



WHITE COLLAR

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

Coughlin
on surtax

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No. 268

June, 1968

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Record 400 attending 11th convention

Some 400 delegates—a record number—will converge from all parts of the United States, Canada and Puerto Rico to attend the Eleventh Triennial Convention of the OPEIU which opens at the Sheraton Hotel in Philadelphia on Monday June 24.

They will hear reports from President Howard Coughlin and other officers on the union's spectacular growth since the previous Convention was held in San Francisco in June, 1965, and will then discuss and act on resolutions and Constitutional changes to guide the organization for the coming three years.

An important item of business will be the election of international officers—President, Secretary-Treasurer and 13 Vice Presidents.

Guest speakers will address the delegates on the vital issues of the day. Adjournment is expected on Friday, June 28.

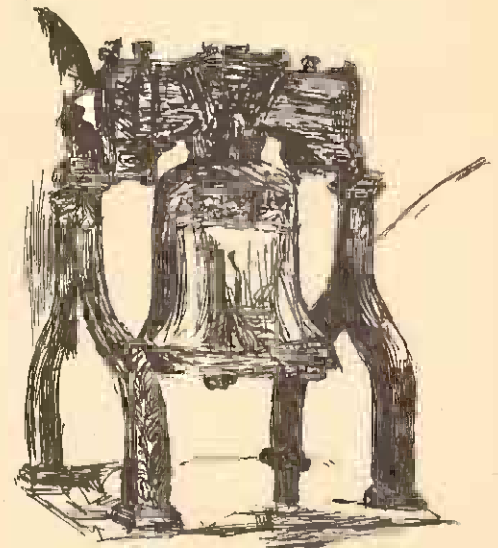
The convention will represent white-collar workers in virtually every type of industry: atomic energy plants, banks, insurance companies, stock exchanges, utilities, hotels, metals manufacturers, breweries, dairies, motion pictures, radio and television, mail order houses, steel companies, electrical

supply houses, steamship lines, freight-forwarding and paper manufacturing concerns, as well as educational institutions.

No city in the United States has a more famous background than does Philadelphia, founded in 1683. This is the city where our country's founding fathers met and shaped the nation. It is hoped that this historic site will inspire the delegates as they set new directions for a white-collar union movement entering a dynamic phase of growth and influence.

The First and Second Continental Congresses met in Philadelphia. It was the National Capital from 1790 to 1800 and was also the capital of the Commonwealth of Pennsylvania until 1799 when this was moved to Lancaster and later to Harrisburg.

There are more buildings, museums, churches and other structures associated with Revolutionary days within a 30-mile radius of Philadelphia than any other section of the United States. Foremost is Independence Hall where the Declaration of Independence and



Constitution of the United States were signed and where the Liberty Bell is housed.

Greetings to the convention from the President of the United States and the Prime Minister of Canada are reproduced below. Messages from the U.S. Secretary of Labor and the Canadian Minister of Labour are on page 2.

THE WHITE HOUSE

WASHINGTON

May 16, 1968

Your president, Howard Coughlin, expressed organized labor's greatest challenge when he said: "Our concern must be with the national welfare." You can take pride in your union's many contributions to that welfare.

During the past seven years, and with vital support from the Office and Professional Employees International Union, more than twelve million persons were raised from poverty, ten million new jobs were created and unemployment declined by almost two million. At the same time, the average citizen's personal disposable income -- in real purchasing power -- rose some thirty percent.

These are proud accomplishments and a credit to our nation. Yet, millions of our fellow citizens are still being bypassed by this prosperity.

We must find meaningful jobs for the hard-core unemployed, ensure education for all youth, and revitalize our decaying cities. We must support proposed legislation to protect consumers, improve working standards and combat lawlessness.

Union members, while continuing to serve their own best interests, must also provide leadership in meeting the larger national needs. Until all Americans share our well-being, there can be no true security for any of us.

Your country is grateful for your support, and I wish you a most fruitful and meaningful convention.



PRIME MINISTER · PREMIER MINISTRE

I am happy to take this opportunity to send you our greetings from Canada on the occasion of your Eleventh Convention.

Your union and others like it represent a modern trend in the labour movement - the growth of organization among white collar and professional workers who, not too many years ago, had scarcely thought of bargaining collectively to achieve their aims.

This must be a gratifying development to everyone who appreciates the vital economic and social role played by unions. Expansion of unionism into new territory is bound to bring with it new perspectives and new vitality.

Similar developments have occurred in Canada, particularly in the last few years. The most notable is the recent beginning of collective bargaining by federal public servants, which at one stroke has added almost 200,000 people - most of them in the white collar and professional categories - to the ranks of labour organizations.

My very best wishes to you all for a successful convention.

Pierre Elliott Trudeau,
Prime Minister of Canada.

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1 9 6 8.

Two Commendations

Top labor officials greet delegates

DOMESTIC SERVICE Check the class of service desired, otherwise this message will be sent as a fast telegram.		WESTERN UNION W. P. MARSHALL CHAIRMAN OF THE BOARD		INTERNATIONAL SERVICE Check the class of service desired, otherwise the message will be sent at the full rate.	
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Send the following message, subject to the terms on back hereof, which are hereby agreed to

MR. HOWARD COUGHLIN, PRESIDENT
 OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION
 SUITE 610 - 625 WEST 14th STREET, NYC

I AM HAPPY TO HAVE THIS OPPORTUNITY TO SEND GREETINGS AND GOOD WISHES TO ALL THE MEMBERS OF THE OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION ON THE OCCASION OF YOUR ELEVENTH CONVENTION.

THE TRADITION THAT WHITE COLLAR WORKERS AND PROFESSIONALS DO NOT JOIN UNIONS IS ONE THAT DIES HARD, BUT IT IS DYING. IN BOTH THE UNITED STATES AND CANADA INCREASING NUMBERS OF PEOPLE LIKE YOURSELVES HAVE BEEN ORGANIZING AND LEARNING TO BARGAIN COLLECTIVELY WITH THEIR EMPLOYERS AND DOING IT WITH REMARKABLE ENERGY AND DETERMINATION.

YOU REPRESENT A GREAT NEW SOURCE OF STRENGTH FOR THE LABOUR MOVEMENT, FROM WHICH IT CANNOT HELP BUT BENEFIT. I HOPE YOU HAVE A GOOD CONVENTION AND MUCH SUCCESS IN THE YEARS AHEAD.

JEAN-LUC PEPIN
 MINISTER OF LABOUR
 CANADIAN DEPT OF LABOUR

WU1208 (R2-65)

U. S. DEPARTMENT OF LABOR
 OFFICE OF THE SECRETARY
 WASHINGTON

As the Eleventh Convention of the Office and Professional Employees International Union meets, our Nation is in the seventh year of the longest and strongest economic expansion in our history.

Your union, in working for its members and their families, has played a prominent role in the attainment of this progress, in the attempt to provide the best for the American citizen.

The benefits of this unparalleled expansion, however, are failing to reach every American, failing to fulfill the Nation's promise of full opportunity to all its citizens.

One-seventh of our people, more than 10 million families, are still trapped below the poverty line. There is still a large number of our people classified as "hard-core" unemployed. A large number of our people live in the squalor of the Nation's inner city and backwaters.

We must intensify our efforts to redeem these people, to help them in their fight to secure a better life, guide them in their preparation for new and promising jobs, and give them the motivation they need not only to secure those jobs but to hold them once they are landed.

In this effort, we need the continued support of organized labor, of your own organization, and of the people of this Nation.

Together we must work to guarantee enactment of legislation which will expand our manpower programs so that the hard-core unemployed may acquire new skills for steady employment, and which will increase the funds for the Model Cities program to help our urban areas fight the problems of decay and human misery.

We must also press for legislation to strengthen the Federal unemployment insurance system by increasing coverage and benefits, to speed up our efforts in breaking down the financial barriers blocking poor youth from entering and staying in college; to insure safe and healthy working conditions for all, and to protect the dollars of our consumers.

The support of your organization in accomplishing these goals is more vital than ever before. For the success of our Nation depends upon it.

Best wishes for a successful and productive convention.

Sincerely,

Willard Wintz
 Secretary of Labor

WHITE COLLAR

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

HOWARD COUGHLIN
 President
 J. HOWARD HICKS
 Secretary-Treasurer

Room 610
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 New York, N. Y. 10011

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

Local 277 shows it can be done

How to sign up non-union employees in a bargaining unit is a familiar problem. Local 277 in Fort Worth, Texas, seems to have found an effective answer. It makes every member an active recruiter and each month awards a \$25 U.S. Savings Bond to the one who signs up the most.

In the past two months alone, Local 277 President J. B. Moss says, 175 non-unionists have been recruited by this approach, which provides an added incentive and cultivates an individual feeling of responsibility toward the white-collar union movement as a whole.

Why doesn't every bargaining unit have 100% union membership? Surveys show that often a non-union employee says he was never asked to join. Often, it's as simple as that. Every OPEIU member should realize that 100% membership is the trump card in the hands of the negotiators when they talk with management about contract renewals. The stronger the unit, the better the contract.

Sweden's public employees union

In Sweden, salaried government employees are organized in the Swedish Public Servants Union. A few facts about this union are enlightening:

1. Collective bargaining for government workers was introduced in 1966.
2. Even the Swedish Army's Chief-of-Staff is a union member.
3. Yearly increases of six to seven percent are in their contracts.
4. Contracts cover 150,000 government white-collar workers, almost 100% membership.
5. There are no problems with exclusions; specific confidential and supervisory personnel are exempted from collective bargaining.
6. They have the right to strike.
7. There is no compulsory arbitration.

White-collar workers in both private and public employment on this side of the Atlantic who are still hesitant about unionism might study and ponder the Swedish experience.

Los Angeles shoe unit settles for \$1,248 gain

Individual wage increases totaling \$1,248 were gained for 100 office workers at Karl's Shoes, Los Angeles, by Local 30 in a three-year contract. The employer also agreed to boost Health and Welfare contributions by another \$2 per month per employee. It will extend dental benefits to retired employees as of April, 1970.

Job descriptions were written for the entire unit with the result that more than 10% of the employees were upgraded, retroactive to April, 1968, bringing them further wage boosts.

Business Manager Gwen Newton reports the pact is "without doubt the best agreement ever achieved for our members in the shoe unit."

Another Local 30 three-year pact with the firm of Rose, Klein & Marias won a 10% across-the-board wage increase with additional raises sched-

uled for the second and third years.

The employer agreed to increase contributions to Local 30's Retirement Plan to \$5 per week per employee, and to guarantee the cost of a greatly improved Health and Welfare program.

Wage raises and retirement contributions are retroactive to November 1, 1967, expiration date of the former agreement.

If you are moving, send both your new address and your old one to Secretary-Treasurer J. Howard Hicks, Office and Professional Employees International Union, 1012 14th Street, N. W., Washington, D. C. 20005. Be sure to include your zip code.



from the desk
of the
PRESIDENT

Surtax on Incomes Unwarranted

A recent *Fortune* magazine issue disclosed that there are 153 individuals in the United States with a net worth of more than \$100 million each. J. Paul Getty and Howard Hughes—each reported to be billionaires—are the wealthiest in the country, asserts the article: "America's Centimillionaires."

Six others are said to be worth at least \$500 million each. The magazine notes that when it made a similar study in November 1957, it used \$50 million in net worth as its yardstick. "At that time," the article says, "it appeared 155 individuals were over the line. Today, partly because of inflation but mainly because much higher standards seem appropriate, the cutoff figure must be doubled."

The magazine points out that of the 66 persons whose wealth is estimated at \$150 million or more, only 33 appeared on the list of the 76 richest Americans published in 1957. The study shows that, as the old song goes: "the rich get richer" all the time, while poverty in the nation for millions is still our No. 1 social and economic problem. (See Secretary Wirtz's message on Page 2.)

Meanwhile, President Johnson has been successful with his pressure for an income tax surtax to defray the ever-mounting cost of the Vietnam war. Regardless of their views about the war, such a tax will be highly unpopular with low and middle-income families who have been saddled with ever-increasing state and local taxes in recent years. Organized labor has fought this new tax.

The logical alternative would have been to close the tax loopholes now open to the rich, but unavailable to the average wage and salary earner whose taxes are deducted from his paycheck.

Recent Treasury Department figures reveal that 15 persons with annual incomes over \$500,000 each paid no federal tax at all. There were five others who made \$5 million each, but paid no federal income tax either. There were dozens with incomes of between \$1 and \$5 million who did pay—but not at the prescribed 70% rate. Through a variety of gimmicks, they reduced their rate to 24%—just about the same rate an office worker making \$8,000 a year pays. Here are some of the tax loopholes the wealthy enjoy:

DEPLETION ALLOWANCES: The most unbelievable giveaway of all is the \$4-billion of income each year that goes scot-free because of the depletion allowances on oil, gas and mineral resources.

In 1965, for instance, 20 major oil companies paid corporate taxes at a rate of 6.3%. Most U.S. businesses pay at the usual federal corporate rate of 48%.

The largest oil company in America is Standard of New Jersey. Its 1965 income was \$1.7 billion. It paid federal income taxes of \$82 million—a rate of less than 5%. Several other oil companies—Pure, Sinclair, Marathon and Atlantic—skipped paying taxes altogether that year, despite big profits. And a lucky few got tax refunds even though they paid no taxes and made a profit!

CAPITAL GAINS: Those able to buy bonds or stocks or property, who keep such for six months, get a special break. They pay—at most—only 25% of the profit.

It is estimated that this capital gains tax device will erode our national tax base by about \$25 billion this year and cost the Treasury nearly \$7 billion in lost revenue, which wage and salary-earners are asked to shoulder.

STOCK OPTIONS: Another tax-evading dodge for the big corporate executive. They get chances to buy—at the current market price—large blocks of their company's shares. They pay nothing for these options which are usually good for five years. If thereafter the price of the stock rises, they can exercise their options and buy the stock at the original option price. This gives them profits without any investment and on which they pay no taxes. There's no risk and it's all gravy.

If they want to sell after three years, they get the special capital gains rate. It's a great way to give an executive a raise without making him pay any of those nasty taxes he's always complaining about.

UNLIMITED CHARITABLE DEDUCTION: This loophole allows people whose incomes come from dividends, interest, executive salaries or capital gains to escape taxes by giving to charity stocks or property which have depreciated enormously.

This loophole let one multi-millionaire enjoy a \$20 million cash income without paying any taxes at all. He managed this by donating to his privately-controlled foundation \$21.6-million worth of stock which only cost him \$400,000, writing off this "donation" against his legitimate taxes.

Congress should now close off all these outrageous loopholes for the wealthy before saddling wage-earners with higher taxes.

2d N. J. bank organized, 243-6 vote for local 142

Another OPEIU success in organizing bank workers was scored when 280 employees of the Trust Company of New Jersey voted 40-to-1 for Local 142 to represent them. The National Labor Relations Board conducted the balloting.

Of the 280 eligible to vote, 243 cast their ballots for the OPEIU; six voted "no union," four were challenged and the remainder stood on the sidelines. The employees were formerly represented by the American Bank Employees Association, an independent group which did not appear on the ballot.

The Trust Company, with 10 branches, is the third bank to be organized by OPEIU in the past 18 months. A little more than a year ago, employees at Hudson Trust Company in Union City, N. J., voted overwhelmingly for the union. Late last year their example was followed by 1,200 employees of Montreal City & District Savings Bank with 70 branches.

OPEIU Representatives Bud Manning and John Fitzmaurice directed the organizing campaign, with the effective assistance of AFL-CIO Regional Representative John O'Leary, of Newark, N. J. Fitzmaurice took time out during the bank drive to organize another OPEIU unit among employees of International Paper Company at its mill offices in Otis and Jay, Maine. The paper company office workers voted for OPEIU by a 34-to-28 margin.

The New Jersey bank drive was spearheaded by a dynamic committee of employees who had become thoroughly disillusioned with their independent union and worked tirelessly to have their colleagues put their trust in the OPEIU. A very effective aid during the drive was the regular attendance at organizational meetings of OPEIU members from the Hudson Trust, headed by their Chief Steward Patricia Kelly.

In a final pre-election rally, New York Local 153 sent its pension expert John Erickson to analyze the bank's current pension plan and make recommendations on how it could be improved with collective bargaining.

Manning and Fitzmaurice listed these elements of the successful campaign:

- Distribution of *White Collar* editions describing the OPEIU's bank victory in Montreal.
- Building a strong employee organizing committee.
- A weekly mailing to employees' homes.
- Frequent personal contacts with employees.
- Scheduling open meetings at a Jersey City hotel.
- A final pep rally prior to

the NLRB election.

Based on their personal experiences both are convinced that bank employees today are "ripe for unionism," adding that they found a complete about-face in traditional attitudes. Manning declared:

"In this campaign, we found the bank workers totally indifferent to management's promises and blandishments. They know they are grossly underpaid, and the 'prestige' factor has lost its force. The oldtime appeal to snobbishness has a hollow ring against the powerful economic appeal of our white-collar union. The bank workers recognized their urgent need for collective bargaining to solve their personal problems."

Both said also that OPEIU's bargaining achievement in Montreal had a "tremendous psychological impact" in winning the New Jersey unit, as did President Coughlin's warning to bank workers on the twin menaces to job security because of growing mergers and bank automation. (*White Collar*, April edition).

New organizing efforts among New Jersey bank employees are planned.

Shift to OPEIU at Bellas Hess brings unit highest gains ever

The greatest economic gains ever negotiated for 1,500 employees of National Bellas Hess, mail-order house in North Kansas City, are written into the first contract concluded by Local 320, which late last year ousted the Teamsters in an NLRB election.

The three-year agreement provides for first-year wage increases ranging from 14¢ to 48¢ an hour, according to job classification, and for 5¢ an hour across-the-board boosts in each of the following two years. Over the pact's life, individual wage benefits will range from more than \$500 to almost \$1,500.

A significant advance is a pension plan covering all employees in the bargaining unit for the first time.

Ratified by an overwhelming 3-to-1 margin, the agreement came after negotiations lasting more than a month following NLRB certifica-

tion. The terms include a union shop with check-off provisions; six paid holidays; job bidding and bulletin boards; grievance machinery; a successors clause; posting of a seniority list every six months; establishment of a management-union safety committee; job evaluation program; pay for jury duty, and employee service awards.

The NBH unit negotiating committee comprised Autry Holiman, Helen Jackson, Terri Double, Jewell Hogan, Edith Singleton, Verna Mazzuca, Shirley Zismer, Opal Hudlemeyer, Walter Jones, Lorene Yates, and Judith Roark.

The committee was assisted by Local 320 Business Representative Jerry Schmit and William E. (Moon) Lewis, AFL-CIO Field Representative who also assisted in the election campaign. International Representative Gene Dwyer directed the negotiations.

Robbins Elected

Local 204 Business Manager H. H. Robbins of Pascagoula, Mississippi, has been elected one of five vice-presidents of the Mississippi AFL-CIO. A leader in organizing employees of Ingalls Shipbuilding Corporation, a Litton Industries division in Pascagoula, he has been Local 204's Business Manager since it was chartered by the OPEIU. He also has served as president of the Jackson County, Mississippi Central Labor Union.

Local 15 unit gains \$50

Office employees of Credit Union Services in Vancouver, B.C., members of Local 15, have secured monthly wage gains ranging from \$50 to \$55 in a new two-year contract.

A \$25 per month across-the-board increase for all classifications is retroactive to October 1, 1967, with another \$10 retroactive to April 1, 1968. On October 1 next, a third across-the-board boost is due with the first two classifications getting \$15, and classes 3 and 4 \$20.

The progression rate has been changed to reach maximum in 18 months instead of 24. On October 1 next, the basic wage of a junior clerk with less than two years experience will be \$300 a month, rising to \$350 at the end of 18 months. Employees are now entitled to three weeks of vacation after four years of service.

The negotiating committee comprised Local 15 President Eileen Caswell; Opal Skilling, Secretary-Treasurer, and Julie Buxton, Chief Office Steward.

Professionals pick Local 12

An all-professional unit of employees of the Bureau of Engraving Company in Minneapolis voted overwhelmingly for Local 12 in an NLRB election. The vote was 39 to 10.

The election was held after the board ruled that "a unit including all the professionals in the educational department of the Employers' school division is appropriate," encompassing "all Art Instructors, Writing Instructors, Creative Department Employees and Student Service Department Employees."

The Board excluded all clerical, sales and administrative employees.

Renewals in Brief

Preway Inc.

A 16¢ an hour wage increase, retroactive to December 1, 1967, in addition to improved fringe benefits, has been gained by Local 95 for 33 office workers in the Preway Inc., unit. The manufacturing firm makes kitchen appliances and heating units in Wisconsin Rapids, Wis.

A one-year contract calls for three weeks of vacation after 10 years of service (was 13), and four weeks after 20 years (was 25). An improved hospital and surgical plan will cost the employer an additional 3¢ an hour.

A feature, according to Business Manager Carl Meisnest, is a broadening of "personal time off with pay." A parent may consult a teacher about the progress of a child in school or accompany a child to a clinic to get immunization shots, for example, and be paid for the time.

Technicolor Inc.

A three-year contract providing for a \$300 annual average wage increase in the first year has been signed by Local 29 for 150 technical and clerical employees of Technicolor Inc., a photo-finishing firm in San Francisco.

The pact calls for a 5% wage increase the second year and 4% the third year, with a proviso to renegotiate the latter

figure if San Francisco's cost-of-living index should increase four points or more between June 1969 and June 1970, according to Business Representative Ann Willis.

Also won were a ninth paid holiday; improved sick leave and vacation programs, and transfer to Local 29's Health and Welfare Plan.

Weyerhaeuser Company

Wage increases totaling 15.5% over a three-year period, plus an additional 2¢ an hour on reaching third-year level in grades, were won in a revised agreement signed by Local 354, covering 60 office and clerical workers employed by Weyerhaeuser Company, manufacturer of pulp, paperboard and fine paper, at its plant in Plymouth, North Carolina.

A 5.5% raise takes effect the first year, with additional 5% boosts in each of the next two years.

Other gains were an added holiday and an additional week's vacation for one-year employees. Also won was increased work time for maternity leave. In case of promotion, employees will hold their same relative position on the wage schedule. Those working the four-to-midnight shift will be paid a 5¢ an hour differential.

Employees also secured \$1,000 life insurance coverage for dependents for 15¢ weekly.

Pierce County Medical

A contract renewal negotiated 60 days prior to expiration by Local 23 for 44 office workers in the Pierce County Medical Bureau, Inc., Tacoma, Washington, brings a \$30 a month increase across-the-board over the next two years.

Additional compensation for office machine operators was raised to \$15 a month from \$10. The day before Christmas be-

comes a holiday. Sick leave cumulative to 60 days (was 45) and preferred medical coverage with extended services and a forgiveness clause were also gained.

The negotiators were Florence Dalan and Kathy Newell, stewards for the Bureau and Medicare offices, and Local 23 Business Representative John R. Garretson.

Thanks from Memphis

Following settlement of the sanitation strike in Memphis, Tennessee, the American Federation of State, County and Municipal Employees, AFL-CIO, wrote to thank the OPEIU for its donation to the strike fund. The contribution of \$1500 was made in the name of Dr. Martin Luther King, Jr.

The Memphis sanitation workers won a 14-month contract including union recognition, dues checkoff, grievance procedure, a strong anti-discrimination clause, and pay increases.

News from Canada

CLC convention votes changes, hears call to political action

The Canadian Labour Congress, representing more than 1,500,000 workers, drastically overhauled its Constitution and structure at its 1968 Biennial Convention held in Toronto last month. The 1,678 delegates adopted 35 recommendations for change, presented by a CLC Commission that had spent almost two years studying the Congress structure.

The report includes a code of ethics for unions and proposals for minimum standards of service to members. It also added the presidents of the Provincial Labour Federations to the CLC Executive Council. However, delegates backed the Commission in turning down a Quebec Federation of Labour proposal that education and organizing be turned over to the provincial federations.

With a federal election set for June 25, the Convention had strong political overtones, highlighted by the appearance of T. C. (Tommy) Douglas, leader

of the Labour-backed New Democratic Party. Douglas declared that Labour would have to turn to more political action because many problems could not be settled solely at the bargaining table. He cited specifically compulsory arbitration, the use of ex-parte injunctions in labour disputes, poverty, rising living costs and Canada's "unjust" tax system.

"Trade unions must be concerned with who holds the levers of power," he said. "For these people, in a few days, can wipe out all the gains you have made at the bargaining table."

Delegates heard a strong de-

fense of international unions by the CLC Commission which pointed out that they are needed in Canada to face the power of giant international corporations.

Donald MacDonald, who was elected President by acclamation, urged increased political action, and said that "most workers' problems could be solved by better legislation."

OPEIU President Howard Coughlin was the official AFL-CIO delegate to the Convention. Other delegates from abroad represented British and Israeli labor organizations, and the International Confederation of Free Trade Unions.

Copper locals win \$1 package

The two OPEIU Locals involved with 26 other AFL-CIO unions in the nine-month copper strike, have signed three-year agreements with Kennecott Copper Company bringing wage boosts and fringe benefits valued at better than \$1 an hour.

The new pact to run to June, 1971, provides hourly pay raises of 11¢ in 1968; 12¢ in 1969, and 14¢ in 1970 for 125 salaried and technical employees who are members of Local 286 at Kennecott's mine at Bingham Canyon, Utah, and 80 hourly-paid clerical employees who are members of Local 62 at the company's Chino Mines Division at Bayard, New Mexico.

New fringe benefits include a fifth vacation week after 25 years of service.

Pension gains call for doubling the monthly benefit to \$5 per year of service retroactive to July 1, 1967, with vesting

after 10 years; removal of a service limitation on pension credits; widows' pensions, improved early retirement and disability benefits; and removal of a 50-year age minimum.

A new plan provides a pension and a \$130 monthly supplement for employees laid off due to lack of work if they qualify on the basis of age plus years of service.

Weekly sickness and accident benefits are increased to \$80 for 52 weeks, and employee con-

tributions to life and S&A benefits are eliminated. Also, the maternity disability plan and the supplemental unemployment plan are revised.

Local 62's agreement does not provide for the supplemental unemployment and life insurance benefits.

More clerical workers

Department of Labor statistics show that during 1967 alone the number of clerical workers in the United States increased by 481,000 while the number of professional and technical workers increased by 360,000. Comparable increases occurred in the Canadian white-collar work forces.



A fashion show helped to make a great success of a cabaret dance held in Massena, New York, recently for Local 180 members employed at Aluminum Company of America. These young ladies modeled a wide variety of ensembles—all of them washable in cold water and within the means of working women, Colgate-Palmolive's Cold Power sponsored the show, called "The Carefree Collection." Joseph Elliott, Frederick Dona and a Local 180 committee worked with Martha Jean Holliday and Eve Jenner to put on the show.