefferies, 517 E. Broadway; TR 6-6810.

UNION LABEL TRADES COUNCIL—Secretary, Mrs. A. E. Hallock, day phone TR 4-0827; evenings TR 4-3748.

UNITED GARMENT WORKERS' Local 190—Secretary, J. Klevercamp, 7827 - 14th Ave., Burnaby 3, B.C.

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