It Pays to Belong

Unorganized clerical workers earned an average of $82 a week in 1964, a study of data released by the Bureau of Labor Statistics reveals.

The average wage of OPEIU members that year, as indicated by an analysis of contracts in key areas, was $95.

That's a difference of $776 annually. Even allowing for statistical error and other factors, it is apparent that belonging to the OPEIU puts millions of dollars yearly into the pockets and pocketbooks of its members.

And the gap appears to be widening.

This year wage gains won by OPEIU members averaged $4.75 a week or five per cent. On the other hand, the general clerical increase determined by the Bureau of Labor Statistics was $2.38 a week or 2.9 per cent.

Trade unionism has a package of advantages to offer those who sign a card, and not all of them are subject to statistical measurement.

But the heart of the matter is that gives us more of the money we need to live satisfying lives. It pays to belong.

Job Equality Pressed For Working Women

A vigorous program to reduce discrimination against women workers was urged on the federal government by the 20-member Citizens Advisory Council on the Status of Women. Council members include AFL-CIO Secretary-Treasurer William F. Schmitzler.

Women workers comprise more than a third of the American labor force but their wages are only half those of men, the council said in a report accepted by an interdepartmental government committee headed by Labor Secretary W. Willard Wirtz.

Other findings:

- The number and proportion of women in the labor force has increased steadily, as has the percentage of working women who are married.
- A tenth of all family heads are women, and nearly half male less than $3,000 a year.
- About two-fifths of the white families and nearly three-fourths of the non-white families headed by women live in poverty.
- The unemployment rate is generally higher for women than for men. The average annual earnings among women with full-time year-round employment is lower than for men in all industries.

In a policy memorandum written for the Equal Employment Opportunity Commission, the council urged the commission to use its resources and authority to educate the public toward acceptance of the law; to inform working women of their rights, and to adopt a positive attitude of encouraging employers, employment agencies and unions to eliminate bias in hiring and on the job.

"A positive approach is especially important to Negro women who have been the victims of both race and sex discrimination," the report added. "The unemployment rate is higher for Negro women than for any other group; the average earnings of Negro women are lower than those of any other group."

The council decreed recent press and wire service emphasis on "various odd hypothetical cases" which have no real bearing on the problems of sex discrimination. Wirtz said the nation is in "serious danger of having an important point losted up" by jokes about male club "bunnies" and female doorknockers.

How Would You Rule?

Did an auto parts firm illegally discriminate against salaried clerical employees when it dropped them from the company profit-sharing plan after they voted for the union?

"A clear act of discrimination and a violation of the law," claimed the union taking the case to the NLRB.

"Not so," the company said. "We have a long standing rule limiting eligibility for profit-sharing benefits to salaried employees provided they are not members of a collective bargaining union."

For whom would you rule? See page 4 for the answer.

OPEIU Locals Quickly Aid Betsy Victims

O P E I U locals responded swiftly to the appeal for help of Betsy Sept. 10, a particularly generous contribution was that of Local 7 in Lafayette, Indiana, which decided to assess each member $1 a month for three months and immediately forwarded $300.

Local 27 in Galveston, Texas contributed $150 and raised another $150 through a rummage sale. Local 132, Boilermakers donated clothing for the sale, which was conducted by Pauline Overly, Local 27 Trustee.

"The job of rebuilding is frightening but rebuild we will," an OPEIU member in New Orleans commented. "It's great to know that when you need help, you don't stand alone." At least 50 members of Local 403, New Orleans, suffered serious damage to their homes and property in the 150-mile-an-hour hurricane.

Vacation, Holiday Strides Mark Toledo Edison Pact

Seated around the table at the signing of a new two-year agreement between the Toledo Edison Company and Local 19 are: John W. Richards, President of Local 19; Deanna M. Reiter, Committee Member; Frank W. Keith, Edmon Vice President and Marie E. Smith, Chairman of the Committee. Standing are Ralph Foster, Union Relations Coordinator for the company; Thomas E. McGrail, Secretary-Treasurer of Local 19 and George F. Hecker, Committee Member and Trustee of Local 19.

Wage increases ranging from seven to 16 cents per hour, a ninth paid holiday, and a fifth week of vacation highlight the two-year agreement between Local 19 and the Toledo Edison Company.

Other vacation improvements provide for one week's vacation after six months' service and four weeks' vacation at 20 years' service (a reduction from 23 years). The existing benefit of one to the employees of R. L. Polk in Kansas City, Missouri have been chosen OPEIU Local 320 as their collective bargaining agent.

OPEIU Wins Election At Kansas City Firm

By a vote of better than two to one, the employees of R. L. Polk had chosen Local 320 as their collective bargaining agent.

The representation election conducted by the National Labor Relations Board Oct. 20 after the company, a business service concern, declined to recognize the majority of its employees wanted to belong to the union.

The vote was 60 for Local 320 as against 27 opposed. The victory was made possible by months of campaigning during which leaflet distributing, meetings, house visits and telephone calls brought the message of unionism to the employees.

A Polk employee committee consisting of Mary Bailey, Wan-da Elbert and Nelda Lincoln did an excellent job of organizing within the company. Nelda Lincoln also served as the union observer during the election.

The employees are typists, file clerks, contract examiners, compilers and others who prepare data for the Kansas City directory. The enthusiastic reception was one of the great majority to the opportunity to join Local 320 made the election results an easy foregone conclusion.

The Representative Jerry Schmidt led the organizing campaign.

Local 320 President Margaret and Secretary-Treasurer Hugh Wilburn and Vice-President Rose McFadden played key roles in the team effort to convince the R. L. Polk employees of the worth of collective bargaining through the OPEIU.

The OPEIU also represents R. L. Polk Company employees in Trenton, New Jersey and Cincinnati, Ohio.

Beer Salesmen Win After 5-Day Strike

A five-day strike has won for the beer salesmen in Connecticut improved compensation averaging 512 weekly and a stronger contract similar to that prevailing in New York.

The members of Local 153 won strictly on their own, not needing either local picket lines or pledged support from the union organization in New York Rupper's.

The underlying issue, which led to a bargaining impasse and the salesman's decision to stop work, was remodeling of the contracts according to the New York pattern.

A revised method of remuneration, stronger seniority rights, an additional holiday, an added week of vacation after 15 years, a higher car allowance, and a Welfare Plan advance in the fore- most among the gains written into a 29-month contract retro- active to Aug. 1.

Local 153 Business Representative William Griffin conducted the negotiations with help throughout from Chief Steward Howard J. McKeough and Shop Stewards Jack Harrington and Luke Gendreau.

As expected by the Connecticut salesmen, management had a change of heart after a week without a working sales force and agreed to talk on the basis of a new contract.
AFL-CIO Merger

Ten years have gone by since the American Federation of Labor and the Congress of Industrial Organizations joined forces. In 1955, many observers and some labor leaders felt that the merger would be short-lived. Others said it served no significant purpose.

Actually, the merger has worked very well. The politicians are no longer able to play one organization off against the other. Congress is far more receptive to the goals of organized labor today than it was prior to the merger.

Legislation enacted during the present session of Congress, which includes Medicare, tax cuts, aid to education bills and the war on poverty, is a tribute to the strength of the united labor movement.

AFL-CIO President George Meany must be singled out for the tremendous part he played in effectuating the merger and consolidating its gains during the past ten years.

Speed Labor Justice

William Feldman, NLRB Solicitor, recently proposed a number of steps designed to speed justice for victims of unfair labor practices.

His recommendations include:
- Authorize NLRB Trial Examiners to issue final decisions and orders in certain uncomplicated types of cases, subject to discretionary Board review.
- Set up an automatic court review plan under which a Board order would be enforced by Court decree unless an aggrieved party applied to the Court within 30 days for a review of the NLRB's decision.
- Give NLRB Regional Directors more authority to make final decisions in unfair labor cases, subject to possible review by the Board and the Courts.
- Taking away the need for elimination of delay, Feldman quoted the well-known dictum: "Justice delayed is justice denied."
- We feel that many methods adopted to speed up the present antiquated Board machinery would be an improvement.

The Lag in Wages

A new study by the U.S. Department of Labor tends to show that real earnings of workers in manufacturing have lagged behind increases in productivity over the past five years.

For industry the happy result is lower per unit labor costs. But for workers, and for the future health of the economy, it shows, in the words of AFL-CIO Research Director Nathaniel Goldfinger, "the need for more increases in wages and fringe benefits in order to make it possible for workers' buying power to catch up with the rapid rise in productive efficiency."

We believe that comparable Labor Department studies of the service industries, particularly those introducing automated equipment, would show that great numbers of non-manufacturing employees too are suffering from a gap between earnings and productivity.

Call for Contracts

Each year we receive a memo from our Research Director asking that we appeal to Local Union Presidents or Secretary-Treasurers to forward their up-dated contracts to the Research Department.

This year his memo was typed in red ink so we assume the situation is "urgent!"

So, please send those contracts in to the International office.

The OPEU Looks at Office Temporaries

We have all seen the ads for temporary office help.

This is what they mean to us—the reason for the subcontracting clause in more and more OPEU contracts.

The great majority of OPEU contracts contain a clause which reads like this: "No work normally or customarily performed by employees within the bargaining unit shall be subcontracted to an outside source or agency."

In the policy of the International Union is to make this clause standard. Protection against subcontracting is an obvious part of the basic contract of defending the improved employment conditions that unionism brings. In particular, it is the union's response to the challenge of a service industry that has grown swiftly in recent years—Office Temporaries.

"Hire a clerical worker by the day, week, month ... or as long as the job takes!" No doubt you have seen some of the advertisements like this that appear daily in scores of newspapers and magazines.

We need to understand how the "temporary office help" system works because it can be a threat to our standards and our jobs.

The supplying of temporary clerical help dates back almost 30 years, but the majority of the national firms in the industry were founded after World War II, between 1946 and 1951.

Now there are five nationwide companies with 50 or more branch offices each. Each leading company maintains 300 offices. Business volume for the industry has been estimated at a quarter of a billion dollars annually, the two leading firms alone have a volume of $85 million.

Nearly all of these firms operate on a franchise or license basis, rarely owning directly the local offices in the chain.

Under a franchise agreement each local office is responsible for recruiting and dispatching its temporary employees, collection of accounts and local advertising. The national firm furnishes nationwide advertising, referral service, direct mail advertising material, and, of course, use of name. The franchise makes an initial payment for the franchise and continues to pay about six percent of gross sales to the national company.

Under a license agreement, the licensee pays no initial fee. He provides office space and equipment and pays for minor local advertising. But the temporary employees are paid directly by the national firm, which also collects accounts and is responsible for national and most local advertising.

Under such an arrangement the local office receives 50 percent of the gross margin, which is the difference between customer billing and gross payroll expenses. Obviously most people seeking temporary office jobs have little desire to enter the full-time work force. Many are mothers with children who want to work occasionally to supplement the family income. Some with excess time on their hands work to upgrade rusty clerical skills and to escape the boredom of idleness. Still others are in a transitional stage—taking temporary jobs as a step to a permanent one. For one thing, temporary work leaves times for job interviews.

The recruitment advertisements for temporary workers are full of bright promise, but the reality is quite different. These are the facts that make the temporary clerical help industry a problem with which our union has to grapple:

- The payment to the temporary employee is performed limited by the fact that the supplying office has to be compensated too. A substantial portion of what the employer pays for his temporary help goes to the local office and the national concern.

Published data shows that a temporary employee gets a going rate, varying according to area, which in every case is below that provided for in the OPEU contracts in the area.

The only fringe benefits that a temporary employee gets, by and large, are those mandated by federal and state law such as workmen's compensation and unemployment insurance.

We are denied vacation and holiday pay, sick leave, Blue Cross and Blue Shield protection, life insurance, pensions and other benefits that the OPEU has fought for over the years and which are now in its contracts.

Just one national firm is known to give vacations, provided according to the number of hours worked.

What all this means to the temporary office employee is apparent, but what does it mean to those holding regular jobs?

Most obviously, it means curtailment of overtime, for it is when they are faced with the necessity of paying substantial overtime that many employers put in a phone call to the temporary help agency.

The policy of the OPEU, in accordance with the basic interest of office and professional employees, is to hold overtime to the minimum necessary in favor of creating additional jobs. Here again the prevailing temporary help system has an ill effect. At a time of the introduction of more and more automation

(Continued on page 4)

Smoking More Now?

It happened in Great Britain, and now it's happened here. After a sharp dip in cigarette consumption immediately after the government report on smoking and health, smoking has hit a new all-time high. In the year ending June 30, 1965, Americans smoked about 533 billion cigarettes—16 billion more than the previous high for the fiscal year of 1962-63. U. S. Department of Agriculture statisticians say some of the increase is due probably to the fact that there are now more people of smoking age. But they also point out that many people who had smoked cigarettes before the Surgeon General's report, or had temporarily quit smoking entirely, may now be back at cigarette smoking.
OPEIU Scores Breakthrough At B.C. Bakery

Breaking into a new field, the OPEIU, co-sponsored by the Canadian Alliance, has organized eight office employees at the Fairfax Bakery.

No other bakery office employees in the area are known to be under union contract.

Success Seen in Manitoba city's Labor Day Parade.

This automotive symbol of forward progress for Local 342, Winnipeg, drew many eyes when it appeared in the Manitoba city's Labor Week Parade.

OPEIU News

Canadian News in Brief

A labour code for the North-west Territories first string—has been drafted and presented to the Territorial Council at Yellownake. It would provide for an eight-hour day and a 40-hour work week (48 hours in special circumstances).

The draft code grew out of a survey which showed that 45 per cent of the workers in the area spend more than 48 hours at work. Only 10 per cent work 40 hours or less.

Clarence A. Webb, of Queen's County, Nova Scotia, a member of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, has been elected a vice-president of the Canadian Labour Congress.

Dropouts in the Making: Our Latchkey Children

By Edward P. Tobin
President, Union Labor Life Insurance Co.

With the tremendous popular appeal of Medicare other aspects of Social Security are too frequently ignored or not known by the average citizen. In this category is the Day Care Services which in 1962 were made part of Title V, Part 3 of the Social Security Act.

This portion of the law has great relationship to our youth and our educational system through helping to reduce the number of school "dropouts."

A dropout is a student who doesn't graduate from high school. Research scientists, educators and sociologists tell us that a major source of potential dropouts are in their earlier years, "latchkey children."

Just what are latchkey children?

These are the children of many of our nation's nine million working mothers. The name is derived from the fact that some of these small boys and girls will be key holders to a string worn around their necks so that they can enter their empty homes or flats after school while their mothers are working.

Latchkey children, educators say, are frequently "underachievers" in their early school years and subsequently become dropouts.

The country is paying dearly in ultimate loss of manpower and brains because of the steadily increasing number of small children who are in their early years left to shift for themselves. We, as a nation, must take positive action concerning children whose mothers for economic reasons are required to work. Through proper social agencies under government financing the activities of school age children should be supervised during the hours they are not in the classroom. The minimum to be expected is that society is likely to be very heterogeneous in its many possible consequences, that many may be free of guilt.

These decisions are likely to arouse great indignation among employers and among those who fail to understand the importance of union activity in a strike. With these new holdings, employers are now perfectly free to tell union members, once they embark upon a legal strike, that they may be subject to fines and lawsuits to collect the fines. However, as in many matters that involve union strategy, we suggest that the International Office be consulted as to the particular wisdom of using this new, important weapon in any given situation.

Leaflets Must Be Factual

A recent NLRB decision, while it affirms old doctrines, points up once again the dangers you face in your unions if you put your propaganda in a misleading manner. If you put your leaflets under the Taft-Hartley Act, and misleading state-
from the desk of the

THE PRESIDENT

The GOP and the Filibuster

The injustice of Section 14(b) of the Taft-Hartley Act was overlooked by the employers used by the Republican leadership in the Senate to thwart the democratic processes. Everett McKinley Dirksen, the Senate Republican leader, led a week-long filibuster clearly designed to prevent the majority of the Senate from voting to repeal Section 14(b).

AFL-CIO President George Meany stated: "The issue before Congress is much more than an unjust law. It's a question of the democratic process being frustrated."

In leading the filibuster, Senator Dirksen continually referred to thousands of messages he received asking that Section 14(b) be retained.

Senator Dirksen did not refer to the fact that in elections involving five and a half million workers, 91% of the five and a half million voted for the union shop. As a result Senator Taft in 1952 introduced and had enacted into law an amendment which eliminated the need for union shop elections.

Senator Dirksen did not refer to the fact that the nineteenth so-called "right to work" states workers are on the lowest rung of the wage ladder.

Senator Dirksen did not refer to the fact that the repeal of Section 14(b) would permit unions and management to sign union shop agreements, which is nothing more than a condition of employment. It is also allowed in professional organizations such as the bar associations and medical societies.

The Republican leadership decided to resort to a filibuster will serve to set that party back in the eyes of the electorate. The use of the filibuster in a democracy is indefensible. Generally used by Southern Senators to oppose liberalization of our Civil Rights laws.

It has now been used by the Republicans to deny working men and women their free right to consummate union shop agreements in all states of our union shop.

We cannot help but wonder how this party can hope ever to attract the votes of workers when its record in the last thirty years has consistently failed to reflect the interests of those who toil for wages.

The Republicans leadership of the House and the Senate teamed up with Southern Democrats to give us the Taft-Hartley Act of 1947 and the Landrum-Griffin Act of 1959. The same combination denied us the repeal of one of the most repressive provisions of the Taft-Hartley Act in 1965.

Apparently, the Democratic landslide in November of 1964 did nothing to change the thinking of reactionary Republican leaders.

This country needs a strong two-party system or we are to maintain our democratic way of life. Yet unless the leadership of the Republican party liberalizes its views and adopts a more enlightened approach to labor-management relations, it will be only a matter of time before the party loses what little appeal it has left for American voters.

The only alternative is the replacement of the present Republican leadership with men and women who are more in step with our American way of life.

The 14(b) Repeal Issue: Strong or Weak Unions

"How difficult should the law make it for unions to organize and maintain their strength?"

That's the key question in the congressional battle over repeal of Taft-Hartley's Section 14(b), according to Newsweek Magazine Columnist Kenneth Crawford.

Writing in the Oct. 18 issue, Crawford finds the arguments of repeal opponents "hypocritical."

"There is a reason for Section 14(b)," he points out, "conforms to the democratic principle of majority rule." He points out that once a union is chosen by a majority of workers, it must bargain for the entire workforce while wide-scale strike is paid for in union dues.

A union shop means only that "everyone who benefits from the service shares the cost."

Crawford notes that "the union shop is the only aspect of national labor policy buck-passed to the states. It gives employers in 19 states an advantage over their competitors in the other 31."

The 19 have been known to use it as a lure to runaway shops."

Local 369 Wraps Maine Packages

A six-hourly wage increase and pension and medical benefit improvements were among the gains won by Local 369 in a new contract with the Stumptown Paper Corporation covering its two plants in Maine, located at Brewer and Lincoln.

President Douglas Carr and Leonard D'Ambrose and Anna Newell represented the Brewer office employees, while Vice-President Garen Butterfield led the negotiations for the Lincoln office.

The contract, which runs for one year, provides for a pension increase from $1.75 to $2 per month per year of service. Blue Cross-Blue Shield coverage advances from Plan B to Plan A, with the cost to be covered by the company. Life insurance is increased by $2,000.

Other improvements: Supplemental pay for those substituting on higher rated jobs; positive increased guarantees in strengthening of merit review system, counters to be removed from union shops; and a new right to be solely to test new employees, improved 1 y a x 6 f procedure, company guarantee not to use temporary worker agreements.

International Vice-President Leo Wallace assisted the Local 369 committee.

"Toldeo Pact" (Continued from page 1)

two weeks after one year and three weeks at 10 years was not changed. Twenty-six of the 323 Edison workers gain by the addition of the fifth week of vacation.

The new two-year agreement has a wage re-opener in 1966. In addition, surgical-medical and related items also will be open for discussion.

Wage increases averaged 3.655 per cent and fringes advanced 1.579 per cent in the settlement.

John Richards, International Representative and President of Local 19, assisted the Edison Committee in the negotiations.

Union Honors Karl Little

Universe-minded employer Karl J. Little accepts resolution presented to him by members of Local 39. Left to right are Richard Thompson, president, Executive Sec. J. G. Kessel; Newell, president of CUNA Mutual; Art Lewandowski, OPEU representative; Mrs. Little, Marion Sachtjen, union stewardess at CUNA Mutual; Little; Jerry Klongland, secretary-treasurer of the local, and Gladys Hermann, Local 39 recording secretary.

A union dinner honoring an employer is a rarity even in this age of frequently amicable union-management relations.

It happened recently in Madison, Wisconsin because the employer had helped the union in a way employers rarely do— he had encouraged it during its period of struggling 25 years ago.

The honored employer was Karl J. Little of Salt Lake City, Utah, Managing Director of the Utah Credit Union League. Paying tribute to him were the employees of CUNA International, CUNA Mutual Insurance Society, CUNA Supply Cooperative, CUNA Insurance Society and CUNA Credit Union—all members of OPEU Local 39.

Climaxing the affair was the presentation of a resolution by which the Local 39 members unanimously thanked Little "for the vision and respect for human dignity which he displayed in encouraging the formation of our union."

The union, the resolution went on, "has been the instrument through which members have maintained an excellent collective bargaining relationship with their employers."

"Temporaries" (Continued from page 2)

The groundwork for the gain was laid at a meeting held at the home of Local 13 Vice-President Jane Willey. That meeting sparked a successful organizational drive and two weeks later, after a majority of Union Bag office employees had requested Local 13 to serve as their collective bargaining agent, the union asked the company for recognition.

When the company refused recognition, an NLRB election was held and the union won certification.

Vice-President Willey was actively assisted by President Julia Riggle and International Vice-President Frank Vorton.

Negotiations for the initial contract are now in progress.

Local 13 "Bags" Union Bag

Local 13 in St. Louis, Missouri, expanded its membership by 11, as a result of an NLRB election at the Union Bag Camp Paper Company.

Specifically, it persuades some employers that they can get along with what is little more than a skeleton crew, knowing that in a pinch they can turn to an agency and bring in temporary help to work for "reasonable" rates.

Riggle, the concern of the OPEU and its determination both to win and enforce the contract clause prohibiting subcontracting out of the work normally done by its members.

Protecting both permanent and temporary employees, it means that those hired legitimately for temporary work are to be brought under the OPEU contract and to receive its full benefits.

Unorganized white-collar employees enjoy no such protection. They can only watch with alarm and dismay as the steady stream of permanent employees stream in to work beside them, cutting down on permanent jobs and holding down employment conditions.

The rise of the temporary office help industry is another profound reason why clerical and professional employees need unions.