



WHITE COLLAR

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

No. 274

January, 1969

17

Executive Board approves mergers, sets up award honoring H. B. Douglas

A plaque and a prize of \$250 are to be awarded annually to the member of the OPEIU who makes the biggest contribution to the union in the area of organizing. The award was established by the Executive Board at its meeting in New Orleans December 9-12 in the name of the late Henderson B. Douglas, who served the union for 15 years as director of organization.

The Executive Board will select the winner of the Douglas Award and make the presentation.

Organizing was one of the main subjects dealt with by President Howard Coughlin in his report to the board. He listed the firms organized in the United States and Canada during the year 1968 to date which added some 3,700 members to the ranks of the OPEIU.

After extensive discussion the board decided to give local unions exclusive jurisdiction over members in other locations covered by a master contract. In such cases, the local union will no longer be required to forward the dues of these members to the local union in that area. In view of the fact that the contract-holding local has the responsibility for servicing all those covered, it should receive the dues, the board felt.

The mergers of the following locals were approved by the

board: Local 212, Buffalo and Local 34, Rochester; Local 30, Los Angeles and Local 83, San Bernardino; Local 13, St. Louis and Local 130, East St. Louis; and Local 23, Tacoma and Local 132, Bremerton. In all cases, the first-named local union is the survivor.

The board decided tentatively to hold the international union's 1971 convention in Vancouver, British Columbia. It also approved a convention resolution providing for an All-Canadian Conference to be held in conjunction with the convention. Vice-Presidents Ron Bone, William A. Lowe and William J. Mullin were named as subcommittee to plan the conference program.

In other actions, the board:

- Asked Secretary-Treasurer J. Howard Hicks to audit and spot check local unions' books and records and to assure the proper substantiation for the disbursement of local funds.

- Authorized Coughlin to explore the possibility of placing an OPEIU student in the spring session of the Harvard Trade Union program.

- Made a number of changes in the Strike Benefit Fund Rules and Regulations which will be forwarded to each local union.

The board had a fruitful session with Elihu Platt, assistant general counsel of the National Labor Relations Board. Platt elucidated several of the NLRB's recent key decisions and reported on the labor board's efforts to word a model authorization card to meet the requirements of the Bernel Foam Decision.

Units East and West say OPEIU is best

An office group on the West Coast and a group of salesmen on the East Coast chose OPEIU locals as their bargaining representatives in elections just before the year ended.

By a vote of 15-to-2, Local 8 in Seattle, Washington, won a unit of 17 office employees at the Builders Hardware Supply Company.

Local 153 in New York City was designated bargaining agent for 21 salesmen employed by Pinelawn Cemetery. The vote was 12-to-5 for unionism, with four not voting, in an election conducted by the National Labor Relations Board.

Kinnick joins OPEIU staff

Vice-President John Kinnick joined the field staff of the International Union January 6 as regional director in the Western states area which includes California, Nevada, Utah, Arizona, Colorado and Hawaii.

Kinnick resigned as president and senior business representative of Local 29 in Oakland; he has been an officer of the local since 1947.



British white-collar employees flock into unions says U. S. News

White-collar workers, even minor supervisors, are flocking into unions in Britain and some labor experts believe that the trend may soon spread to the U.S. and other Western industrial nations, says a U.S. News & World Report dispatch from London.

New British surveys reveal an increase of 40 percent in white-collar union membership at a time when union strength among manual workers has been falling. The lower ranks of supervision, for example, are included in membership rolls of the Association of Scientific, Technical and Managerial Staffs, which claims it is adding 2,500 new members a month.

After Britain's first bank strike in 1967, the National Union of Bank Employees reported that it had recruited 20,000 additional members. More than half the country's 150,000 bank employees are now unionized.

The white-collar workers entering unions in growing numbers are proving to be equally as militant as manual workers—if not more so. During the past year, strikes and other union actions have been staged by teachers, bank tellers, airline pilots, TV-network technicians and steel-industry office workers.

Union officials say that inflation has changed the attitudes of British office workers, who once regarded unions as beneath their dignity and social status.

Also, union officials point out that there have been major changes in relative rates of pay

and a tendency toward "depersonalization" of white-collar jobs. Government restraints on pay raises also are mentioned as accelerating the trend toward unionism.

Altogether, surveys show that more than 2.7 million British white-collar employees now belong to unions, compared with 1.9 million in 1948. Only about 30 percent of Britain's 9,000,000 office workers are organized, but this is more than double the white-collar union ratio in the United States.

A recent Department of Labor report said that in 1966 organized white-collar workers in the U.S. totaled slightly more than 2.7 million, about 14 percent of total union membership. Britain's working population is only about one-fourth the U.S. total.

L.A. strikers aided

A \$200 check has been sent by Local 3, San Francisco to aid the Newspaper Guild members on strike for a year against the Los Angeles Herald-Examiner, a Hearst newspaper. After the workers struck to enforce wage and other demands, Hearst continued to operate the newspaper with imported strike-breakers. No settlement is in sight.

Dairy unit wins \$9 twice

A two-year master agreement providing \$9 weekly pay raises each year has been negotiated between the Northern California Dairy Industry and Local 29 in Oakland, California. It covers 200 clerical workers employed by milk companies in Alameda, Contra Costa, Santa Clara and San Mateo counties.

A new classification consists of computer operator and tab operator trainees. Computer operators won an increase amounting to approximately \$60 a month. The night shift premium was also raised from \$1 per shift to \$1.50.

Every employee will receive 40 hours sick leave credit, with

an additional 40 hours effective June 1 next, cumulative to 184 hours. The clause covering seniority was improved; sub-contracting language was written into the contract.

A Health and Welfare clause was also achieved and the employer pension plan contribution increased, bringing the total to 30¢ an hour for each employee.

Locked-out members awarded pay

Arbiter Huhert Wyckoff awarded make-up pay to members of Local 12, who were sent home by Consolidated Freightways Corp., in Minneapolis, Minn., during a lockout in 1967.

The arbiter suggested that in defending itself against selective strikes, the trucking company should have been more selective about those whom it was locking out.

The employer, an interstate common carrier, is represented by Trucking Employers Inc., in bargaining for an industry-wide contract for truck drivers. After the bargaining impasse, the drivers' union called selective strikes against key trucking installations throughout the nation.

In an effort to counter whipsaw strike tactics,

the TEI members ceased all operations, an action that NLRB later held was a lawful lockout. The employer sent home all its workers for the duration.

Ironically, "teamsters, at whom the lockout was aimed, worked some equipment . . . whereas maintenance and office workers who were innocent bystanders in the labor dispute, did not work at all." The employer contended that its action was a "layoff, not a lockout."

Finding a backlog of clerical work to be performed, the arbiter concluded that the shutdown constituted a lockout, which Local 12 had "insured against . . . by securing an unqualified no-lockout pledge from the employer."

Women clericals: 9¼ million

A total of 9,274,000 women, or 33% of the 27,495,000 working in the nation in April 1968, are engaged in clerical work, according to "Background Facts on Women Workers in the United States" compiled by the U.S. Department of Labor. Another 15% are in professional and technical occupations and 16% in service work (not including households).

WHITE COLLAR

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

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POSTMASTERS: ATTENTION. Change of address Form 3579 should be addressed to Office and Professional Employees International Union, 1012 14th St., N.W., Washington, D. C. 20005. Published monthly at 810 Rhode Island Ave., N.E. Washington, D. C. 20018. Second class postage paid at Washington, D. C.



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Subscription Price \$1 a Year

Bank employees abroad point the way

Widespread inflation—a 10 per cent increase in food costs and a 4 per cent rise in costs in general—has prompted the Australian Bank Officials' Association to demand a 25% salary raise.

Organized bank employees in both England and Australia are now demanding that their employers take additional measures to protect them against hold-ups, which are becoming more frequent.

News items from overseas show that bank employees have no qualms about organizing into unions to bargain for higher wages and to exert pressure for the fullest self-protection.

On the other hand, only a comparatively small number of bank employees in North America have done anything so far about solving their problems through collective bargaining.

They should know by now that bank employees as individuals lack bargaining power. They have no means whereby they can express dissatisfaction with wages and working conditions which place them today among the lowest-paid white-collar workers.

The OPEIU already has won major wage gains and outstanding fringe benefits for some half-dozen units of bank employees in the United States and North America. But these are only a tiny fraction of those employed in the vast banking field.

American bank workers would do well to study the trend abroad.

Pay for witnesses

Wage earners who appear as witnesses in court cases ought not to lose financially. All too often, they do. And where trials are postponed again and again, they lose a good deal.

The OPEIU believes that the employers should pay employees for the time they give to the essential duty of testifying. And that this employer obligation should be specified in the union's contracts.

Retirement dollars and sense

A couple needs about \$350 a month for secure retirement, according to the government's new moderate-cost budget. But Social Security benefits at present are far less. Current benefits for a couple average about \$170.

The message is simply that all workers ought to plan to have a retirement asset beyond Social Security—like a strong union pension program.

Social Security Tax Rise Pays for Better Benefits

Employees and employers are now paying slightly more for social security but workers and their families also are getting more and better protection than ever before.

The social security contribution for both employee and employer was increased by four-tenths of 1 percent to 4.8 percent on wages up to \$7,800 a year, effective January 1.

The slight increase in contributions results from a number of improvements made in the Social Security Act in 1967, including a 13 percent across-the-board increase in benefits. These improvements will also mean higher benefits and better protection in the future for workers and their families when the breadwinner retires, dies or becomes seriously disabled.

Meanwhile, the contribution for employees and employers alike under railroad retirement also went up, effective Jan. 1, from 8.90 to 9.55 percent on the first \$650 of each month's earnings.

The contribution increase under this system follows legislation enacted in 1968 which boosted retirement benefits to levels about 10 percent higher than comparable benefits under social security. Other improvements also were made.

Mid-management personnel 'acting like union men'

A resolution adopted unanimously at the OPEIU convention in Philadelphia last summer supported changes in the labor laws of the U.S. and Canada that would allow supervisors and professional men in middle-management to organize into unions.

A recent article in *The Wall Street Journal* discloses that such groups are now organizing and are "acting a lot like the union men they boss these days." Some are demanding full bargaining rights with top management.

Behind the growing militancy are complaints that most men in the middle supervisory ranks have little or none of the job security or group bargaining power that union membership provides for rank-and-file blue and white-collar workers.

Many observers say the trend toward unionized supervisors—viewed with dismay by some companies—may become more pronounced and troublesome in the future. However, the movement faces a big obstacle: It would be quite legal for top management to fire supervisors for union activity unless the National Labor Relations Act is amended to protect them.

Under present Federal law that can't be done to non-supervisory workers; if such employees feel they have been dismissed for union activity, they can appeal to the National Labor Relations Board which can order them rehired with back pay. Federal law extends no

such protection to supervisors who are now considered part of management.

Recently 125 hiring agents supervising longshoremen in Brooklyn, N. Y., won a court decision giving the right to picket stevedoring companies in an attempt to gain bargaining rights.

Labor specialists say the decision, which protects foremen from being fired just because they picket, is the first of its type and they believe it will spur more organizing among foremen and supervisors in many industries.

About 1,000 scientists and engineers at three Radio Corporation of America plants in Philadelphia, who direct the work of draftsmen and designers, are negotiating AFL-CIO affiliation for their 24-year old independent association.

The *Journal* article observes that there are indications some companies may be disposed to try to make things better for their supervisors as a way to head off union activity. The Foremanship Foundation, a Dayton-based trade group financed by several hundred large concerns, recently suggested

that companies backing it meet some supervisors' demands before the supervisors become discontented enough to organize unions.

"We believe supervisors should fraternize with top management, not fight it," says Harry P. Jeffrey, foundation secretary.

But making foremen happy may be more difficult than many managers realize, the article continued. A recent survey of 242 steel industry foremen by a trade magazine showed that most hated their jobs.

"The foreman in the steel mills is the 20th Century's version of a man without a country," the magazine said. "This front-line supervisor is a man on a tight-rope. Badgered by the union, harassed by top management, he is faced daily with getting work out and maintaining harmony in the ranks above and below him."

The magazine also said that the survey found that most foremen believe their working conditions are the worst in the plant, their prestige is nil and their future "indicates little hope of improvement."

Firms inflate job titles, save on salary checks

More big American corporations are capitalizing on the snobbery of would-be and other executives by handing out high-sounding job titles instead of fatter pay checks, says *The Wall Street Journal*. Multiple mergers are speeding up the trend by adding hordes of acquired vice presidents and assistants to organization charts.

Some firms are now calling division heads presidents instead of general managers. The three-man "president's office" gains favor and gives executive vice-presidents "the status they deserve without really changing the corporate setup," says one president.

Union Carbide creates the post of senior re-

search fellow to give scientists "a real opportunity for recognition and advancement." Chairman Don Smith of Wolverine Aluminum, a company with 10 vice-presidents among 200 employees, contends that "the value of a title is usually underestimated." R. M. Schmitz, a Chicago consultant, claims: "To a man who is not a vice-president, the title might be worth 5% to 10% of his salary."

New York psychologist Erwin S. Stanton adds: "It's not socially acceptable for a man to admit the lack of a title bothers him, but it's the reason a lot of executives change jobs."

White-collar union growth seen by labor management

A recent survey of top labor relations executives by the National Industrial Conference Board drew a majority response that increasing unionization of white-collar employees can be expected in the future.

Of the 143 executives who responded, NICB reports: "Over two-thirds commenting on the point express belief that recent increases in white-collar unionization will be a continuing trend in industry. In addition, several who hold the opposite view think that there will be a growth in white-collar unionization among government employees."

The labor relations executives listed the following reasons for their beliefs that union-

ization of white-collar workers will grow:

- Unions will expend more effort in organizing office, sales and professional employees because the blue-collar sector offers diminishing organizing potential.

- Unionism today appears more profitable to the white-collar worker, particularly in light of recently negotiated settlements.

- Unionism is becoming more respectable due to the increased unionization of government employees, professionals and teachers.

- Computers have created more routine and depersonalized white-collar occupations which tend to be compatible with unionization.

- Unions are becoming more sophisticated in appeals to

(Continued on page 4)

Union phone calls reach Wall Street Journal

An OPEIU drive to organize an insurance company in Hamilton, Ohio has been publicized on page one of the Wall Street Journal for its imaginative use of the telephone answering service.

With messages changed daily, the answering service maintains employee interest until a representation election is held, according to the Journal account.

"The union beats the anti-management drums in recorded messages." It's an effective technique that doesn't "tie up half a dozen organizers." So says the union official quoted.

Local 388 Bus. Rep. Jay Porcaro, in charge of the campaign, reports that the service has proved effective. It costs about \$25 to install and the monthly charge is about \$15.

Local 277 hikes wages at Grant Prairie plants

Office workers at ARA Manufacturing and TransTemp Division of Texstar Corporation in Grant Prairie, Texas, won wage gains totaling 19¢ to 30¢ an hour in a new three-year pact negotiated by Local 277, Fort Worth. The two plants make air conditioners for autos.

First and second-year wage raises are 7¢ to 11¢ an hour; the third year increases are 5¢ to 8¢. Employees automatically progress to maximum of labor grade within 12 months.

Fringe benefits include employer contributions of \$18 a month per employee for insurance, with the union selecting the carrier and benefits; pay for

jury duty and voting time; three days' bereavement leave; maternity leave, and 20 days per year for sick leave.

Employees also gained two weeks vacation after one year and three weeks after five; eight paid holidays, plus a half-day between November 15 and 20 for Christmas shopping; two 10-minute rest periods, and union seniority for job posting and bidding.

\$1,000 package at Mill Cabinet

Improvements worth about \$1,000 per individual have been obtained for employees at Mill Cabinet Corporation, Oakland, a welfare and pension plan trust office, in a new three-year agreement negotiated by Local 29.

Wage gains total \$19 weekly: \$6 effective the first and second years, \$7 the third year. The employer also will add \$8 a month contribution to the Pension Plan on January 1, 1971, which will bring the total to \$33.50.

A change in the sick leave clause makes cumulation effective the first year instead of after four years, as provided in the previous contract.

\$1,600 at Yellow Cab

A package valued at approximately \$1,600 per individual over the life of a three-year contract has been wrapped up by Local 3 for office workers and dispatchers of Yellow Cab Company in San Francisco.

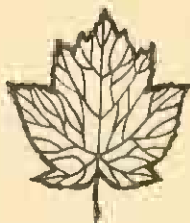
The pact won across-the-board wage boosts of 25¢ an hour in the first year, with an additional 20¢ in each of the following two years. The employer agreed to increase Pension Plan contributions to 22½¢ an hour in 1969 and to 25¢ in 1970. An additional paid holiday was also secured.

Other fringes were an in-

creased employer contribution to Health and Welfare, lifting this from \$22.07 to \$26.63 a month with a reopener on this scheduled for November 1, 1970. The company will also contribute \$9.77 per employee each month to the Dental Plan, starting June 1, 1969, and \$3.80 to the Prescription Drug Plan, effective November 1, 1969.

U.S. Consumer Price Index Canadian Price Index

1967	1967	1967	1967
October	150.5	October	117.5
November	151.8	November	117.8
December	151.8	December	118.2
1968		1968	
January	152.6	January	118.6
February	152.7	February	119.0
March	153.2	March	119.5
April	154.1	April	119.9
May	154.2	May	120.3
June	154.7	June	120.9
July	155.6	July	121.5
August	156.0	August	122.0
September	156.4	September	122.2
October	156.8	October	122.9
		November	123.4



CANADIAN NEWS

Six locals in East Canada organized 1,948 last year

A total of 1,948 white-collar employees were organized by six OPEIU Locals in Eastern Canada in 1968, according to a year-end tally by International Representative Romeo Corbeil.

Four new units were covered by first contracts. Three won certification and were negotiating contracts. Certification petitions have been filed with the Quebec Labour Relations Board for another six units.

First contracts were signed by Local 434 for 1,100 employees of Montreal City & District Savings Bank; by Local 57, Montreal, for 180 office workers at the de Chambly School Commission and a group of 37 clerical employees in trade union offices. Local 438 signed a first contract for a 102-member unit

at International Paper Company in La Toque.

Certification was given to Local 57 for a 155-member unit at Dominion Stores Ltd. and a 16-member unit at Continental Can, both in Montreal. Local 440 was certified for a 55-member unit at the de Gaspesie School Commission, and has petitioned for certification at other School Commissions in the area.

Petitions for certification are pending for Local 447 to bargain for a 40-member unit at Consolidated Bathurst, Portage du Fort; Local 265 to represent 20 office workers at J. C. Malone & Co., Ltd., Three Rivers, and a 23-member unit at the City of Cap de la Madeleine. Local 57 also has a petition pending to represent a 100-member office unit at the Montreal Center for Psychology & Pedagogy.

Local 236 unit gains 1st pact

Local 236 has signed a first contract covering a new 42-member unit of office and clerical employees of the Port Arthur Division of Abitibi Provincial Paper Ltd., Ontario.

A first increase providing for a wage schedule ranging from \$390 a month to \$813 is retroactive to June 10 when Local 236 was certified as the new unit's bargaining agent by the Ontario Labour Relations Board. Next June 10, a further \$27-a-month raise goes into effect.

The pact, which expires April 30, 1970, calls for a union shop; promotions on the basis of seniority, ability and fitness; grievance procedures and arbitration; a technological clause and severance pay.

The contract also provides a pension plan, group life insurance and a welfare program into which employer will contribute \$16 a month for married employees and \$8.50 per single employee. On May 1, 1969, contributions will be increased to \$20 and \$10 for married and single employees, respectively.

The contract calls for 7½ paid holidays with three additional floating holidays. Another floating holiday takes effect next May 1. Vacations are two weeks per year; three weeks after eight years; four after 20. Effective this January, those with 18 years' service will be entitled to a fourth week. After age 60, supplementary vacations run from one to five additional weeks at age 64.

OPEIU member in Toronto pushes new co-op movement

David Weston, a Toronto OPEIU member, is sparkplugging a new type cooperative movement in Canada which has cut food costs from 15 to 20% in seven communities.

The "new co-ops" charge members a weekly service fee to cover all operating expenses such as wages, rent, power, insurance and so on. As a result, goods are sold at cost—with no markup. Selling to members only, promotional expenses such as advertising, trading stamps and other gimmicks are eliminated.

The first "new co-op" was started in Ottawa in January, 1964, with eight members. Since then similar co-ops have been organized in St. John's, Nfld., Dartmouth, N.S., Peterborough, Kitchener and Hamilton, Ont., and in the Toronto suburb of Mississauga. Today's membership is about 1,000.

As national organizer for the Workers' Education Association, Weston helped found the first co-op in Ottawa. Members buy a \$10 share to start and a \$5 share each quarter to a total of \$100. The service fee is usually \$1.75 a week.

All "new co-ops" have been successful to date. Predominately founded by trade unionists, membership includes such diverse individuals as ministers, dentists, primary and high school teachers, engineers and draftsmen. The ideal membership is said to be about 500.

As a result of new study groups founded by Weston, a Metro Co-Operative, Co-ordinating Committee has been set up in Toronto. One group has applied to incorporate the Rochdale Grocery Co-Operative Ltd., and hopes to open soon in the Rochdale College area.

"We hope to open with 200 members and one full-time staff person," Weston says. "Our members will likely be Rochdale College students and others living in the area. And we intend to have a strong education-

program. "Membership involvement is essential for this type of cooperative to function, and membership involvement is impossible without a continuing program of education."

Another WEA-inspired group is planning a "new co-op" at Kingston, Ont. Derek K. Crawley, associate professor of English at Queen's University at Kingston is a founding member.

Union leaders say savings in the "new co-ops" are equal to about 10¢ an hour for workers.



OPEIU VETERAN HONORED: Members of Local 214, Sault Ste. Marie, Ontario, recently feted Ed Beaupre, organizer and past president, for his 21 years service to OPEIU. Seated from left: Mrs. Rose and Ed Beaupre; Local 214 Vice-President J. Merolini and President Ken Coulter, who presented the guests of honor with a lazy-boy chair and a bouquet of roses. The "Ed Beaupre Night" committee also included J. Johnson, A. Courneene, O. Beatty and F. Levert.



from the desk
of the
PRESIDENT

A step toward 4-day week

Back in the summer of 1966, Personnel Magazine published an article based on an interview with me in which I predicted that sooner than most people expected, a four-day office week was coming. At the time, many thought my prediction was mere wishful thinking.

The Reader's Digest has taken the first exploratory step in this direction. It plans to cut its workweek to four days this coming May for its 2,800 employees. The annual month of three-day weekends "will eventually be a major trend," a spokesman said, adding that "we thought it was a progressive thing to do and it helps morale." He explained that some clerical employees would work on the bonus days "because they have to keep 13 computers going," but would receive overtime pay.

In 1966, I expressed the belief that just as soon as the Viet Nam situation eased office workers in one or more major companies would go on a four-day, 8-to-5 week. My contention was that a four-day week per se would be undesirable. A three-day weekend is fine for office workers, but open-for-business only four days a week is scarcely in the interests of office efficiency or customer satisfaction.

My belief, then as now, is that through use of two four-day shifts, business will increasingly move toward operating six full days a week instead of the present five, making Saturday a straight-pay day instead of a time-and-a-half pay day. Moreover, I still feel that not only will offices adopt the six-day week with four-day shifts but so, also, will many service industries, for these reasons:

- It will mean fuller employment for youngsters who otherwise might run into increasing difficulty in getting a start in life.
- It will enable the employer to use his equipment, offices and plant facilities more profitably and, in some cases of expanding business, postpone investment in added equipment.
- It will help break the increasing bottleneck in the field of services, where everyone wants to get his car repaired, his laundry done, and his groceries bought on Saturday.
- It will accelerate the development of a vast new market based on expanded leisure-time activities on three-day weekends for millions of people.
- It will mean an easing of the traffic jams that threaten to choke us, both economically and physically.

Some of these pluses offered by the four-day week I have discussed with businessmen in the course of contract negotiations. After an initial negative reaction—even a reaction of shock—and then some calmer analysis of what is involved, a surprising number of management people agree that this type of scheduling offers significant advantages to all concerned.

In our discussion of the proposed four-day week with various managements, we found that supervisory employees are skeptical about it because they are afraid that they themselves may be forced to work a longer week.

Actually, experience shows that enlightened managements, far from leveling the supervisor and his staff, have historically done the reverse, giving supervisory employees something better in the way of working conditions and compensation.

Thinking in terms of six days of production, management itself, we have found, is receptive to the establishment of a four-day workweek in six business days—with an if. They will not agree to such a proposal unless their blue-collar workers, through their unions, also agree to the six-day base. I feel that this would be advantageous to these unions.

I remain convinced that the four-day week is the next big step forward in white-collar labor relations in the not too distant future, starting once the pressures of the Viet Nam war are lifted off our economy.

Our union believes that this is inevitable because the alternatives are too grim. With the population explosion increasing the number of job seekers at a fantastic rate and, with automation slashing the number of new job opportunities in offices as well as in factories, it seems to be the logical answer.

Three 6.5% raises at Climax



SIGNING CLIMAX PACT, from left, are James Ludwig, General Superintendent; Dale Johnson, management; Local 410 President Jacqueline Evanger, who headed negotiating committee; and Vice-President Robert Gray and Secretary-Treasurer Edith Garrett of Local 410. Standing, from left, are James Morrison, management; John Bannon and Eileen Lacey, shop stewards; Grey Bogden, Climax Director of Industrial Relations; Joan Haug, shop steward, and George Mitchell, management.

Wage gains totaling 19.5% over three years, or 6.5% each year, characterize the new contract covering 50 members of Local 410 employed at the Climax Molybdenum Company in Climax, Colorado.

Included is an additional 7¢ an hour longevity premium for the first five years of service, and 5¢ for each additional five years.

Other gains include an improved vacation clause providing for 240 hours of pay after 15-to-20 years and 288 hours after 20 or more years; three days' bereavement leave with pay,

and differential pay for jury service. Overtime will be computed in half-hour increments, instead of 1/10th hour.

Blue-Cross-Blue Shield Plan "A" will go into effect in November; life insurance is increased to \$10,000 (was \$5,000), and Pension Plan benefits (non-contributory) go up to \$6 a month per year of service from \$4.25. The contract also calls for sickness and accident benefits of \$84 per week for 52 weeks.

Terms of the agreement were ratified by a vote of almost four-to-one.

White Collar Union Growth

(Continued from page 2)

white-collar groups.

- White-collar workers have less job security due to mergers.

- There is a general trend to group identification; less to individual achievement.

- White-collar workers feel increasingly less able to influence their work environment and, like other groups in society,

recognize the need for collective action.

Asked what their companies do to prevent unionization of their white-collar employees, the executives generally agreed that "the policies and procedures they adopt are not specifically designed to thwart unionization, but rather reflect good management practices."

Federal Cartridge Corp. Signs

Wage gains ranging from 23¢ to 34¢ an hour, plus numerous fringe benefits, were won by some 300 office workers employed by Federal Cartridge Corporation, munitions makers, in a new two-year pact negotiated by Local 12 in Minneapolis.

Much improved protection is

afforded by the pact in the event a division at the Arsenal is discontinued. Other gains were an extra vacation day if a holiday falls in the vacation period; an improved bereavement clause, and differential pay for two weeks' military training.

Reports by unions

More than 51,000 labor organizations, most of them locals of international unions, have filed reports required by the Labor-Management Reporting & Disclosure Act.

Wage raises largest in 8 years but price rise holds down gains

Salary increases ranging from 4.9% to 7% during the year from June 1967 to June 1968 were the largest on record in the eight years that selected professional, technical and clerical occupations have been surveyed, according to the U.S. Bureau of Labor Statistics.

Despite the record increases, BLS notes that the gain in purchasing power was only about 1% for most of the employees. In the period, prices rose 4.1%—almost 2½ times the average annual rate of increase in the preceding seven years.

On the other hand, during the 1961-67 period, while annual average salary increases for these same occupational groups ranged between only 3% and 4%, purchasing power advanced 1½% to 2% annually.

Preliminary information shows that salary increases for clerical occupations averaged 5.1%

over the year ending June 1968, compared to 4.6% the previous year and an average annual increase rate of 3.1% from 1961 to 1967.

Among the 21 clerical work levels surveyed, average monthly salaries ranged from \$306 for file clerks I to \$606 for secretaries IV, the highest of a four-level series. Averages for eleven of the clerical levels were above \$420 and only four were below \$380 a month.

The BLS survey is used as a benchmark by business, labor unions, professional societies, trade associations, schools, and state and local government agencies. The bulletin, National Survey of Professional, Administrative, Technical, and Clerical Pay, June 1968, containing complete and final results of the survey will be published soon. Copies may be obtained from BLS Regional Offices.