



WHITE COLLAR

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

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Christmas and New Year Greetings

This year the Office & Professional Employees International Union continued to forge ahead, bringing the benefits of collective bargaining to thousands of new members and, at the same time, spreading the message of white-collar unionism in many new areas—particularly among Blue Cross/Blue Shield and bank employees.

We look forward to setting new marks in organizing the unorganized in 1971. In this joyous season, your International Union's officers sincerely thank all our Locals for their untiring efforts and extend our personal greetings to each OPEIU member for a very Merry Christmas and a happy and prosperous New Year.

Howard Coughlin
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Secretary-Treasurer

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Director of Organization

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William A. Lowe
Harvey R. Markusen
Frank E. Morton
William J. Mullin
Gwen Newton
Edward P. Springman

Blue Cross unit of 750 organized in Milwaukee

An especially hard-fought campaign ended in success when Local 9 was chosen as bargaining agent for 750 Blue Cross office employees in Milwaukee, Wis., in a major National Labor Relations Board election. Two days of balloting resulted in 328 votes for the union to 308 against. Thirteen votes were challenged.

The health insurance agency administers Medicare and Medicaid for the federal government as well as medical-surgical plans included in union contracts.

The Milwaukee office is the fifth to be organized by the OPEIU which already represents Blue Cross office employees in western New York (Buffalo area), Newark, N.J., San Juan, Puerto Rico, and Montreal, Canada.

The election victory climaxed a six-month campaign led by International Representative George V. Porcaro, who worked in close liaison with Local 9 Business Representative Edward

J. Kubicki, the Milwaukee Central Labor Council and the Wisconsin State Federation of Labor. International Representative Bill Adams assisted in the early and later stages.

Milwaukee Council officers held a meeting with Blue Cross management during the drive to inform it that the OPEIU had their full support and that any unfair labor practices would not be tolerated by the city's unions.

The *Milwaukee Labor Press*, official publication of the Labor Council, gave the drive widespread publicity. It ran a pre-election editorial strongly urging the Blue Cross employees to vote for collective bargaining under the OPEIU banner.

The organizing techniques applied by the Porcaro-Kubicki team included the formation of energetic in-office committees; a weekly newsletter to the employees; numerous small group meetings, and a "Leaflet-of-the-Month" bringing messages from Blue Cross employees in the Buffalo and Newark units urging votes for unionism.

Porcaro said that a particularly effective aid was a telephone brigade of seven in-office

committee members who tirelessly made hundreds of calls to fellow-employees at their homes.

He added that a major campaign problem was the huge turnover among Milwaukee Blue Cross employees, reflecting unsatisfactory wages and working conditions.

In another success, Bill Adams reports that a unit of 23 office employees of DALU (Directly Affiliated Local Unions) in South Bend and other offices in Indiana have voted in an election for OPEIU affiliation. These are unions affiliated with the AFL-CIO, which conducted the election.

Regional Director John B. Kinnick who headed a campaign among office employees of the law firm of Brundage, Williams & Zellman, in San Diego, reports that Local 139 was chosen as bargaining agent in an election conducted by the California State Conciliation Board. The vote was 7 to 3.

From Vancouver, B.C., Business Manager Bill Swanson reports that Local 15 has been certified as bargaining agent for the office employees at Standard Brands, Inc.

Lucky Stores clash wins for women and charity

Lucky Stores, a California supermarket chain, somersaulted overnight from the role of Scrooge to that of Santa Claus after 150 female office employees, members of Oakland's Local 29, stuck to their guns in demanding equal pay and status with the male employees.

When the office women, employed at 22 supermarkets in the San Leandro area, walked off the job, other sympathetic unions promptly tied up the company's warehouse of perishable foodstuffs.

Rather than let the food spoil, the company announced a big giveaway to charities in a full-page ad in the local morning newspaper—and the rush was on. The Associated Press gave the story nationwide publicity.

Thanks to OPEIU militancy, the Salvation Army, the Little Sisters of the Poor, and innumerable church groups were the pre-holiday beneficiaries. Their trucks were allowed to haul away \$300,000 worth of meats, chicken, fresh fruits and vegetables with a retail value of \$400,000.

Deciding that sex discrimi-

nation is not profitable after all, the company had second thoughts.

It came to terms with the office women in a three-year contract which brings wage gains and fringe benefits valued at approximately \$2,000 per member.

The new pact calls for a 30¢ an hour across-the-board wage boost in the first year and 25¢ in each of the following two years, plus a new cost-of-living allowance to sweeten the packet. Henceforth, the 35¢ an hour night shift premium will be included in figuring overtime.

The half-holidays before Christmas and New Year become full holidays; temporary office help must become union members after 30 days, and a joint union-management group will evaluate four job classifications.

A new health-welfare program calls for an employer contribution of \$3.48 per month to provide for prescription drug care and an additional \$3.15 per month for vision care. Insurance coverage was increased to \$5,000, from \$2,000, while the employer contribution to

the Pension Fund was boosted to 20¢ a straight-time hour (was 15¢) with a further boost to 25¢ an hour on November 1, 1972. The sick leave clause was liberalized.



WORLD CONGRESS: OPEIU delegation to FIET assembly in Dublin seated at second table. From right are: Vice-President Ron Bone, representing Canadian members; President Howard Coughlin and Secretary-Treasurer J. Howard Hicks. Beside Hicks is President William A. Gillen, Insurance Workers International Union, AFL-CIO. Story on page 2.

Unions must face up to threat of great global firms: Coughlin

Millions of employed and unemployed workers who feel threatened by giant multi-national firms may justifiably turn to more radical answers to their problems than those now offered by traditional trade unions unless the unions find satisfactory solutions.

This was the warning sounded by OPEIU President Howard Coughlin in a speech to the 16th World Congress of the International Federation of Commercial, Clerical & Technical Employees in Dublin, Ireland.

The federation, known as FIET, is the second largest international labor organization in the Free World with a membership of 6 million white-collar employees. The OPEIU is an affiliate and Coughlin was named to the executive board.

Coughlin pointed out that the multi-national corporate giants are revolutionizing the world economy; that national governments have imposed few,

if any, legal restrictions on their activities, and that no country to date has completely analyzed their economic or social impact. He added:

"The name of the multi-national corporate game is profits and more profits—without regard to national economies or, in many instances, the social welfare of human beings."

He said that unemployment already is being felt in the United States because multi-national firms, taking advantage of cheap labor, at the same time are impairing the economies of both low-wage and high-wage nations. They do this by producing in low-wage nations and

selling their products at the highest prices in countries with the highest living standards, he declared.

As a result, Coughlin warned, unorganized white-collar employees will bear the brunt of the social ills these giants create, particularly because the power of trade unions to deal with them effectively has diminished in the last two decades as multi-national firms have spread around the globe.

In addition to Coughlin, the OPEIU delegation comprised Secretary-Treasurer J. Howard Hicks and Vice-President Ron Bone who was selected to represent the Canadian membership.

Women who work are victimized on both sides of the Atlantic

In the U.S.

The U.S. Department of Labor has found a "mounting number" of violations of laws which require equal pay and bar age discrimination in industry.

To meet the problem, U.S. Wage-Hour Administrator Robert D. Moran held a series of meetings for regional directors charged with enforcing fair labor standards throughout the nation.

Moran told them that most of those reporting violations of the Equal Pay Act are women and that many identify themselves as heads of families. Similarly, many who complain of age discrimination are breadwinners "and the loss or denial of employment opportunity results in great family hardship." He added:

"There are many reported instances of older people in their 50's and 60's losing their jobs within a year or two of retirement eligibility for company-endowed or financed pension plans. Some complain that their jobs are later filled by younger people at lower wage rates."

In Europe

Men still earn more than women in the European Economic Community despite the "equal pay for equal work" provision in the Common Market treaty, according to the EEC Commission.

At the end of 1968, it reports that Belgium and Luxembourg had made some progress toward equality of wages by law. However, the authorities were "not trying hard enough to secure equality in practice."

Some improvements in jobs covered by collective agreements were noted, although the Commission said large wage gaps between men and women still remained. Wage gaps were attributed to the lack of collective agreements in marginal industries and to direct discrimination by sex, mainly in job classifications.

The Commission urged both labor and management to keep the "equal pay for equal work" goal in mind during collective bargaining negotiations.

According to a 1966 wage survey, differences in men's and women's average hourly earnings appeared to be lowest in Germany, France and Italy (although still considerable) and highest in the Netherlands. Belgium occupied an intermediate position.



ERIE EDUCATIONAL CONFERENCE: Delegates took time out from sessions at Pick-Carter Hotel to join volunteers from Cleveland Locals 17, 49 and 425 to handbill bank employees in area.

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A woman alone needs a union

Facing the future alone is just one of the hardships a widow faces. If she has children, she may have to assume the dual role of father and mother. And there is a good chance the widow will choose not to remarry, the Institute of Life Insurance reports.

Latest insurance statistics on widows show that *only*:

- 3 of every 10 between 21 and 35 remarry.
- 2 of every 10 between 26 and 30 remarry.
- 2 of every 15 between 31 and 35 remarry.
- 1 of every 15 between 36 and 40 remarry.

A recent report by the Life Insurance Agency Management Association reveals that 725,000 women became widows in one recent year, including 318,000 whose husbands died before they reached 65. More than 20% of American households were headed by widows in that year.

Most women today work in offices so it is obvious that since the majority of widows do not remarry, one of their best protections for the future is to work for a unionized firm. In non-union offices, they rarely enjoy the higher pay, the many economic advantages and other job protections a union contract offers.

Insurance statistics are another reason why women should belong to the OPEIU. Every married woman, especially, needs this protection for herself and her children in the unhappy event their male breadwinner is lost.

The pension that vanished

Union organizers frequently run into people who delude themselves that their employer is giving them everything that a union could gain through collective bargaining.

U.S. government studies prove conclusively that this is a false notion. But even more eloquent than statistics are such real life experiences as this:

A Philadelphian—we withhold his name—worked 37 years for the Horn & Hardart Baking Company but opposed unionism because he felt the company didn't like unions. Non-union to the end, he retired on a \$59 a month pension under the company plan.

After he retired, the company became unionized. Ironically, his wife will retire in April with a far bigger union-negotiated pension. Meanwhile, her husband has been notified that his company pension will stop. The wife's pension is fully protected by her union contract. But lacking union protection, there's nothing he can now do about his own lost pension.

This case typifies the way in which some corporations reward "employee loyalty." Company pension plans are unilaterally given—and may be unilaterally taken away.

U.S. Price Index

U.S. Bureau of Labor Statistics

1969	
October	129.8
November	130.5
December	131.3
1970	
January	131.8
February	132.5
March	133.2
April	134.0
May	134.6
June	135.2
July	135.7
August	136.0
September	136.6
October	137.1

Canadian Price Index

Dominion Bureau of Statistics

1969	
October	126.8
November	127.4
December	127.9
1970	
January	128.2
February	128.7
March	128.9
April	129.7
May	129.6
June	129.9
July	130.5
August	130.5
September	130.2
October	130.3



from the desk
of the
PRESIDENT

What dues make possible

We have often said that the only spokesman for wage earners in the United States is the AFL-CIO. Over the years, the organized labor movement has led the fight for Workmen's Compensation, Unemployment Insurance, Social Security, Sickness and Disability Laws, and numerous other measures designed to help working men and women.

In the recent political campaign, the AFL-CIO waged a nationwide fight against those who would turn back the clock of history. In most instances, the AFL-CIO was successful in defeating the reactionary forces.

The organized labor movement did an excellent job in educating voters as to the economic ills which beset our country. AFL-CIO President George Meany reminded voters again and again in television appearances and through the newspapers of increasing unemployment and the continuing recession caused by the Administration's tight money policies.

Despite the fact that most pollsters predicted the nation was moving sharply to the right, election results indicated that such was not the case. The organized labor movement is to be congratulated on its constant vigilance and its continuing efforts to improve the lot of American workers, whether organized or unorganized.

The AFL-CIO is a composite of approximately 50,000 local unions throughout the United States. It cannot exist without the continuing support of the local unions through their national affiliates. In effect, therefore, when we as union members pay our monthly dues, we are not only defraying the cost of our collective bargaining efforts but are also insuring that a potent national force will continue to fight in Washington and in various state legislatures against those who would, through legislation, nullify our collective bargaining gains.

Local unions which make up the labor movement directly represent their members in negotiations with the employers. Gains obtained by the average local union in the past twenty years have been monumental. Increased salaries, pensions, health and welfare plans, improved vacations, profit sharing plans and bonuses, in addition to liberal severance pay programs, are now the order of the day. Just a few short years ago some of these items were not legal subjects for collective bargaining.

Unfortunately, however, the average union member does not fully comprehend the job accomplished for him and his fellow workers by his collective bargaining representative. Despite numerous gains, in some instances a doubling of wages in the past five to seven years, the average union member is loathe to think in terms of an increase in dues. Without question he will pay for the increased cost of clothing, medical care and food, but he will seriously question and, in too many instances, vote against justifiable increases in monthly dues.

The American worker must slowly but surely become more sophisticated with respect to the need for financially sound local unions. Unless the trade union movement continues to be represented by dedicated leaders who have the necessary legal and statistical services always available, it will not be able to cope with the millions of dollars being spent by the forces of reaction who are now seeking to establish right-to-work laws.

It is vitally important that leaders of local unions do everything possible to educate their membership to the need for a sound financial structure to preserve free collective bargaining and continue the militancy necessary for continued improvements in the economic conditions of working men and women.

Union gains up in 1970

Major collective bargaining settlements concluded during the first nine months of 1970 covered 2.6 million workers, according to the U.S. Bureau of Labor Statistics. They provided:

1. A mean wage and benefit package adjustment of 10% a year, assuming changes went into effect at equal intervals during the life of the contract, compared with 8.2% for the full 1969 year.
2. When wage rates are considered separately from benefits, the average annual adjustment amounted to 9.6% of straight-time average hourly earnings, up from the 7.6% advance for the full 1969 year.
3. The average first-year wage and fringe benefit change amounted to 14.7% compared with 10.9% for the full 1969 year.

The message gets to the banks



Employees of the Emigrant Savings Bank, Manufacturers Trust, and First National City Bank were handbilled by delegates attending the Eastern Educational Conference. Top photo: Showing how are, from left, Local 205 Vice-President Paul Greenspan, OPEIU President Howard Coughlin and International Representative Gene Dwyer. Director of Organization Art Lewandowski is being interviewed by Bill Zimmerman, American Banker reporter. Right photo: Canadian delegates to New York conference did their share.



Navajo Freight score: \$75 more

Lowest grade office employees at Navajo Freight Lines, in Albuquerque, New Mexico will top \$10,000 annually, or \$5 plus an hour including cost-of-living allowance, in the final year of a 39-month contract signed by Local 251. The new packet of wage gains and fringe benefits is valued at \$75 a week.

A cost-of-living clause in the final two years guarantees a 10¢ an hour allowance. Over the contract span, employees gain 53% in wages, notes Local 277 President-Business Manager J. B. Moss who was assigned by OPEIU to assist in the negotiations. This increase compares with an average gain of 3.7% in the past year in the state of New Mexico, he says.

The employee's birthday is a new paid holiday, making the total 10. Vacations are set at two weeks after one year; three after 10, and four after 15. Five

more sick leave days were won, cumulative to a 45-day maximum for those employed five or more years. Other gains were made in seniority, grievance procedure, vacation payments and scheduling.

The employer contribution to health-welfare is boosted to \$38 per month per employee, going to \$40 on Nov. 1, 1972. Insurance improvements include dental and eye care. Employer pension plan contribution was set at \$8 per week, rising to \$10 on

Nov. 1, 1972, for each employee.

Examples of top wage rates under the new pact (excluding cost-of-living) are:

	Per Hour
Stenographer	\$4.95
Payroll Clerk	\$5.19
Parts Clerk	\$5.29
Rate Clerk	\$5.50

"This settlement is in line with other agreements negotiated for clericals employed in the freight industry in the Southwest area," Moss observed.

Twin Cities agreement launches 3-grade system

Starting office salaries ranging from \$127.77 weekly in the lowest office classification to \$209.15 in the highest will be set in the final year of a 41-month contract negotiated for the office employees of Northwestern Drugs, a wholesale drug concern, by Twin Cities Local 12, Minneapolis.

Business Representative H. R. Markusen says the wage increases will total from \$28 per week to \$62 over the 41 months. Two paid holidays were added, the employer also agreeing to absorb any cost-hike in the existing health-welfare program.

The union negotiating team comprised Agnes Orred, Marv Jesinoski, Mike Morrow, Steve Swanson and Evelyn Zahl.

Local 12 has also established a whole new concept for employees and employer in a new two-year contract negotiated with Fund Administration Asso-

ciates of Minneapolis, Markusen reports.

It sets up three basic classifications with a starting rate and six-month progression that brings an employee to the wage maximum in 2½ years. As a result, average wage gains were better than 20% in the first year, with a further 7% increase taking effect in the second year.

Other gains are a personal holiday, bringing the total to 10; two weeks' vacation after one year; three after five, with one additional day per year providing four weeks after ten years. Sick leave is 12 days per year. A severance clause provides four weeks' pay after 10 years' service.

Local 54 signing

A two-year contract covering office employees of Mississippi Power Company has been signed by Local 54, Meridian, Miss. It brings wage gains and fringe benefits valued at \$800 to \$1,000 per member.

The employer also agreed to increase health-welfare payments per employee to \$7.75 per month (was \$5.75), and to boost them to \$8.02 on September 1, 1971, Secretary-Treasurer Anne P. Johnson reports.

New utility local off to fast start

An initial 15-month contract providing wage gains of 15.5%, in addition to greatly improved fringe benefits, has been ratified by OPEIU's new 110-member unit of office and technical employees at Savannah Electric Power Company, in Savannah, Ga.

The unit was chartered as Local 455 after members of the employees' independent organization voted to affiliate in an NLRB election held in June.

Four hours' call-in pay, an eighth holiday and time-and-a-half for all work over eight hours in one day or 40 hours per week are features of the

pact. Vacations are two weeks after one year, three after five, and four after nine.

The agreement followed a brief work stoppage which was supported by the International Brotherhood of Electrical Workers and building and construction unions working on the site of a new power generating station.

Package valued at \$1,500 negotiated by Local 352

Improving previous standards by 25%, a three-year package of wage gains and fringe benefits valued at approximately \$1,500 per member was negotiated by Local 352 for office employees of Chicago Pneumatic Tool Company, in Franklin, Pa. It took effect Nov. 1.

An initial cost-of-living clause applies in the final two years. The contract provides a first-year wage boost of 9%, plus inequity adjustments in all five grades, with across-the-board raises of 4% in each of the following two years. A 15¢ an hour shift differential was also established.

The addition of a paid holiday brings the total to 11. A new vacation schedule provides 12 days after seven years; 15

after 10, and 20 after 15. Substantial improvements were also made in seniority and wage progression administration, plus extended medical coverage and group insurance, and more generous retirement benefits.

The union negotiating team was headed by Local 352 President Bob Hufnagel and Chief Steward Dick Aylesworth. It included Mary DeLong, George Etzel, Joe Hricsina and George Smith. They were assisted by International Representative John W. Richards.

300 in Wisconsin Rapids achieve 64-cent advance

Valued at \$1,330 per member, a two year package of wage gains and fringe benefits was wrapped up by Local 95 in Wisconsin Rapids, Wis., for 300 office employees of Consolidated Paper, Inc., maker of enameled paper and laminated plastics.

The new starting minimum scale is \$102 per week in the

lowest office classification, rising to \$213.80 in the highest grade on May 1, 1971. First year average increase is 18.2¢ an hour, with the second year increase averaging 28.8¢, according to Business Manager Carl Meisnest.

A vastly improved hospital-surgical insurance plan was ob-

tained, the company agreeing to pay 85% of the cost in the first year, and full costs in the second. The projected value of this benefit is estimated at 13.49¢ an hour, bringing the total package to 64¢ an hour.

A new procedure was adopted which will allow the employees to bank their vacations.

Non-member sign-up campaign helps Local 27 win \$1¼ million

A 32% increase in wages alone (averaging about \$2,000 per individual) was won in a three-year contract signed by Local 27 in Galveston, Texas, for its 600-member unit of office employees at American National Insurance Company. Business Manager Lucile Davenport estimates the value of the entire package as \$1¼-million.

Before contract negotiations started, shop stewards and members of the OPEIU negotiating committee staged an intensive drive to sign up non-members. More than 100 responded from different departments, indicating to management that the bargaining unit was overwhelmingly backed by the employees in this "right-to-work" state.

"As a result, we were able to win the best contract ever negotiated with the company," comments International Representative Jack Langford who assisted in the negotiations with Vice-President and Regional Director Frank E. Morton.



Signing new American National Insurance Company contract are, from left, Local 27 Business Manager Lucile Davenport, President Joyce Douglas, Fred Rickelman, Jr., and Olga Eichblatt. Standing are International Representative Jack Langford, Jane Lynd, Lou Sterling and Mary Lou Rothermel.

An addition to paid holidays brings the total to 10, and a more liberal vacation schedule calls for up to 25 working days per year — depending upon length of service. Higher merit raises and improved wage incre-

ments were gained also.

A new contract feature is a long-term disability plan—costs entirely borne by the employer—which, in the event of sickness or disability, provides income to age 65.

2d Canadian paper pact brings \$2,000 to 500

The Canadian International Paper Company and the New Brunswick International Paper Company have signed a three-year contract covering some 500 office and clerical employees at their mills

in three Eastern Canadian provinces, OPEIU Regional Director Romeo Corbeil reports.

It follows the pattern of the packet of wage gains and fringe benefits, valued at some \$2,000 per individual, negotiated between Quebec North Shore Paper Company and Local 416 in Baie Comeau, P.Q. This settlement was reported in October.

The CIP and New Brunswick contract covers office employees at the pulp and paper mills at La Tuque, P.Q., Temiscaming, P.Q., Hawkesbury, Ont., and the Dalhousie Woodlands Division in New Brunswick.

The employees were represented in the joint negotiations by Locals 110, 114, 154, 165, 265 and 438.

Plymouth, N.C., local wins increases, major medical

Wage gains ranging from about \$1,165 to \$1,414 per member, plus many fringe benefit improvements, were won in a three-year contract negotiated by Local 354 in Plymouth, N.C., for the office employees of Weyerhaeuser Company. The Plymouth plant makes writing paper and does industrial printing.

The pact calls for across-the-board wage boosts of 25¢ an hour in the first year, and 6¼% raises in each of the following two years. Improvements were made in maternity leave, sick pay, and disability benefits.

The company agreed to increase health-welfare payments per employee so as to provide \$10,000 major medical insurance for employees and depend-

ents. The Pension Plan was upgraded to guarantee \$6 per month for each year of service on retirement, with vesting after 20 years.

Four jobs were restored to the bargaining unit.

The OPEIU negotiating team was headed by Local 354 President Linda Hardison and included Norma Spruill, Kay Roberson and Billie Alexander. They were assisted by International Representative Jack Huston.



SIGNING AT WISCONSIN RAPIDS: Seated from left, Mary Beth Farrish, Supervisor; Personnel Director Larry Ellefson; Industrial Relations Director Pat Caruso; Karl Ristow, Chairman OPEIU Bargaining Committee, and Business Manager Carl Meisnest. Standing, Rita Neumann, Manager of Salary Administration; Greg Kryshak, Manager, Technical Employment; OPEIU Committee Members George Hardina, Irv Altman, Don Waters, Ron Kopstein, Frank Lasecke, George Emery, Local 95 President Dick Neustifter and Don Piotrowski.

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