Local 251 Given Overwhelming Endorsement in Sandia Voting

OEIU Local 251 in Albuquerque, N. Mex., by an NLRB election vote of 854 to 263 gave its answer to a representation petition filed by the Sandia Corporation.

This overwhelming expression of the office and clerical employees of the Sandia Corporation, members of Local 251, was an emphatic answer to the company's petition with the National Labor Relations Board wherein the employer contended the union no longer represented a majority of the office and clerical employees in Sandia, New Mexico.

After such agreement was made, the union was faced with an employer petition before the National Labor Relations Board wherein the employer contended the union no longer represented a majority of the office and clerical employees. The Panel, headed by Cyrus B. C. and Frank E. Morton of Fort Worth, Tex., in addition to two International Representatives, Joseph McGee of Los Angeles, and Lawrence P. Perry of San Francisco, to conduct the campaign.

OEIU representatives, along with a committee composed of Harvey Larp, Byron Stewart, Janice Sharp, Howard Lafond, Paul Cruz, Peggi Gillham, Alleen Trull, Al Mares, June Bass, Floyd Shaw, Art Finn, Anita Poetet, Marlon Scott, Jerry Olguin, Charlie Hornor, Darly Orth.

Voting Union at Sandia

From left to right are: Bill Dickinson, Board Agent; William H. Piers, NLRB Field Examiner; Edd L. Council, President, Local 251; Joe Dukich, Observer for the Corporation; and Janice Sharp, Vice Pres., Local 251, and Observer for the Union. Seated to the rear are Byron B. (Buck) Stewart, Chief Steward and member of Negotiating Committee; and Harvey Large, Sec.-Treas., Local 251, and member of Negotiating Committee.

Erie Conference Delegates Convene in Buffalo

A story about this meeting will be printed in next month's "White Collar."
Local 95 Signs With Wausau Iron Works
InL. Representative Art Lewandowski reports the successful negotiations of Wausau Iron Works of Wausau, Wis. Under the new agreement, the employees—who are members of Local 95 in Wisconsin Rapids—will receive a general wage increase of 9 cents per hour, effective Sept. 1, 1961. Earlier the employees had received a 1-cent per hour increase.

Improvements were made in vacation-holiday programs; the employer also increased payments under the Health and Welfare plan. Committee members Ralph Rathjen, John Winans, and Willard Lennard were voted in as members of the bargaining committee.

Mrs. Wilma Wulfertson is shown receiving her back pay check from L. W. Helmsethman, Financial Secretary of Carpenters and Fluorocyls Local 1644 of Minneapolis, while Local 12 Business Manager Donald Hiltiker looks on. Mrs. Wulfertson was discharged on April 28, 1941 as a result of a moment placed on the floor of the regular membership meeting of Local 1644. OEIU Local 13 contended that this was a violation of the agreement which was the subject of the employee's requested reinstatement. When reinstatement was refused, both Unions agreed to arbitration, and the Minneapolis Central Labor Board routed the case and rendered its decision. As a result, Mrs. Wulfertson was reintended and received $3,181.00 in back pay.

Panel Recommendations at Albuquerque
Immediately after the election conducted by the National Labor Relations Board wherein the employees of the Sandi Corporation voted overwhelmingly for representation by the Office Employees International Union, the Office Employees Labor Relations Panel made its findings.

The Panel had previously heard the testimony of two employment officers, who served as witnesses for the Sandi Corporation. The Panel also received legal memos on behalf of the Labor Relations Board and Local 251 from the national offices of the AFL-CIO.

The recommendation included:
2. A two-year agreement with a wage reopener for wages only on July 6, 1963.
3. An additional half day holiday before Christmas.
4. That the Sandi Corporation in crease its present contribution to exist ing retirement benefits.
5. Any future changes will require consultation with the Union.
6. Unions represented to be paid straight time for approximately half the time lost by sickernity or agency workmen's compensation.
7. Union members are to be given preference in any bids for computer work and to be paid the union scale.
8. Employees interested in working in data processing center must have a minimum of 1 year's computer experience.
9. Employees must be paid on an hourly basis for work in excess of the hours paid.
10. The union's contention that the firm should provide medical insurance for all employees was rejected.

Several Contracts Signed in Oakland
Several contracts covering nearly 200 members have been negotiated by Local 29, Oakland, Calif. providing wage increases and other benefits. The new agreements, signed by the units' employers, include:

- Local 436 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.
- Local 14 of the International Union of Leather, Apparrel and Allied Workers.
- Local 1012 of the International Union of Operating Engineers.

These agreements cover a wide range of industries, including construction, transportation, and public utilities. Each agreement includes wage increases, improvements in working conditions, and benefits such as health care and vacation time. The bargaining process is expected to continue in the coming months as the union and employers work to negotiate new contracts.
On Tuesday, August 1, 1961, the British Columbia Provincial Government took control of the B.C. Electric Power Project. This move means the B.C. Electric became a Crown Corpora-
tion. The cost of the power project is estimated at the amount of $638 million.

The takeover puts the Govern-
ment in the position of President of the company and distribution in British Columbia with the exception of that produced as a sideline to mineral processing at Kitimat and by the West Kootenay Power and Light Company.

Our members in Locals 300 and 378 are directly affected by the takeover of B.C. Electric from a private corporation to a Crown Corporation. Prior to the take-over they were guaranteed bargaining rights under the provisions of the B.C. Labour Relations Act. As employees of a Crown Corpora-
tion their bargaining status has not been clarified.

On November 1, 1961, repre-
sentatives of the Joint Council of Unions having agreements with the B.C. Electric agreed to set up a standing committee to discuss the bargaining status of Unions having agreements with the Company. As a result of this dis-
cussion it was agreed that the Un-
ions should make their views known to the Board of Directors by pre-
sentation of a written brief on the
matter.

This brief was presented to the
Board of Directors of the B.C. Electric on Friday, September 8, and contained, in part, a request to which the Lieutenant-Governor-in-Coun-
cel, on behalf of the Board of Directors and the Government of B.C., issued a letter providing for the B.C. Electric to come under the provisions of the B.C. Labour Relations Act and that this be confirmed by legislation at the next Session of the Legislature.

This request allows the Crown Corporations to have full collective bargaining rights by law. It is generally accepted B.C. Electric in earlier agreements with the B.C. Electric and has been provided with the services of the Unions involved.

The legislation was passed and the B.C. Electric is now a Crown Corporation. The Company is now under Federal Government Legislation. Every effort will be made to see that all B.C. Electric's employees are protected under this new law.
PRESIDENT

HOWARD COUGHLIN

Changing Work Force

Since the year 1900, the character of the work force in the United States has changed gradually. White collar workers continue to increase in numbers in proportion to the entire work force of this country. In 1956, white collar workers, for the first time in American history, exceeded the number of blue collar workers.

Automation has given additional impetus to these developments. It has become increasingly clear in the last several years that the United States of the future will be a white collar society. Automation has created numerous new classifications, the largest single segment of office and clerical workers, approximately one and a half million, can be found in the secretarial department and typist grouping. These classifications increased elevenfold between 1900 and 1950. This increase in clerical workers is largely attributable to the increase in the use of bookkeeping, and the expansion of financial institutions and government agencies, both of which rely heavily on large numbers of clerical employees.

As of July 1961, white collar workers as a whole totaled 28,591,000. This can be broken down in four categories as follows:

- Clerical, office and kindred workers...
- Professional, technical and kindred workers...
- Managers and proprietors...
- Sales workers...

In accordance with the projections, published by the U.S. Department of Labor, the total white collar work force will continue to increase and bounds with the greatest increase expected in professional and technical classifications.

By 1970, it is anticipated that the white collar work force will reach a total of 37,000,000 workers.

The rapid rise of the total white collar work force and the increase in numbers of female workers in white collar occupations required labor organizations, government agencies, business and professional organizations to reorient their activities to accommodate the needs of these wage earners. For example, extended rest periods, more adequate sick leave provisions and changes in the physical layout of the working premises have been made. Organized labor is taking cognizance of the change in the character of the work force and devoting more of its efforts toward the unionization of white collar workers. At the present time, only 12 per cent of these workers are unionized.

Unions of the AFL-CIO, having jurisdiction in the white collar field, such as, the American Federation of Government Employees, American Federation of State, County and Municipal Employees, the American Federation of Retail Employees, Retail Clerks International Assn., American Federation of Teachers, and the Office Employees International Union have to take into consideration the fact that married women make up a considerable part of the total clerical work force.

Approximately two and a half million of the non-manual society represent working mothers with children under six years of age. It will be remembered that some years ago, the Office Employees International Union was successful in having a proposal enacted into law wherein working mothers were given tax exemption for monies expended for child care. The U.S. Dept. of Labor predicts that there will be 30,000,000 women workers in 1970, most of whom will be employed in white collar occupations.

Unions will have to find a solution to the problem of the reluctance of white collar workers to organize and form unions. The problems resulting from automation, including dislocation of large numbers of workers, is operating to our advantage.

The AFL-CIO, however, with its resources, strength and history can do much to overcome the resistance of white collar workers to join trade unions. In the long run, organized labor can bring greater understanding between white collar and blue collar workers.

NRLLR Upsets Carte Blanche Election

National Labor Relations Board Regional Director Ralph E. Kennedy invaded an election held in July in the Office Employees' representation in Los Angeles which is also known as Carte Blanche. The employer had attempted to be upheld by a two-thirds majority of the electorate. The fair labor practices committee requested the union to accept in the election. In throwing out the election which OEU Local 30 lost by a vote of 1,084 to 1,057, the Regional Director found that the employer had handled the vote in a secret way and also that OEU San Diego did not have the necessary credentials.

The Regional Director also found that Mr. Kennedy, President of the Hilbert Credit Corporation, not only stated that he would not negotiate with the OEU, but that the firm was not a member of the International Union, but would work only with an employer's committee. In issuing a complaint against the union

White Collar Unions of Free World Meet

BERLIN.—The rapidly changing industrial picture as it affects white collar workers and aid to unions of these workers in emerging nations whose labor forces are facing the important matters discussed at the 13th Ordinary Congress of the International Federation of White Collar Employees was lost, the employer refused to recognize the Employees' Council of the firm, which is formed for purposes of the OEU.

Assistance to the developing of strong and free unions of non-manual workers in Africa, Asia and the Middle East was recognized as one of the immediate major objectives of the IFCTE.

Another major action of the meeting was the adoption of a completely new set of rules governing the IFCTE and which will enable it to operate more effectively and with greater representation throughout the broadened geographical area covered by its affiliated organizations.

The OEU was represented at the meeting by the employer's Foreman J. Howard Hicks and Vice President Max J. Krug.

Gains Achieved at Automatic Electric

Business Representative Sarah DeAngelo, Francis Scott, L. E. Combat, Local 209; A. V. Moore, J. T. Martin, Local 233, International Union, for purposes of defeating the OEU.

Contract Signed With Nekoosa-Edwards

A one-year contract has been negotiated at the Nekoosa-Edwards Paper Co., of Port Edwards, Wis., covering the 175 office, clerical and technical employees of the firm.

The new agreement provides for a 3 per cent general wage increase, with a minimum of 7 cents per hour, retroactive to June 5, 1961. In addition Sick Leave accumulation was increased to 12 weeks and the night shift differential was boosted to 13 cents per hour. Employers will be granted time off for attending Good Friday services; further improvements were made in lay-off, that the employer agreed.

Negotiations were conducted by Int'l. Representative Art Lewandowski, Business Representatives John Bull, Tom Bowes, Harry Allwooden, Bob Noah, Ed Smedley and Jerry Nash.