



WHITE COLLAR

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

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17

The OPEIU's Philadelphia Story

A growing union beckons the unorganized



AFL-CIO President Meany addresses delegates.

With a confidence born of the substantial achievements of recent years, the Eleventh Convention prepared the union for intensive organizing campaigns, for carefully planned bargaining efforts to better the lot of white-collar workers, and for the legislative involvement that must go hand-in-hand with negotiations.

The delegates foresaw an increasing youthful work force and membership and a future of change and they set the course of the union so that it may grapple effectively with whatever automation or other challenges the years ahead may bring.

Impressive organizing gains were reported by President Howard Coughlin as the convention opened June 24 in the Sheraton Hotel. And these, he said in his address (text on page 4), are "but a small indication of things to come."

The growth over the three years since the San Francisco convention—12,509 new members, 4,000 of them in Canada—was seen by AFL-CIO Pres.

George Meany as noteworthy "in a field that is not easy to organize."

Citing increased use of computers in office and clerical work, Coughlin said, "If we translate a tremendous jump in sales into jobs eliminated, it isn't difficult to see that our organized ranks would have been a great deal larger if it were not for the computer and its supporting services."

Easing of present international tensions and the return of three million veterans to the labor force would lead mounting pressure for the four-day week, Coughlin predicted.

Brokerage Drive

In the belief that the record volume of stock trading has cre-

ated a working climate in Wall Street brokerage houses favorable to union organization, the OPEIU is launching a campaign next month with the distribution of leaflets to some 20,000 clerks in the brokers' back offices where high trading volume has led to generally deteriorating working conditions.

After congratulating the OPEIU officers and members on their organizing achievements, Meany pointed out that the AFL-CIO and its affiliates are moving forward on many fronts.

He noted that the federation's membership is growing, unions are securing higher wages and improved benefits and the AFL-CIO is playing a "tremendous role in the community life of

this nation."

But labor is not satisfied with the "status quo" and never will be, Meany added, so the questions are: "How do we go about making more progress? Do we riot? Do we build by destroying?"

"No," he answered, "We are going to use the machinery available to us under this system under which we live."

The machinery, he continued, is the same machinery that has been used in the past—political action to elect liberal lawmakers at all levels of government and picket lines, if necessary, to advance the cause of workers.

Meany cautioned against the nation losing faith in its youth because of "campus behavior that annoys us." He reminded

that students "misbehaving" on campuses four and five years ago are now married, raising families and in the service of the nation.

The nation's system of government, Meany said, "is not perfect but it is the best that the human mind has been able to devise up to this point in history and I think we should have faith in it."

Per Capita Hike

At midway point in the convention, delegates approved an executive board recommendation for a 20-cent increase in the per capita tax, with 10 cents to take effect October 1968 and the other 10 cents one year later. With this action went approval

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Educational curtain raiser

In a curtain raiser to the Eleventh Convention, delegates attended a three-hour Educational Conference at which Dick Moore, of Dick Moore and Associates, New York City, conducted a primer on publicity and public relations for local union use, and Joseph Finley, the International's general counsel, spoke of legal cases of current interest.

"Ours is an era of persuasion," and "everyone is in the public relations business," Moore observed. While public relations does not guarantee publicity and "can't convert a

clown into a statesman," it can help make good things happen and can help "demonstrate to the public what the OPEIU has to offer," he went on. Publicity releases had to be intrinsically more interesting than management releases to gain newspaper acceptance, he said, since unions with few exceptions don't spend money on advertising.

Cited as a good example of recent constructive publicity were the "financial seminars" held in New York under the sponsorship of Local 153 and a prominent member firm of the New York Stock Exchange.

Moore pointed out that the same arrangements could be made in the 14 other cities where the OPEIU has locals and the brokerage firm (Reynolds) has offices.

Attorney Joe Finley spoke of NLRB findings on clerical units, technical employes, and on the problems of merger, transfers, and unit clarifications. He also addressed himself to the subject of taking grievances to arbitration, and to problems in the "refusal to bargain" area. He reminded local union officers of their duty to represent all employes, union and non-union.



Local 352's Ed McLaughlin.

Convention report

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of a minimum \$4 monthly dues structure; the old minimum was \$3.

Sen. Joseph S. Clark (D-Pa.) told the delegates that he wished to "scare" them by the tide of anti-labor legislation that could engulf them should reactionary forces take over Congress.

"Many of us are up for grabs this year—all the way from Wayne Morse in Oregon to Joe Clark in Pennsylvania," the senator observed. "You and your friends must get registered and then go out and vote for the candidate who would serve you best."

AFL-CIO Dir. of Organization William L. Kircher, fresh from organizing work on the West Coast, noted that collective bargaining continues to serve workers at the top and bottom of the pay scale, "from the senior airline pilots earning from \$45,000 to \$50,000 a year" to oppressed farm workers. Of the farm effort, Kircher said that the fervor and determination of the organizers in the

field was an inspiration to all who are associated with the campaign.

In the latter half of the convention, delegates acted on nearly one hundred resolutions covering a broad field, and re-elected officers.

A Challenge

Noting that professional occupations are growing twice as fast as other jobs, and that some 650,000 new office jobs are opening up every year, Under Secretary of Labor James Reynolds told the convention, "If you don't become one of the largest unions in the country, you just ain't trying."

He told of his "uplifting experience" at Resurrection City on Solidarity Day.

"I dared to dream that afternoon that we are on the threshold of great things, great breakthroughs," he said. "Ignorance, prejudice, disease—we have made great onslaughts on these ancient enemies of mankind." Despite a "great outpouring of decent, liberal legislation," however, the country has only "scratched the surface of what we have to do," the Under-Secretary declared.

William Dodge, secretary-treasurer of the Canadian Labour Congress, commended the

OPEIU for its organizational efforts in Canada that had brought in 4,000 new union members in the last three years. He particularly noted the recent successful organizing drive at a major Montreal bank, and hoped that it portended other successful breakthroughs in Canada's banks and financial institutions whose employees, by and large, were among "the most oppressed workers of Canada." He pledged the full support of the CLC in such campaigns.

CLC Message

Turning to other matters, Dodge asserted that Canadian labor will not accept a government wage and price policy that penalizes labor and permits industry to operate without restriction on profits. Reviewing major actions of the recent CLC convention, Dodge closed by saying, "What we can't obtain in the legislative way, we must be sure to obtain on the collective bargaining front."

Bob Gritta, president of the AFL-CIO Metal Trades Department, was another speaker to praise OPEIU's organizing efforts.

Thomas "Teddy" Gleason, president of the International Longshoremen's Association, which has supported OPEIU's organizing work in New York waterfront shipping offices, recounted the ILA's role in helping obtain a solution of the recent national copper strike. Of international affairs, Gleason said, "We can win the fight overseas and we can win the fight on poverty at home." He told of ILA's private Marshall Plan in sending an 11-man team to

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On the floor



Frank Balash



Frances Long Bick



Edward Beaupre



E. Mazurkewich



Herman Hazel



Mabel Holleran

WHITE COLLAR

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

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Carrie Brown and Creola Rigby



Thelma O'Dell, Local 10



John Hazel bids for recognition.

Convention report

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counsel Kenya officials, and observed that Jomo Kenyatta now was a friend of the United States.

Philadelphia Mayor James H. J. Tate, who started in life as a stenographer and typist and worked 52 hours a week for 35¢ an hour, said that government at every level "must recognize that people have the right to be organized, to bargain collectively and bring their just grievances to management." He described his administration as a "labor government."

Plaque from AFL-CIO

Stanton Smith, AFL-CIO coordinator for local and state central bodies, presented a plaque to President Howard Coughlin for the union's record of having better than 80 per cent of its

local unions affiliated with the city and state groups. It put the union in "select company," Smith told the convention, and was a tribute to the locals' desire and willingness to participate in labor's legislative work on the city and state levels.

Affirmative action was taken on scores of resolutions, among them those calling for: repeal of Section 14(b) of the Taft-Hartley Act; opposition to any general laws that would "thrust a dagger in the heart of the free collective bargaining system" by abolishing the right to strike and setting up compulsory arbitration; proper tax deduction relief for working mothers; equal rights to promotional opportunities for women workers; supervisors' rights to organize; "elimination of pollution and contamination" wherever it is found.

The delegates voted for a "free public college system"; support of the Kingsport Press boycott; and vesting rights and

portability of privately administered pension plans. The most emotional issue on the floor was a resolution asking delegates to "express their deep dissatisfaction with the Congress over its lack of action on an effective gun control law." Despite eloquent appeals by some delegates who were gun collectors and others who felt their constitutional right to own arms would be infringed upon, the convention voted overwhelmingly for the resolution.

"Fight Against Bias"

Other resolutions called for: inclusion of cost of living increases in pension plans; fair integration of government and private pension plans; inclusion of job evaluation as a subject for future educational and staff conferences; action to "carry on the fight to eliminate prejudice and bigotry wherever they may be found"; support of U.S. Senator Joseph S. Clark (D.-Pa.) in his

re-election campaign; support of direct mail advertising, a business that provides considerable employment for OPEIU members.

A change in the OPEIU Constitution authorizes "retirement member status" on payment of one dollar per month dues, allowing such members

to attend and participate in meetings, with voting rights optional.

Yearly step-by-step salary increases for the next three years were voted to President Coughlin and Secretary-Treasurer Hicks, bringing the President's salary to \$28,860 and the Secretary-Treasurer to \$26,000.

Coughlin, Hicks re-elected

President Howard Coughlin and Secretary-Treasurer J. Howard Hicks were returned to their respective offices by acclamation in elections held at the 11th triennial convention. For President Coughlin, it was the start of his seventh term; for Secretary-Treasurer Hicks, his 12th.

Re-elected without opposition were Vice Presidents J. O. Bloodworth, Tampa; Ronald F. Bone, Vancouver, B.C.; John

P. Cahill, Washington; Ben J. Cohan, New York; George P. Firth, Pittsburgh; Sarah E. Keenan, Chicago; John B. Kinnick, Oakland; Arthur P. Lewandowski, Milwaukee; William A. Lowe, Seattle; Frank E. Morton, Fort Worth; William J. Mullin, Hawkesbury, Ont.; Gwen Newton, Los Angeles; Edward P. Springman, Philadelphia.

Educational conference schedule

Region	Location	Dates
ERIE	Franklin, Pa.	Sept. 14-15
NORTH CENTRAL	Minneapolis, Minn.	" 28-29
SOUTHWEST-SOUTHEAST	New Orleans, La.	Oct. 5-6
NORTHEASTERN	Washington, D.C.	" 19-20
WESTERN	Phoenix, Arizona	" 26-27
CANADIAN	Hamilton, Ont.	Nov. 2-3
NORTHWEST	Seattle, Wash.	" 16-17



Phyllis Mitchell



Roger Jeanneau



On the convention floor: Max Krug of Local 174, Hollywood, at the mike.

Howard Coughlin's address to convention

THE Eleventh Convention of the Office & Professional Employees International Union celebrates twenty-three years of progress.

Our union has had continuing and uninterrupted growth from the day we were chartered by the American Federation of Labor in Cincinnati in 1945.

In the three years since our last convention in San Francisco, we experienced the greatest growth of any three years in the history of our organization. Our union has grown by approximately 21% in that triennium. This 21% represents an increase of 12,509.

We are particularly pleased that all of our international representatives and subsidized organizers are presently engaged in more organizational campaigns than ever before. We believe the spurt in the growth of our membership in the past three years is but a small indication of things to come, unless a reactionary administration takes over the United States. We believe the coming years will be record-breaking ones insofar as new members added to the ranks of the Office & Professional Employees International Union are concerned.

Spurt in Canada

Our membership gains are not confined to the boundaries of the United States; actually, our percentage rate of growth is greater in Canada. In the President's report to the San Francisco convention, I indicated that our Canadian membership had increased over the previous convention by 33%. I am very happy to report to the 1968 convention that we have gained almost 4,000 new members in Canada during the past three years. This represents a 55% increase in our Canadian ranks.

We are quite enthusiastic about our growth possibilities in the coming years and feel that there will be increased organization in banks, insurance companies, and brokerage houses. The unionization of two moderately sized banks in New Jersey and a large bank in Montreal portends future successes.

The inclusion of the word "professional" in our name, the result of an action taken at the San Francisco convention, is tending to make our union more attractive to the unorganized. We have noted that the better paid classifications, including

programmers and systems and procedure analysts in the data processing field, as well as secretaries now in associations, are looking more and more to the OPEIU for collective bargaining representation.

Shorter Work Week

While it is true that unemployment is at a minimum in the United States and Canada, and white collar workers are far more independent of thought and action than heretofore—thus at least temporarily overcoming their historical fear of the employer—we feel that this will not always be the case. In the United States, with the end of hostilities in South Vietnam, the return of three million servicemen, and the cutback in subsequent war production, will doubtlessly create a surplus of manpower and result in a high unemployment rate. If this occurs—and we feel it will—the leadership of our local unions will of necessity have to promote a shorter work week. We believe the move towards a shorter work week will be hastened by increasing automation throughout Canada and the United States. We are certain that the future will find the four-day work week prevalent in both countries. The work week will have to be reduced if we are to increase the number of wage earners and generate more purchasing power. Increased purchasing power will create greater demand for products and services, thus aiding the economies of Canada and the United States. A recently published, year-long study by the Southern California council indicates that we will reach "an age of leisure" by 1985. The study indicates that we will either work only six months each year by that time and receive a full year's pay, or we will shift to a shorter work week with retirement as early as 38.

We think the shorter work week will be with us long before the year 1985!

There is a need for "the forward look" in collective bargain-



Howard Coughlin and George Meany

ing. We must depart from stereotyped bargaining and initiate imaginative new themes, including new concepts of fringe benefit coverage. If we fail to improvise and anticipate and if we fail to obtain longer vacations, full medical and dental coverage, and more liberalized pension, welfare and social benefits through collective bargaining, we will find other organizations seeking to supplant us as the spokesman for white collar workers.

We must remember that the work force of the United States and Canada is growing younger year after year. Recently the Office & Professional Employees International Union negotiated its first contract for 1,100 bank workers employed by the Montreal City and District Savings Bank in Quebec. We found that the average age of these workers is twenty-one years. The average age of all workers in the United States is twenty-seven years.

Youth Is Key

We must take cognizance of the importance of youth in both Canada and the United States not only on the campuses of our colleges, but in politics, economics and particularly in unionism.

Youth is the key to the future of our union.

While this is supposed to be an age of materialism and cynicism we are seeing more participation by today's youth in truly noble causes than ever before. In the United States the Peace Corps, Vista and Civil Rights have had an irresistible appeal for our young people.

If the Office & Professional Employees International Union is to grow, to progress and to have meaning, it is vital that we draw these idealistic youngsters into our ranks. We must encourage them to accept responsible positions in our local unions. We must direct their energies towards the organizational programs of the OPEIU. If we fail to do this our growth will be retarded; if we succeed, our growth will be accelerated.

Young people today do not have the historical fear of the employer which was prevalent in prior years. Once they are sold on the goals of our organization they will devote their time and energies to the unionization of unorganized white collar workers and thus help to bring about subsequent improvement in wages, hours and conditions.

We need the direct involvement of young people.

While the Office & Professional Employees International Union is not a political organiza-

tion, and like the AFL-CIO does not align itself with a political party, we believe non-involvement would be disastrous. We must interest ourselves in espousing the candidacies of pro-labor candidates for elective office and use our energies to fight for legislation which benefits working men and women. Although our membership in the United States represents a cross-section of both political parties, it is essential that all OPEIU members, regardless of political affiliation, know what will happen if an anti-union candidate is elected to the presidency and a reactionary coalition takes control of both houses of Congress.

Anti-union Bills

The National Association of Manufacturers and the United States Chamber of Commerce have already stated publicly that the National Labor Relations Board shows bias in favor of unions. A bill has been introduced in the House of Representatives which would destroy industry-wide bargaining by clamping anti-trust laws on unions. This bill, H.R. 33, if enacted into law, would not only place local unions at the mercy of industrial giants, but, under certain circumstances, subject union leaders to prison terms.

One proposal which is being promoted by the American Farm Bureau, a business combine that has many friends in Congress and expects to elect more, would make it a conspiracy for unions to secure wage increases in excess of the gain in productivity.

Here are some other examples of bills designed to cripple or destroy the labor movement: S. 1353 would abolish the National Labor Relations Board and replace it with a so-called "labor court" comprised of fifteen judges serving twenty-year terms. Just imagine what would happen if a reactionary presi-

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Local 378 delegation: Ron Bone, William Swanson, Ronald Wilson, Norman Jorgenson, William Bickner.



Re-elected leadership is sworn in by J. O. Walker.

Coughlin address

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dent selected those judges!

S. 1744 would outlaw multi-union bargaining by a group of unions with the same employer at the same time. This joint bargaining among unions is absolutely vital if labor is to deal with industrial giants on an equitable basis.

S. 79 and S. 21 would force compulsory arbitration on unions and employers and eliminate the right to strike.

S. 22 would prohibit card checks and any other informal method of ascertaining whether a union is the choice of a majority of employees in a bargaining unit.

NLRB Penalties

The National Association of Manufacturers says that the NLRB has been biased towards unions since President Kennedy gave the NLRB a Democratic majority seven years ago. It also charges that management power has been reduced and unions strengthened in organizing and bargaining. We strongly challenge these charges, particularly in view of the numerous legal road-blocks that management can place in the way of legitimate organizing activities of a union. It is our opinion that the Board hasn't gone far enough in meting out punishment to employers found guilty of unfair labor charges. "Cease and desist orders" do not do the job. They are but a slap on the wrist in most cases. Employers, who continually violate the National Labor Relations Act, are not reluctant to repeat these unfair labor practices so long as the Act does not provide realistic punishment and stiff penalties.

Despite the inadequacies of the Act and our numerous criticisms of the National Labor Relations Board, a reactionary government could and would reduce the powers of unions to organize and bargain collectively on behalf of memberships. It is essential that this international and its local unions strengthen and enlarge the V.O.T.E. program.

British Columbia Bill

Our local unions in Canada must also stand ready to protect our Canadian membership in all the provinces against the possibility of anti-union legislation. Canadian OPEIU locals are al-

ready faced with anti-union measures designed to shackle the collective bargaining powers of workers. Recently, Bill No. 33 was read for the second time in British Columbia. The bill eliminates conciliation officers and ad hoc conciliation boards as they now exist. It would establish a permanent mediation commission and provides for the appointment of mediation officers. The bill would also eliminate the right to strike for firemen, policemen and hydro-employees. The bill authorizes the Lieutenant-Governor to refer differences between the Civil Service Commission and civil servants to the mediation commission. It eliminates government supervision of strike votes and provides for compulsory arbitration of disputes. The compulsory arbitration feature of the bill is a radical departure from normal procedures in British Columbia. Worse, however, is the appointment of an arbitration commission by the government with no guarantee or provision for the normal neutrality of arbitrators.

If those who espouse Bill No. 33 felt that compulsory arbitration was desirable in the public interest, and wanted to be fair and equitable in the administration of the arbitration procedure, they should have insisted that arbitrators be selected who have no connection whatsoever with the provincial government. This is not the case in Bill No. 33. Some may feel that there should be compulsory arbitration in the event of disputes involving firemen and policemen. This may be so. In that event, certainly the least these public servants deserve would be the appointment of neutral arbitrators. However, the Bill also applies to hydro-employees who are under contract to the Office & Professional Employees International Union Local 378. These employees are, in effect, working for a public utility; however, just a few years ago this utility was a private utility.

If Bill No. 33 is passed there are only a few amendments needed to make compulsory arbitration, administered by a provincial mediation commission, the law of the land for all workers in British Columbia. One must remember, that in other provinces the right to strike has already been curtailed.

Our local unions in the United States must be keenly aware of developments in Canadian provinces. Numerous major corporations are located in both Canada and the United States and

they work together to have similar labor legislation enacted in both countries.

Computer Growth

As I indicated in the President's Report to the convention, computer shipments by American Manufacturers in 1967 both in the United States and abroad were valued at 5.9 billion dollars. This is a 6.2% increase over 1966. If supporting services and supplies were included, the total size of the 1967 computer industry is estimated at more than nine billion dollars. There are now more than 40,000 computer systems installed in the United States. It is anticipated that the computer industry will grow at an abnormal rate for at least the next seven years.

Our local unions will continue to be confronted with changes in the characteristics of clerical and professional occupations in the foreseeable future. More than ever, it will be necessary to militantly police our collective bargaining agreements to make sure that new occupations, not subject to the legal exclusion features of the National Labor Relations Act, are included in contract coverage. It is imperative that we obtain wages commensurate with the education, skill and ability requirements of the new automated classifications. We call your attention to the technological changes clause contained in the "Collective Bargaining Guide and Model Agreement" and urge all local unions to adopt contract proposals accordingly.

"Successors Clause"

In this age of merger, consolidation, acquisition and subcontracting, it is essential that our local unions propose the "Successors Clause" contained in the "Collective Bargaining Guide and Model Agreement." This clause has been tested and found to be fully protective for our members employed by firms involved in mergers, acquisitions, consolidations, or considering subcontracting.

I would like to say a few words regarding the difficulties confronting our research department. As you know, the international union's constitution requires that two copies of all current contracts be forwarded to the international union for its research files. The failure of many local unions to comply with this constitutional requirement prevents us from making a complete study of all contracts in the same industry for the benefit of all local unions of the OPEIU. Furthermore, we often find ourselves without a copy of a contract requested by another local union facing the same company in contract negotiations. We implore all local unions to help themselves as well as the research department by forwarding copies of current agreements.

Education

Our educational conference program is continuing to improve both in content and attendance. These educational conferences are held annually in

various parts of the United States and Canada. Through these conference meetings we are able to discuss the latest in the way of organizational techniques, methods of collective bargaining, and legal rulings affecting our local unions. We firmly believe that if it were not for the educational conference program our international union would not be growing as rapidly as it is. We know that local union delegates in attendance at these conferences return to their local unions with increased knowledge and greater zeal for the work of their respective unions. We again urge local unions to do everything possible to increase participation in educational conference sessions. We firmly believe that the number of delegates in attendance at our educational conferences will be directly reflected in the growth of the union.

In addition to the educational conference program, we have provided for yearly meetings of full-time local union and international union representatives. With the exception of convention years, these meetings are held in various parts of Canada and the United States. Needless to say, the information disseminated at these meetings is of a more sophisticated and complex nature and is of great help to those who are employed full-time for our local unions or the international union. We think it is imperative that local unions

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Still moments in Philadelphia



On three occasions convention delegates stood for a minute of silence.

The first time was in memory of Dr. Martin Luther King and Senator Robert F. Kennedy, whose "tragic and shocking" slayings were cited in a resolution calling for an effective gun-control law.

The second time was in respect to the memory of the late

Director of Organization Henderson B. Douglas, of whom the resolution said "his works in the labor movement and in the vineyard of the OPEIU are too well known to need our comment." The resolution gave the convention's "formal expression of its appreciation of his outstanding leadership and devotion to the cause of white collar unionism and the OPEIU." A copy of the

resolution was transmitted to Mrs. Helen Douglas.

Finally, delegates stood in silence to the memory of Organizer G. Russell Harvey, who was a prime factor in the building of a viable labor movement in Eastern Canada. His passing, the resolution said, was a great loss to the OPEIU and Canadian labor.



CONSTITUTION COMMITTEE: Seated, from left: Eileen Caswell, 15; Ruth Gilbert, 8; Rose McFadden, 320; Claire Pluff, 329; General Counsel Joseph Finley; Chairman Oscar Bloodworth; Marjorie Whitten, 131; Mabel Holleran, 42; Carolyn Combs, 391; Leah Newberry, 29. Standing: Alec Bookman, 141, William Albers, 153; George O'Brien, 13; Max Krug, 174; Michael Rogozynski, 151; Wilbert Jansen, 385; Ronald Tardo, 403; Arthur Lewandowski, 9; William Swanson 378; John Cahill, 2; Walter Engelbert, 11; Stanley Wright, 311; Thomas P. Jennings, 28; Thomas Buzbec, 27; J. B. Moss, 277.

RULES COMMITTEE: Seated, from left: June Harrah, 67; Jean Maddox, 29; June Cassey, 225; Sarah Keenan, 28; Snsie Rose, 215; Chairman Ron Bone; Lorraine Carr, 8; Mary Myers, 281. Standing, from left. Helen Casey, 58; Roger Jeanneau, 57; Walter Bruner, 221; Carol Bloodworth, 46; Alice Parent, 397; Jean Nickolas, 5; P. L. Brown, 411; Glen Ashdown, 273; Kenneth McGuigan, 39.



Convention committees

COMMITTEE ON ORGANIZATION: Seated from left: Herman Hazel, 2; Julia Riggle, 13; Betty Payne, 18; Chairman William Lowe; Thelma O'Dell, 10; Phyllis Schley, 139; Catherine Lewis, 333; Nicholas Juliano, 32. Standing: Justin Manning, 329; Russell Bailey, 119; Donald Hill, 19; Stanton Luker, 221; Odie Stratton, 382; James Heroux, 12; John Kret, 205; Edward Kubicki, 9; George Porcaro, 388; Romeo Corbeil, 57; Larry Green, 87.



COMMITTEE ON LEGISLATION: Seated, clockwise: Irene Summerfield, 17; Joseph Brown, 179; Wofford Boyd, 233; Norman Sprague, 295; John Richards, 19; Chairman George Firth; Jean Durack, 342; Ed Beaupre, 214; Alma Herring, 27; John Garretson, 23; Ronald Murphy, 130. Standing: Edward Eitland, 12; Ronald Menchetti, 110; Billy Owens, 425; Robert Baranowski, 423; Ed McLaughlin, 352; Harold Vest, 422; Billie K. Dean, 119; James Boutot, 232; Quentin Parker, 410; Jean Chartray, 265.



PUBLICITY COMMITTEE: Leonard W. Turner, 14; Chairman E. Springman; Clint Wise, 100; Herman W. Pope, 174; Elsie Lisle, 3; William Reidy, Director of Research; Joe Nedham, 29; Olive Magwood, 379; Ruth M. Reposa, 376; Kathryn L. Lee, 339; Norman Jorgenson, 378; Dick Moore, Public Relations counsel.



COMMITTEE ON OFFICIAL PUBLICATIONS: Seated, from left: Elinor Palyu, 10; Maru Klein, 60; Margaret Barton, 7; Marie Cramer, 28; Clara Morris, 303; Martha Smith, 21; Frances Knapp, 56. Standing: Al Craig, 11; Ronald Chateaufneuf, 247; Don Olson, 8; Ed Staples, 61; Charles Norman, 132; Wayne Keppler, 325; Chairman Ben Cohan.



CLC Secretary-Treasurer William Dodge, third from right, was escorted into convention by OPEIU leaders Romeo Corbeil, William Mullin and William Lowe, left, and Ron Bone and Marjorie Whitten, right.



Coughlin and OPEIU-endorsed Senator Clark, Pa.

Supervisors need a union, too

White-collar unions on both sides of the Atlantic have launched a campaign to win collective bargaining rights for supervisory and managerial employees whose jobs are being menaced by the growth of mergers, and by advancing technology.

The opening gun in a campaign to open the way for unionization of this segment of the labor force was fired at the OPEIU convention in Philadelphia with a call for new legislation in both countries to cover some 8½ million workers. Delegates said that under existing laws these workers "have even less protection than the once forgotten migrant farm laborers."

A strongly-worded resolution urged "the Congress of the United States and the Parliament of Canada to take a 'new look' at the 'disenfranchisement'

of supervisors and managerial employees in our labor force." It asked that these employees be placed under "the protective mantle of proper and meaningful labor legislation" so that they can "negotiate their wages, hours and conditions of employment" the same as other organized workers.

According to President Howard Coughlin, enactment of this resolution was most timely because the unhappy plight of supervisory workers is becoming an issue in Europe also. He cited a recent editorial which appeared in the *Free Labour World*, organ of the ICFIU:

"In our technological age, the supervisory grades play an increasingly important part in the production, administration and running of things. But at the same time they are more and more menaced by unemployment as a result of mergers,

technical progress and the failure to adapt traditional functions to modern needs.

"The trade unions are therefore right in thinking that it is high time to stop talking and to start looking for solutions to this problem . . . That is why it is appropriate to start a European movement, insisting on the need to aim at creating the Europe of the workers if we do not want to be crushed by the Europe of Big Business."

Local 378 Wins Unit

Local 378 in Vancouver, B.C., has been certified as bargaining agent for employees of Caseco Consultants Ltd., working on the Columbia River Hydro Electric Project at Mica Creek. The unit numbers about 70 and will increase as the project develops, according to Local 378 Business Manager N. W. Swanson.

Coughlin address

(Continued from page 5)

employing full-time representatives insist that they be present at these sessions.

Stress Organizing

We hope that the delegates to this Eleventh Convention of the Office & Professional Employees International Union devote the greatest amount of time to the subject of organizing. The organizational climate in the United States and Canada is as favorable as it has ever been in our history. The need for unionism by White Collar employees has never been greater. OPEIU representatives are today actively engaged in numerous campaigns throughout both countries. Despite the additions made to our international staff and the employment of many local union representatives through our subsidy program, we have found, particularly in this last year, that we do not have the personnel needed to

handle all of the organizational leads received at international union headquarters. On occasion we have been forced to pick and choose those campaigns which appear to be the most promising. While we continue to provide service to local unions where such service is mandated by the inability of local union officers to surmount certain collective bargaining obstacles, we have also found that international representatives have not been able to provide as frequent and in-depth service as heretofore, because of the greater demands on their time.

It is essential that we discuss these problems at length and arrive at solutions designed to expedite the unionization of unorganized Office and Professional Employees throughout our countries. If we devote the energies of this convention to this task, I am certain that the solutions will be found and that we can move perceptibly forward towards our avowed goal to become the largest—as well as the greatest—White Collar Union in the world.

Working together we shall prevail.



Eugene Barnes



Leah Newberry

OFFICERS REPORT COMMITTEE: Seated, from left: Evelyn Bulterman, 353; Rose Cohen, 37; Matilde Leppert, 153; Chairman J. O. Walker; Rena S. Puffenbarger, 334; Imogene Ross, 381; Alice Arbour, 228; Dorothy Harrington, 27. Standing: E. L. Barnes, 204; Richard Vitek, 202; Donald Fleming, 279; Willie L. Brown, 140; Hugh Sutherland, 263; Malcolm McLure, 386.



RESOLUTIONS COMMITTEE: Seated, from left: Bill Adams, 311; Franklin McLeod, 71; Frank Morton, 277; Betty Chapman, 83; Chairman John Kinnick; Phyllis Mitchell, 3; Opal Skilling, 15; Wayne McGriff, 420. Standing: A. R. Carson, 52; Bryce Cornforth, 241; Thomas Burke, 205; John Kelly, 153; Frank Balash, 49; John Gaugram, 20; H. R. Markusen, 12; Silas Mayor, 89; Arden Webb, 286; Mel Cottrell, 9; Carl Meisnest, 95; Gilbert LaValley, 269.





In behalf of the union, Coughlin and Hicks receive plaque from Stanton Smith of AFL-CIO.



Vice-Presidents John Kinnick, George Firth, and Ben J. Cohan.

Cultural excursions, too

In keeping with the spirit of OPEIU's affiliation with SPACE (Scientific, Professional and Cultural Employees), Vice President Ed Springman of Philadelphia saw to it that delegates had opportunities to enjoy music and the theater.

Three busloads of delegates made the trip to Robin Hood Dell, where they heard the famous Philadelphia Orchestra

under guest conductor Antal Dorati play Tschaikowsky's Pathetique symphony and works by Prokofieff.

An evening performance of "The Odd Couple," featuring Tom Poston and Phil Foster, drew many to Philadelphia's theater in the round.

Under their own power, delegates got to Independence Hall and many other historic shrines.



Local 277's J. B. Moss



Local 42 delegation

Pact signed with Jersey Trust

Some 250 clerical employees and tellers of the Trust Company of New Jersey won approximately \$1,600 each in wage boosts and fringe benefits in their first contract negotiated by Local 142. The bank, whose main office and 10 branches are located in Jersey City, is the third large bank organized by OPEIU in the past 18 months.

The three-year agreement wins a \$24 wage increase to each employee—\$10 retroactive to June 15, another \$6 boost next year, with an additional \$8 the following year. Including fringe benefits, the cost of the package to the bank is estimated at \$30 per employee per week over the three-

year period, or \$1,310,000 altogether.

The pact calls for a 35-hour week with time-and-a-half for overtime and double-time after 12 hours. Employees in the electronic data processing department (EDP), who work after 1:30 a.m., will receive taxi fare. The workers also gained meal allowances of \$2 for lunch and \$3 for supper.

The agreement guarantees 12 paid holidays annually in addition to vacations. If a holiday falls on a Saturday, a compensating day off will be given within 30 days. The same applies if it falls in a vacation period. It was also agreed that jobs will be reclassified within 90 days; that employees will be entitled to office and branch-wide seniority, and that if contract disputes arise they will be arbitrated before the New Jersey State Board. The union shop will prevail.

OPEIU International Representative Bud Manning acted as advisor to the unit negotiating committee which included Andrew Salmon, Jerry Paluscio,

Rosalice Alex, Florence Waller, Joseph Borden, Andrew Franz and Tim Reardon.

If you move, send your old and new address, including zip code to:
J. Howard Hicks, Sec.-Treas.
1012-14th St., N.W.
Washington, D.C. 20005

Speakers and delegates



Secretary-Treasurer William Dodge, CLC, and President Thomas Gleason of ILA.



William Kircher



Bob Gritta

White collar unions gain in TUC

Membership of the General Council of Britain's Trades Union Congress is to be increased from 35 to 40 partly because of the growth of white-collar unionism.

One seat will be given to technical and scientific workers, an extra seat to the professional, clerical and entertainment unions, and an extra seat to public employees. The remaining two seats go to engineer and transport unions.

The number of white collar workers in Britain's unions affiliated to the TUC is steadily in-

creasing. They amount to 1,944,700 out of a total TUC membership of 8,787,000, or 22 percent, and showed an increase of 80,000 over the previous year. They are in 58 of the TUC's 167 affiliated unions.



Under Secretary James Reynolds with Carolyn Combs, Sherry Lynn Craig, Joan Valoer, Patricia Moran.



Ethel Rose



June Cassey



Pat Jennings