



# WHITE COLLAR

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

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## San Juan hospital unit makes healthy gains



**PUERTO RICO HOSPITAL SIGNING:** Seated from left: Mrs. Monserrate Ramirez De Ortiz, president of OPEIU Local 402; hospital administrator Charles Ardnt; Mrs. Daysi S. Matienso, personnel manager, and Executive Director Joseph K. Summers. Standing from left: OPEIU Vice-President J. Oscar Bloodworth; Olga Negron, representing X-ray technicians, and OPEIU Representative Julio Cora.

Vacations of 30 working days yearly; 10 paid holidays and 11 half-day holidays, plus a \$25 wage boost per month were won for 65 clerical employees and X-ray technicians at Presbyterian Community Hospital of San Juan, Puerto Rico, in a three-year contract negotiated by Local 402. It is retroactive to April 1.

Employees working the second shift get an additional \$20 a month, and third shift employees \$25. All overtime will be paid at doubletime rates. The pact calls for severance pay of one month's salary for those

employed one to five years; two months for six to ten; three months for 11 to 15, and four months for those employed more than 16 years.

The unit negotiating committee was headed by Mrs. Monserrate Ramirez De Ortiz, chairman, assisted by OPEIU Representative Julio Cora.

## Shultz clears labor of inflation blame

Statistics over the past three years make clear that wage increases are not to blame for the nation's inflationary spiral, Secretary of Labor George P. Shultz told the AFL-CIO Convention in Atlantic City, N.J. Median increases for all industries, adjusted for price increases, were 2.4% in 1967, the same in 1968, and a "little under" 2% so far this year, he said.

Shultz defended the Nixon Administration's tight-money policies, contending that they will bring inflation under con-

control. "I believe we can maintain high employment and good earnings without permitting inflation to gnaw away at the real worth—the buying power of these earnings," he declared.

See exchange between President Nixon and OPEIU President Howard Coughlin, Page 3.

## Organizing report (1)

# Local government, school employees choose OPEIU

More and more municipal and county clerical and technical employees, as well as school secretaries employed by boards of education, are choosing the OPEIU as their collective bargaining representative. This trend is evident in organizing successes which have brought some 400 White-Collar workers into the union.

San Francisco Local 3 has been recognized—following a court suit—by Sonoma County Board of Supervisors as the representative of a unit of approximately 300 office and clerical employees.

An early success in this developing field was scored by Local 11, Portland, Ore., recognized recently for a 100-member unit of office and technical employees of the Vancouver (Washington) City Council. A first contract has been negotiated. The entire unit has signed OPEIU dues deduction authorization cards.

The California court suit climaxed a six-month organizing campaign by Local 3 in four departments of Sonoma county employees. However, the Board of Supervisors balked at union recognition until court action was taken, resulting in a stipulation by both parties.

In effect, the Board recognized the union and invited Local 3 to participate in meetings and conferences, and to submit proposals for a contract in accordance with the county's employee relations and salary ordinances. It also agreed to meet the union on any additional

grievances over wages, hours or working conditions. Contract negotiations are proceeding.

Milwaukee Local 9's Business Representative Ed Kubicki reports that a 16-member unit of school secretaries of the Board of Education, District 7, Racine, Wis., chose the OPEIU as bargaining representative by a unanimous vote. Kubicki expects more school secretarial groups in the area to sign up.

United (Minneapolis-St. Paul) Local 12 Business Representative H. R. Markusen added a 10-member office unit at the (Continued on page 4)

## Organizing report (2)

# Growth in trucking field, Local 5 pact shows why

Reflecting the excellent contracts being negotiated for office employees of trucking concerns by OPEIU bargainers, white-collar unionism is spreading in this promising field.

As a result of the three-year contract negotiated with Gateway Transportation Co. by United Local 12 (Minneapolis-St. Paul), bringing wage gains for office employees to 85¢ an hour (on top of a 20¢ boost while the contract was being negotiated), two new units of Gateway Transportation Company office employees have been organized, one in Illinois and the other in Wisconsin.

One unit was organized by Bill Cox, Midwest Conference, for Local 28, Chicago. It consists of the office employees at Gateway's terminal in Rockford,

Ill., who have been brought under the same contract as that in the Twin Cities.

The other is a 20-member unit of Gateway office employees at Green Bay, Wisconsin, organized by Milwaukee's Local 9 Business Representative Ed. Kubicki and International Representative Jay Porcaro.

A third trucking unit brought into the fold is Jones Motor Co., Inc., Hamerville terminal outside Pittsburgh, Pa. Local 33 won an election there after a campaign led by International Vice-President George P. Firth.

In a whirlwind drive, International Representative John P. Fitzmaurice organized a 31-member office unit at Sea Land Service, Inc., in Baltimore, Md. Recognition was obtained from the employer after an independent card check.

The kind of contract that is a telling organizing argument is exemplified by that recently concluded between Local 5 and the Western Empire Trucking Association, which represents 10 Denver, Colorado area trucking concerns. (Continued on page 4)

**AT THE AFL-CIO CONVENTION:** Representing the OPEIU at the Atlantic City sessions were, from left, Vice-President Ed Springman, Secretary-Treasurer J. Howard Hicks, Vice-President Bill Lowe, President Howard Coughlin and (at right) Vice-President John Cahill. Gus Benitez, AFL-CIO regional director for Puerto Rico, is seated behind Coughlin.





## Editorials

### Wall Street's 'White Knights'

What breed of cat is a Wall Street money manager?

The Institutional Investor, a magazine, recently sought the answer by inviting a willing group to take psychological tests. These were conducted and analyzed by Dr. David Campbell of the University of Minnesota's Center for Interest Measurement Research. Results of the study appeared in a recent issue of the magazine. Here's what it disclosed:

"They don't like mechanical things, and they don't like babies. And cripples absolutely terrify them," says the magazine. They like to live dangerously, but—at a distance. They go for bridge and such intellectual-physical sports as skiing and tennis.

A typical Wall Street money manager would enjoy representing criminals had he turned to law instead of finance, but he wouldn't want to put on the gloves and trade punches with a contender, the survey notes.

They could be put down as self-centered, power-hungry opportunists with little regard for plain people. Or looked at another way, the data could be interpreted as revealing what the "white knights" of free enterprise "take risks, and leap at chances to innovate," the tests disclose.

Generally speaking, however, they land somewhere between these two extremes as business-oriented risk takers, or as self-confident men who judge others by how they compete, the psychologist finds.

It looks like brokerage employees have sized up these "golden boys" of Wall Street all wrong; they are neither "paternalistic" nor Santa Clauses in disguise, as so many believe.

### Hindsight and foresight

The topic of the "White Knights" recalls that OPEIU's Local 205 (United Financial Employees) tried last year to organize Wall Street brokerage employees when the paychecks were bloated with overtime. Today, these same brokerage jobs are very unstable because the employees lacked the union's foresight.

At that time, a union organizer tried to sign up a long-time friend. The latter was a veteran employee of 20 years in a stock transfer department earning \$12,000 a year (with overtime), plus the traditional Christmas bonus. This employee felt he "had it made"; that he didn't need the union. Even the argument that his "seniority" was a myth, unless covered by a contract, failed to convince him.

Recently his world fell apart. Overnight, his 150-man department was abolished and the work transferred elsewhere. He wasn't even offered a job in another department. Married, with two children, he found another job but at half his previous salary. At age 38 he was forced to start all over.

Unlike the Wall Street money managers, he wouldn't take "any risk, or leap at a chance to innovate"—the secret of management success. This employee's story is commonplace in Wall Street these days.

Another similar incident about a secretary employed by a huge oil company for 25 years was recently called to our attention. The day before payday she was handed a note saying she was being dismissed the next day. No explanation was given.

It would seem that the "golden boys" of Wall Street and Big Business deep down respect aggressive employees who exercise their legal rights to unionize and bargain collectively for job security. Perhaps some tax-exempt foundation will finance another psychological study to find out why so many employees lack the initiative to act for their own self-protection, the first law of nature.

### Portable pensions

Commenting on retirement plans in a letter to *White Collar*, C. Eddins of Oakland, Calif., points out:

"Private retirement plans by insurance companies are expensive. Due to the higher wages in private industry, all cannot benefit from civil service-type retirement plans where you can take out what you pay in, and then pay it back if you care to. This amounts to a savings-type plan, really.

"But it would seem reasonable and feasible that, perhaps, retirement plan credits could be transferred from one union job to another—if this isn't already being done. This would help persons who change jobs in short periods for any reason."

Our Oakland reader will be happy to learn that portability of Pension Plan credits from one union job to another already is a reality. For example, Local 153's non-contributory Pension Plan for covered employees provides for portability of pension credits among 250 contributing New York City employers. The OPEIU's Western Pension Plan follows a similar pattern.

This means that a covered Local 153 member can change jobs among any of these 250 employers without any loss or interruption of pension credits. Moreover, employees who quit union jobs, after at least five years of service credits, are entitled to a cash withdrawal benefit of between 25% and 50% of what employers had contributed to the Pension Plan.

Unlike non-contributory union-administered pension plans, both private industry and civil service retirement plans usually require matching employee contributions. Generally, the employee portion is refunded if he quits.

Obviously, the employee covered in a union-administered pension plan (where all costs are borne by the employer) is way ahead of the game. This is one solid reason why unionized white-collar employees should continue to work *only* in unionized offices.

## Local wins merit raise fight

A David-Goliath type duel was staged in Chattanooga, Tenn., when Local 179 challenged the giant U.S. Pipe & Foundry Company in an arbitration over merit raises withheld from two OPEIU members. Local 179 won the verdict awarding the employees their \$25 per month raises.

The 35-member Chattanooga OPEIU unit is the only white-collar bargaining unit among the company's 5,000 office employees. After signing its latest OPEIU contract, the company

unilaterally imposed new rules governing merit raises.

Local 179 cried "foul" when G. D. Slatton and Terry A. Rhinehart, unit members, were turned down for merit increases after their immediate supervisors had approved their applications. The chief supervisor denied the raises, disclosing that the "rules had been changed."

The company contended that it had a right to change the rules unilaterally under the management clause; the union objected that this was a contract

violation. The arbitrator agreed with the union, holding that if the company wishes to change its merit rules, it must first negotiate with the bargaining unit.

Business Manager W. Charles Harris brought the case to arbitration. If the same arbitrary rule were applied to its 5,000 non-union employees, the company could pocket an estimated \$1½ million at their expense—proving once again that white-collar unionism doesn't cost but pays!

## A grand advance at Kankakee

Wage gains averaging more than \$1,000 per individual, in addition to improved fringe benefits, were won in a new three-year contract signed by Local 311 for its office unit at the Illinois Kankakee Works of the A. O. Smith Corporation.

The company manufactures frames and parts for automo-

biles, trucks and trailers, electric motors and pumps, as well as other types of industrial and farm equipment.

Across-the-board monthly wage boosts average \$28.18 in the first year; \$30.18 in the second, and \$32.18 in the third. In addition, \$5 will be added in the third year to each grade's

minimum and maximum, together with merit raises of \$11 to \$18 each six months from midpoint to maximum.

Good Friday becomes a paid holiday next year, bringing the holiday total to 10. Another gain was four weeks vacation after 15 years.

Pension benefits of \$4 a month per year of service take effect January 1, rising to \$4.50 in January, 1971. The new Health and Welfare Plan provides 365 days hospitalization (was 70), paying \$37 daily for room and board, rising to \$41 in the third year (was \$26).

The negotiating committee included Local 311 President Stan Wright, Ron Freeman, Lois Holtman and Jerry Kirchman, with Alternating Stewards Bill Chamness, Jim Barnes, Norm VadeBoncouer, Roger Tatro and Bob Fisher. International Representative Bill Adams aided the committee.

## Dina's Column

By Dina Merrill

World-famous TV and film star Dina Merrill graciously consented to answer OPEIU members' questions on beauty and grooming. Address questions to *Dina's Column*, c/o Dick Moore and Associates, Inc., 200 West 57th Street, New York City 10019.



Dear Dina:

There are so many different kinds of makeup on the market these days, a girl hardly knows where to begin. Would you give me an outline for daytime and evening makeup?

Dear Evelyn:

Glad to. But keep one thing in mind: makeup should enhance. The moment you look made up, you've goofed. For Daytime:

1. Start with one very clean face.
2. Close pores with an astringent if you have oily skin. For those with dry or normal skin, cream face slightly and lightly rub an ice cube over face. Dry softly with a terry towel. You'll love the glow. If you have very dry skin add a film of light cream.
3. Now very carefully using the best lighting available) apply a translucent liquid makeup (buy one that promises to moisturize while covering) working up and out.
4. The eyes. Brush eyebrows and use a powder eyebrow accent. Go lightly. Eyebrows must look natural. Lightly add a powder eye shadow to coordinate with whatever you're wearing. Brush a feathery light liner from inner corner, along lash line just to outer corner.
5. Now powder, add blusher, and just a little mascara. Apply lipstick and coat with a glistener.

For Evening:

1. After washing face clean and applying your makeup base, add a pale highlighter along cheek bones.
2. Use a brighter eye shadow. Always BRIGHTEN UP makeup for evening. Dim places and candlelight are flattering if you don't get washed out in the process.
3. Apply false eyelashes, if you use them for evening wear.
4. Finish process as for daytime, go light on blusher, and add a lip gloss.

### WHITE COLLAR

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

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## From the Desk of President Coughlin:

# President Nixon writes on inflation

THE WHITE HOUSE  
WASHINGTON

October 18, 1969

Dear Mr. Coughlin:

In view of the growing concern about the rising cost of living, I would like to share with you at some length my thoughts about what is being done and what we must do to curb inflation.

The danger of inflation is real: the cure requires some unpleasant medicine; patience on the part of all and self-discipline by the government, business and labor.

This Administration is determined to control inflation without imposing controls upon the economy.

Four great forces make up the free market: government, business, labor and the consumer. A government that tolerated huge budget deficits could not fairly heap the blame for the ravages of inflation onto any of the other market forces. It was past government policy that caused our present inflation.

That is why I have refused to look for a scapegoat amid the genuine national concern about the rising cost of living.

That is why I have insisted government put its own economic house in order before enlisting other forces in the fight against inflation.

Hard decisions had to be made to extend the surtax: to slash Federal spending by more than seven billion dollars a year; to drastically curtail construction commitments by the Federal government; to place a strong budget surplus in tandem with a restrictive monetary policy. Economic policy needed backbone rather than jawbone, and backbone is exactly what our record shows.

We have taken the unpopular road to earn back government's credibility in fiscal affairs, and by our actions we have shown that we mean what we say about cooling inflation.

Because of this record, everyone should realize that government will continue to do whatever is necessary in the future to curb the rising cost of living.

Because government's house is now in order, we can turn to business and labor to remind them that inflation is everybody's problem and fighting inflation is everybody's business.

It is in the interest of private business to consider pricing policies in the light of government's determination to check inflation. The business that commits errors in pricing on the up side, expecting to be bailed out by inflation, is going to find itself in a poor competitive position. Betting on ever-higher prices is a sure way of losing.

It is the interest of every union leader and workingman to avoid wage demands that will reduce the purchasing power of his dollar and reduce the number of job opportunities. Government has set the example of restraint, and will continue to set that example. When we combine labor restraint and business restraint, we can build a foundation for an on-going prosperity.

In curbing inflation, we must continue to move deliberately, with a careful eye on the unemployment picture. The percentage of our work force unemployed is more than a statistic—it is a human condition that deserves the close attention of every American.

New laws and new restrictions are not required, if we treat with respect the law of supply and demand. Government's recent action in the construction industry, to increase the supply of skilled labor and materials so as to curb the excessive expansion of demand, is a case in point.

Because we add no artificial controls does not mean that there are no controls in operation. The free market has its own controls on those who flout responsibility: loss of profits to the businessman, loss of jobs to the workingman. These are losses that responsible action can avert.



A sense of responsibility must be part of every prudent judgment concerning prices and wages, now that government has repudiated the previous inflationary policies. Price and wage decisions that anticipate inflation's continuing at or near present levels would be shortsighted, imprudent, and unprofitable.

For your own planning, the policy of this Administration in the fight against inflation will be:

First, to continue stern restraints on Federal spending.

Second, to insist on a tax system that has the capacity to generate enough revenues to cover spending outlays. I shall not tolerate, for example, a tax bill that would result in an irresponsible budget.

Third, to rely strongly on the forces of reason and moderation within the private economy, so that government intervention will rarely be necessary.

The ultimate consequences of runaway inflation—the bust that follows, with the suffering that accompanies huge unemployment—must never again be inflicted upon the American people. Instead, we will take every measure necessary to build a sound prosperity, temporarily unpopular as some restraints may be.

I would be interested in your own views as to how the private sector and government can work together in holding down the cost of living. In this cause—hard to explain, hard to achieve, but fundamental to the economy of our nation and the progress of our people—I trust that I can count on your support.

Sincerely,

## **Coughlin comments:**

We are in full sympathy with the desire of President Nixon to curb inflation. We feel that rising prices are the number one problem facing our country today. While we hope that the government can restrain prices through voluntarism, we cannot see business refusing to increase prices in response to the President's plea. President Lyndon B. Johnson urged the same restraints—without results.

Big business is continuing to fight against closing existing tax loopholes and has successfully persuaded the Senate Tax Committee to eliminate many reforms passed by the House in its tax reform bill. The AFL-CIO estimates that the government could increase its revenues by nearly 17 billion dollars a year by closing tax loopholes. This could permit significant tax relief for wage earners and still finance an expansion of needed government programs, particularly in the area of housing, schools and hospitals.

While we will be rooting for the success of the President's anti-inflation program, we think prices must be stabilized, if not cut back, before organized labor can ask its membership to accept more modest wage increases. The wage earner, faced with constantly rising prices, will not accept a policy of voluntary restraint. Price stability must come first!



Above, a section of the Northeast Educational Conference, held in Boston. Delegates are following closely remarks by Attorney Robert Manning, at podium in photo at right. On Manning's right are Business Manager C. Nelson Armitage and Secretary-Treasurer Al Fitzpatrick of Local 6, the host local. Right photo: Attendance was good at the Midwest Educational Conference, held in Detroit. At all conferences the delegates discussed ways of achieving the union's goals for the membership and of organizing new units.



Canadian News

# 35-hour week in Datacentre pact

What is described as an "excellent first contract" has been signed by Local 15 in Vancouver, B. C., for its new unit of electronic data processors employed by National Datacentre Corp., Ltd. It establishes a 35-hour week, with a minimum basic starting wage of \$325 a month, rising to \$370 after one year, for the lowest job classification.

Classifications include all types of computer jobs from keypunch to programmers and analysts as well as department supervisor. The salary of the latter starts at \$800 per month, rising to \$1,000 after four years.

The vacation schedule calls for three weeks after three years, four after 12, and five after 20 years of service. Severance pay is also provided.

The negotiating committee

included Local 15 Business Representative Bill Swanson and Chief Office Steward Richard Arnold, assisted by International Representative Brian James.

## Doris Archer mourned

We regret to announce the death of Mrs. Doris Archer, president of Local 343, Toronto, and wife of David Archer, president of the Ontario Federation of Labour. She is survived also by three children.



c/o Bank of Nova Scotia, 15 Gervais Drive, Don Mills, Ontario.

An active trade unionist since the 1930s, she was the first and only woman elected to the Executive of the Labour Council of Metropolitan Toronto, and was first chairman of its Welfare Services—a post she held until her death. She was also a member of the Executive of the Family Services Association, and served on the Blood Donor Clinic of the Red Cross.

To commemorate her work, a Doris Archer Memorial Fund has been started. Contributions may be sent

## U.S. Price Index

U. S. Bureau of Labor Statistics

1968	
September	122.2
October	122.9
November	123.4
December	123.7
1969	
January	124.1
February	124.6
March	125.6
April	126.4
May	126.8
June	127.6
July	128.3
August	128.7
September	129.3

## Canadian Price Index

Dominion Bureau of Statistics

1968	
September	121.1
October	121.4
November	121.9
December	122.3
1969	
January	122.6
February	122.6
March	123.2
April	124.6
May	124.9
June	125.9
July	126.4
August	126.9
September	126.6

## Local 201 scores

A two-year agreement covering 35 office employees at McGraw-Edison Company has been negotiated by Local 201, East Stroudsburg, Pa. It provides for a 12% across-the-board wage boost, 6% in each of the two years.

Additional benefits are four paid personal holidays, plus an improved Health and Welfare Plan. Negotiators were assisted by International Representative Gene Dwyer.

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

## \*Local government

(Continued from page 1)

Democratic Farmer-Labor State Central Committee, the Minnesota organization which champions labor politically.

Local 29 won an NLRB election at the Diogiorgio Corp., in San Jose, California. This grape-growing firm has a union contract with the United Farm Workers. Its table grapes are exempt from the national boycott now becoming worldwide.

Senior Business Representative Joe Nedham reports that Local 29 also won a unit of United Fund office workers in Sacramento, Calif. After a strike vote was taken for recognition and fully backed by the Sacramento Central Labor Council, the fund's management asked for an election. Local 29 won handily.

Local 5 Business Representative John Mrozek reports that in Denver, Colorado, office em-

ployees at I.T.T. Continental Baking Company voted overwhelmingly for the OPEIU in an NLRB election. The vote was 3-to-1 in the 26-member unit.

## \*Trucking

(Continued from page 1)

The settlement brings some 400 OPEIU members wage increases averaging 98 cents an hour.

It calls for an immediate pay raise for all clerical categories of 36¢ an hour, another 7% on October 1, 1970, and an additional 6% on October 1, 1971, according to Business Representative John Mrozek. The average secretarial rate in the old contract was \$3.15 an hour.

Mrozek reports that the health and welfare program was increased by \$9.50 per month per employee and that the pension contribution by management will be increased to 25¢ an hour from 15¢ on October 1, 1971. Other gains are a night work differential of 25¢ an hour, funeral leave, and an extra paid holiday.

## Have union, will travel

San Francisco's Local 3 membership has paid the initial \$50 fee to sponsor the non-profit Union Recreation Association. This entitled it to a seat on the URA Board.

URA plans to organize special events, social activities, and group travel at home and abroad for union members who can join for a \$5 annual fee. A weekly newsletter listing latest travel opportunities will enable URA members to participate on low-cost budgets.

The Local's action anticipated the mounting air fare war between regular transatlantic airlines and independent charter operators. Fierce competition is resulting in a full-scale rate war on transatlantic air routes. Union travel clubs can now get bargain rates.