

WHITE COLLAR

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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. Schnitzler.

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 make 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 utilize 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."

Jokes Decried

The council decried 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 loused up" by jokes about male club "bunnies" and female dock-wallopers.

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 unit."

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

OPEIU Locals Quickly Aid Betsy Victims

OPEIU locals responded swiftly to the appeal for help for Louisiana members who suffered grievous property losses in the turmoil of Hurricane 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 an additional \$150 through a rummage sale. Local 132, Boiler-makers 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 severe damage to their homes and property in the 150-mile-an-hour hurricane.

OPEIU Wins Election At Kansas City Firm

By a vote of better than two to one, the employees of R. L. Polk in Kansas City, Missouri have chosen OPEIU Local 320 as their collective bargaining agent.

The representation election was conducted by the National Labor Relations Board Oct. 20 after the company, a business service concern, declined to recognize that 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 distributions, meetings, house visits and telephone calls brought the message of unionism to the employees.

A Polk employee committee consisting of Mary Bailey, Wanda Elbert and Nedie Lincoln did an excellent job of organizing within the company. Nedie 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 re-

sponse of the great majority to the opportunity to join Local 320 made the election results a foregone conclusion.

OPEIU Representative Jerry Schmidt led the organizing campaign.

Local 320 President Margaret Clifton, 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 Ruppert beer salesmen in Connecticut improved compensation averaging \$12 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 Ruppert's.

The underlying issue, which led to a bargaining impasse and the salesmen's decision to stop work, was remodeling of the contract 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 were foremost among the gains written into a 29-month contract retroactive 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



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, Edison 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. Heckler, 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 renewed agreement between Local 19 and the Toledo Edison Company.

OPEIU members at the utility company are proud of the additional vacation benefit (5 weeks after 35 years of service) and the added holiday as exceptional strides forward in the utility industry.

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

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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 Feldsman, 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.

In accenting the need for elimination of delay, Feldesman quoted the well-known dictum: "Justice delayed is justice denied."

We feel that any 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 OPEIU Looks at Office Temporaries

The great majority of OPEIU 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."

The policy of the International Union is to make this clause standard. Protection against subcontracting is an obvious part of the basic task 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. The 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 nation-wide advertising, referral business, direct mail advertising material, and, of course, use of its name. The franchisee makes an initial payment for the franchise and continues to pay about six per cent of gross sales to the national company.

Under a license agreement, the licensee pays no initial fee. He provides office space and

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 OPEIU contracts.

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 operator receives 50 per cent 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 perforce lim-

ited 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 OPEIU 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.

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

Just one national firm is known to give vacations, pro-rated 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 OPEIU, 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 au-

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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 switched to pipes and cigars after the Surgeon General's report, or had temporarily quit smoking entirely, may now be back at cigarette smoking.



A photo portrait of the highly productive North Central Educational Conference held at La Crosse, Wisconsin Sept. 18-19. OPEIU Local 44 was host to the gathering.



CANADIAN NEWS



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 Scores Breakthrough At B. C. Bakery

Breaking into a new field, the OPEIU in Vancouver, British Columbia, has organized eight office employees at the Fairfax Bakery.

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

Other Success Seen

In Ontario and Quebec OPEIU local unions have organized a considerable number of bakery employees, and International Vice-President William A. Lowe, who reported the Vancouver gain, believes it may be the forerunner of more successes.

Fairfax is a subsidiary of Safeway, Ltd.

★ Ruppert Gain

(Continued from page 1) of the provisions of the New York contract.

An important factor in the victory was a sales unity which frustrated a management effort to prevail by the device of making concessions to a selected few.

Other Local 153 developments:

- Wage increases totaling \$5.75 weekly, start of a pension program, and Welfare Plan gains were won by Pabst merchandising men in a 28-month contract.

- A three-year first contract covering the newly organized timekeepers at Caristo Construction Company provides for sharp salary increases, 11 paid holidays, and vacation, pension and Welfare Plan benefits.

- Local 153 is participating in a unique white-collar job training program in the hotel industry. Co-sponsored by the employers and the hotel unions, and financed by a federal grant, it is part of a broad effort to end job discrimination in New York City hotels and motels.

Canadian News in Brief

A labour code for the Northwest Territories—its first—has been drafted and presented to the Territorial Council at Yellowknife. It would provide for an eight-hour day and a 40-hour 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. Webber 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 are 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 wear a key tied 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 "under-achievers" in their early school years and subsequently become dropouts.

Our 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 posi-

tive 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 of society is that these little ones be kept safe, happy, secure and healthy during off-school hours.

In 1963 Congress under the Social Security Act appropriated four million dollars for Day Care Centers, but this sum was puny and insufficient in relation to the actual amount needed. Currently the administration is asking that \$7 million be invested in the Day Care Program.

Remember statistics show latchkey children are prime material for potential dropouts. A sound day-care program can nip this potential source of educational, economic and social danger in the bud. The trade union movement of America in its philosophy and interest gives full support to the Day Care Service phase of the Social Security Program.

Labor and the Law

By Joseph E. Finley
OPEIU General Counsel

Many of you have often asked what can be done about union members who cross picket lines during a strike. You could always prefer charges against them and have them expelled from the union, but this would lead to a "free ride" under a union shop contract. One thing is for certain—you could not have them discharged from their jobs because of non-membership in the union.

In the last few years, a new experiment has been tried, that of imposing fines on union members who violate their constitutions by going to work across picket lines while the strike is still on. A recent decision of the U. S. Court of Appeals in Chicago has upheld the validity of this device, approving an NLRB ruling which said that imposing a fine on a union member for crossing a picket line was not a violation of the Taft-Hartley Act.

The case arose out of two Allis-Chalmers plants, one in La Crosse, Wisconsin, and the other in West Allis. The union filed charges against several members who went back to work, and under the union constitution, imposed fines ranging from \$20 to \$100 on each member. Some members paid the fines voluntarily, while others refused. Most of you know that you cannot collect dues through a check-off, and furthermore, you cannot take dues payments or initiation fees and apply them to fines and still insist that the dues be paid. The union in this case filed civil suits in the local courts to collect the fines. Since union constitutions are usually held to be valid contracts between a union and its members, the obligation to pay a fine should be enforceable in a civil action. The lower courts have already ruled for the union, and the fine-collection case is now pending in the Wisconsin Supreme Court. If the union wins, as we think it will, it can then collect the fines by attaching the wages of the employees who were found guilty.

This is a powerful and important weapon. Allis-Chalmers filed charges with the NLRB against the union for imposing the fines, but the Board held that this was permissible activity. Now, with one of the more conservative federal appeals courts approving the union's conduct, there is little doubt but that this technique may be used insofar as the Taft-Hartley Act is concerned. The courts, in their rulings thus far, have emphasized that the issue of imposing fines on strikebreakers is a matter of internal union discipline. As long as there is no threat to the employee's job, the courts will not interfere.

These decisions are likely to arouse great indignation among employers and among those who fail to understand the importance of union solidarity in a strike. With these new holdings, you 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 organizing campaigns if you put out false or misleading campaign propaganda. A union, in a last-minute drive to capture a plant, passed out leaflets on the day before the election telling about rates it had negotiated with other companies. Unfortunately, at one company, the union quoted only the rates of the highest paid people under the top classifications, which were far above the average scale at the plant. The union won the election, and the employer filed objections. While the regional director ruled in favor of the union, the NLRB in Washington reversed the regional director and set aside the entire election.

The union leaflet, even though it accurately quoted the top rates, was held to be misleading because, as the Board said, the employees could "construe" the handbill as publishing average rates. The handbill was labeled "inaccurate and misleading" in a matter of vital concern to the employees, and since it was issued the day before the election, the employer had no chance to answer it. The election thus went down the drain. We might remind you that the courts have been far tougher than the NLRB on misleading statements in campaign handbills, especially where unions are concerned. The lesson to be learned is to be as scrupulously accurate as you can in your handbills—the risk is to great to run otherwise.

Must You Work Overtime?

Do you have to work overtime on Saturday when the boss demands it? This question has been asked dozens of times. Several new arbitration decisions go down the line in upholding the right of the employer to compel employees to work overtime when requested, unless there is either (1) a specific contract clause making it optional with the employee, or (2) a controlling past practice which allows employees to determine if they want to work overtime. This is well settled legal doctrine everywhere. The arbitration cases usually deal with no more than how reasonable is the discipline that is imposed. Suspensions for refusal to work overtime on the first offense will be upheld, and discharge will follow if the offenses are repeated.



*from the desk
of the
PRESIDENT*

The GOP and the Filibuster

The injustice of Section 14(b) of the Taft-Hartley Act was overshadowed by the methods 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 nineteen 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 legally allowed in professional organizations such as the bar associations and medical societies.

The Republican leadership decision 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.

We cannot help but wonder how this party can every hope 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 of ours requires a strong two-party system if 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."

The union shop, 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, and "this service 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-cent hourly wage increase and pension and medical benefit improvements were among the gains won by Local 369 in a new contract with the Standard Packaging Corporation covering its two plants in Maine, located at Brewer and Lincoln.

Local 369 President Douglas Carr and Leonard D'Amboise and Anna Newell represented the Brewer office employees, while Vice-President Galen 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 assumed by the company. Life insurance is increased by \$500.

Other improvements: Supplemental pay for those substituting on higher rated jobs, positive increases guaranteed in strengthening of merit review system, counters to be removed from punch machines and to be solely to test new employees, improved lay off procedure, company guarantee not to use temporary employee agencies.

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

Toledo 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. Insurance, surgical-medical and related items also will be open for discussion.

Wage increases averaged 3.585 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.

**Give To
VOTE
(Voice of the
Electorate)**

The NLRB Verdict

"Terms such as those in the profit-sharing plan are per se in violation of the law," NLRB Trial Examiner Thomas N. Kessel stated, "and no independent evidence of additional acts is necessary to support a finding of a violation."

"This rule violates the right of employees not to be discriminated against in their choice of a bargaining representative. Whether the employer intended to discourage union membership or whether it has friendly relations with unions at its other plants is immaterial."

The favorable decision was rendered on behalf of OPEIU Local 10 which won an NLRB election in the Dura Corp. office in Ypsilanti, Michigan in October 1964.

Union Honors Karl Little



Union-minded employer Karl J. Little accepts resolution presented to him by members of Local 39. Left to right are Richard Thompson, president of Local 39; C. F. Eikel, Jr., president of CUNA Mutual; Art Lewandowski, OPEIU 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 birth 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, CUMIS Insurance Society and CUNA Credit Union—all members of OPEIU 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)

tomated equipment in the clerical field, terminating thousands of jobs yearly, it tends to substitute casual labor for the kind of regular employment that both individuals and the national economy need.

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.

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 Morton.

Negotiations for the initial contract are now in progress.

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 what they call "reasonable" rates.

Hence the concern of the OPEIU 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 OPEIU contract and to receive its full benefits.

Unorganized white-collar employees enjoy no such protection. They can only watch with alarm and dismay as temporary 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.