



WHITE COLLAR

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

Bargaining In Motion

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No. 250

December, 1966

17

Season's Greetings

¡Feliz Navidad

Joyeux Noël

The Executive Board of the
Office and Professional Employees
International Union
wishes our members everywhere a

Merry Christmas

and a

Happy New Year

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Detroit Hospital Contract:

First Gains Show It Did Pay To Join



SIGNING AT CRITTENDON: Seated from left, Executive Vice-President Henry Lyons of Local 417; Cecilia Mary Clos, LPN; Patricia Knapp, Personnel Director; A. Riley Allen, Administrator; and Norma R. Newman, Supervisor of Nursing. Standing from left are Clemmie Johnson, Nurse Aide; Fannie Williams, LPN; and Velma Conwell, Nurse Aide.

Last summer some 250 employees of Crittendon Hospital in Detroit voted in two separate elections for representation by OPEIU Local 417. Now their desire for a union has been justified by a quarter-million dollar contract package.

The first agreement, with a life of two years, improves working conditions all along the line.

It provides for an across-the-board wage increase of \$936 to \$1,500 over the two years, Blue

Cross-Blue Shield hospital and medical coverage, and a \$4,000 life and accident insurance policy.

Sick leave was improved to 12 days a year, accumulative to 50 days; a three-day funeral leave was included. Work on any of the seven holidays will be paid for at double and a half time. The afternoon and midnight shifts will receive a 25 cent differential. There will be two 15-minute rest periods.

Members will receive one

week of vacation after six months on the job, two weeks after a year, and three weeks after five years.

The union shop with dues check-off and a meaningful pension plan were also obtained.

Other clauses provide for standby-on call fees for laboratory and x-ray technicians, upgrading base based on seniority, and a grievance procedure.

Henry Lyons, Executive Vice-President of Local 417, was the chief negotiator for the union.

In New Haven:

New K of C Contract Termed 'Best Ever'

When the employees of the national headquarters of the Knights of Columbus, Catholic Fraternal and insurance order, in New Haven were organized in 1955, the average wage was \$40 weekly. Now the average is \$100, for a 37½ hour week.

The latest chapter in the story of progress is a new two-year contract described by the Local 329 members as the "best ever."

It provides for across-the-board increases totaling \$9 weekly over the two years and job re-evaluations which will bring the vast majority of members an additional increase averaging \$8 weekly. In addition, automatic in-grade step-ups will be made every three months instead of every four.

The years of service required for three weeks of vacation were cut from 15 to 10, with the proviso that employees may take their time off in single days or half-days.

Also won were 13 weeks of sick leave at 60 per cent of salary; a 50 per cent increase in the employer-paid life insurance; inclusion of in-laws in funeral leave; and an outstanding employer-paid hospital and surgical plan featuring 485 hospi-



SIGNING AT KNIGHTS OF COLUMBUS HEADQUARTERS: Seated from left, Supreme Advocate Harold J. Lamboley, Supreme Knight John W. McDevitt, OPEIU Representative Bud Manning and Local 329 President Claire Pluff. Standing from left: Supreme Secretary D. Francis Sullivan, Chief Steward Margaret Egan, Supreme Physician John H. Griffin, Negotiating Team Member Raymond O'Connor and Personnel Director Edward Murphy.

tal days for one illness.

Employment and job security clauses were strengthened, with seniority governing layoffs. Departments and divisions moved out of New Haven will remain in the bargaining unit, and any moved to New Haven will join it.

A gain hailed with special enthusiasm by the members was the insertion of an Agency Clause, whereby all covered employees, whether union members or not, must pay initiation fees and regular dues to Local

329 as a condition of continued employment.

A fully funded employer-financed pension plan was incorporated in the agreement.

Whereas in previous years bargaining was marked by work stoppages and the intercession of mediators, this year a friendly atmosphere prevailed. The negotiations were conducted by Int'l. Representative Bud Manning together with a Local 329 committee comprised of President Claire Pluff, Margaret Egan and Raymond O'Connor.

Professor Predicts Boom In White-Collar Unionism

The next decade will see "a leap forward in white-collar unionization," according to professor George S. Odiorne of the University of Michigan's Industrial Relations Department.

Unions have already found educated and professional workers turning to organization as a way of meeting today's changing problems, he said, adding that high-handed handling of such workers by management is likely to produce even more interest in unions.

"The assumption that white-

collar professionals will tolerate economic inequity and personal boredom and apathy because of a 'loyalty' to management aims may prove ill-founded," Odiorne foresaw.

The unions of today have been handicapped in reaching clerical and office workers because of an "unfavorable image of labor unions as uncouth and rather low brow in character," the professor said, but declared this image can change rapidly.

"Once the image has changed, we may expect widespread unionization of middle-class employees to follow," he said.

Finding that management today is preoccupied with control and prevention of error, he said that "the benevolent autocrat in executive row, the bank presidency, the general manager's office, the controller's desk, and the plant manager's chair comprise the most fertile source of rationale for the new breed of white-collar unionist."

Many of the future leaders of organized labor will emerge from the white-collar field, he predicted.

New V.P.



Ron Bone, President of Local 378, Vancouver, has been named Vice-President in Region VI by the Executive Board of the International Union. He succeeds Gene Corum, who served in the post since 1957.

WHITE COLLAR

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

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Job Agency Fees

In 1947 the Taft-Hartley Act outlawed collective bargaining contracts which provided that employers must hire through the union representing its workers. A great many reasons were given at that time including the cost of initiation fees and dues.

Today private job agencies are allowed to charge exorbitant fees without legal restrictions in many states throughout the United States. Many, for example, allow agencies to impose a fee on applicants simply for the right to register with them. Registration fees are permitted by nine states; six states require permission of the State Administrator for such a fee. Nine additional states and the District of Columbia make no legal reference to fees.

Workers are charged up to 70 per cent of the first month's salary for permanent employment and 10 per cent of gross earnings for temporary work.

If the annual salary is above \$9,000 per year in New York, the agency may negotiate any fee without limitation. One of the real problems is the permanent kick-back to agencies for temporary work.

In eliminating hiring through the union, Congress has created an avenue of high income for placement agencies at the expense of people in need of work.

Why Political Education

In all unions throughout the United States and Canada, members often have asked the question: "Why is our union interested in political education and the endorsement of candidates?"

The 1966 elections results represent the most dramatic answer to this question.

In California, an actor without any political experience, of conservative—if not reactionary—persuasion, was elected Governor. He defeated a man with a long, distinguished record of public service.

In Illinois, Senator Paul Douglas, a most outstanding public servant, went down to defeat.

In Michigan, the co-author of the Landrum-Griffin law was elected to the Senate. He defeated G. Mennen Williams, a former Governor who has since distinguished himself as an Assistant Secretary of State.

In the State of Georgia, a racial extremist is in a run-off for the governorship.

In Alabama, where the present Governor could not succeed himself, he had no difficulty in running and electing his wife as his successor.

All political observers feel that with the turnover of 47 seats in the House of Representatives and three in the Senate, labor is going to face severe obstacles in the coming two years.

When organized labor is punished by the enactment of legislation such as the Taft-Hartley Act and the Landrum-Griffin law, it is reflected in the wages, hours and working conditions of all workers, both organized and unorganized.

While the AFL-CIO's Committee on Political Education did an outstanding job, it was unable to stem the tide of reaction in certain states.

If all voters were completely cognizant of the issues, it is doubtful that men such as Paul Douglas could have been defeated.

It is essential that the OPEIU's VOTE program be strengthened and that organized labor do everything possible to prepare for the elections in 1968. Through work and education, we can succeed.



FIRST BENEFIT CHECK from OPEIU Strike Fund is handed to Catherine M. Miller of Local 173, Newark, Ohio, by OPEIU Secretary-Treasurer J. Howard Hicks. She and other members of local were on strike against George D. Roper Corporation. Local 173 Secretary-Treasurer Ralph K. Strawn is at left and President Morris C. Anderson at right.

Automation Seen as Test Of Our System's Morality

The way automation is introduced may become "a public test of the morality of the American system," Sam Zagoria, a member of the National Labor Relations Board, told a seminar on manpower policy recently.

"With some companies already larger than many nations, the individual worker—the tiny man in the towering plant—often feels literally at the mercy of our economic system," he said.

He strongly urged that industrialists and plant managers give their workers as much advance notice as possible of plans

to automate, calling such notice an "early warning system" enabling all parties "to take necessary steps to minimize—or avoid—damage to employees."

He contrasted a recent British experience, where the abrupt introduction of automation by a firm resulted in "a sequence from a Laurel and Hardy movie" plus employee alarm, with the policy of a Swedish concern that notified its employees of plans for data processing on the very day it decided to take the step.

Has the American system "the capacity to progress technologically without regressing sociologically?" Zagoria asked. "This is a major challenge."

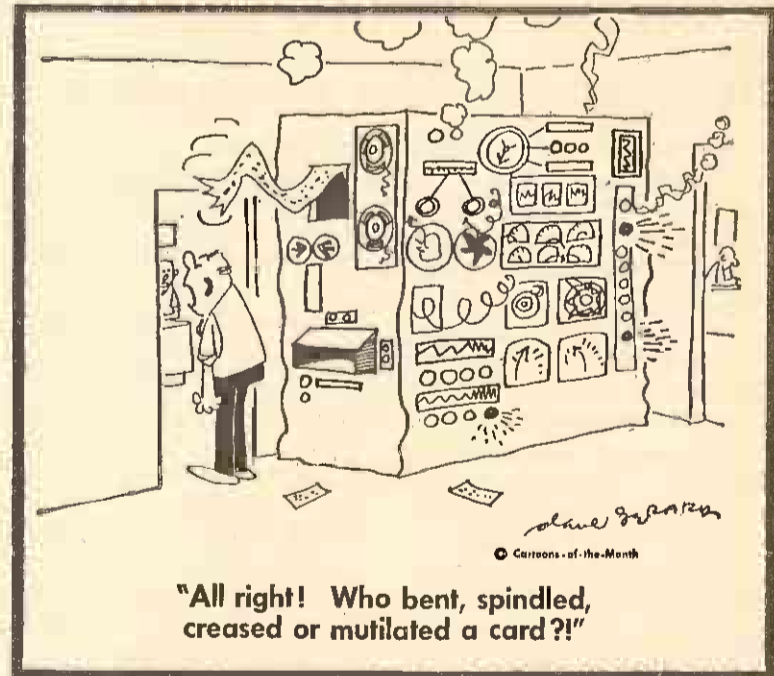
White-Collar Pay Lagging, U.S. Says; More Jobs Seen

Reflecting in part the fact that great numbers of white-collar workers remain unorganized, pay increases for many jobs in the field are lagging behind the average 3.8 per cent gain in union contracts.

A new Labor Department study shows clerical workers' wages went up 3 per cent in the year ended in March. Engineering technicians went up 2.8 per cent and draftsmen 1.5 per cent.

According to a second Labor Department study, there will be nearly 12 million more white-collar jobs in 1975 than there are today, with the number of blue-collar jobs rising by only 4.4 million.

An increase of 4.5 million jobs for professional and technical workers, or a rise of 54 per cent is forecast. Men are expected to invade a number of job areas dominated by women.



The Southeastern Educational Conference's fall meeting in Knoxville, Tennessee.

Tougher Penalties Urged Against Anti-Union Firm

Tougher penalties must be devised under the National Labor Relations Act to punish anti-union employers.

So says Dr. Philip Ross, a former field examiner for the National Labor Relations Board and now on the faculty of the University of Pittsburgh's Graduate School, who has just completed a study of the cases handled by the NLRB over the period of the past five years having to do with complaints for failure to bargain.

While most employers have accepted collective bargaining, he found, some have engaged in "clear, forthright and flagrant" violations of their obligation to bargain with the general aim of trying to weaken a union and end the bargaining relationship altogether.

"The most common unlawful activities went to the heart of collective bargaining and involved the rejection of bargaining itself," he reported.

Deliberately anti-union employers need tougher handling than has been dealt them so far, Dr. Ross concluded, declaring that "the major shortcoming of the NLRB lies in its failure to adopt adequate and realistic remedies in those cases where the employer has unmistakably demonstrated a continuing intent to frustrate the Act."

He proposed that the NLRB order violating employers to perform such acts as would expunge the effects of the unfair labor practices and impose the minimum of collective bargaining.

5-Week Local 11 Course Trains Stewards



The assembly of trainees enrolled in Local 11's course in stewards' duties.

An alarm clock was basic equipment at the training class for stewards inaugurated by Local 11, Portland, Oregon. It made sure that meetings started and stopped promptly and that no speaker kept talking on beyond his allotted time.

Regard for time was one of the several keys to the success of the program, which was characterized by good attendance and keen interest.

The two-hour sessions, one a week for five weeks, were conducted by President Ray Fagan,

who was aided by Staff Representatives Walter Engelbert, Frank Sawyer and Steve Strojan. The source material was largely prepared by International Representative William Lowe and Roy Brookbank, now Professor of Industrial Relations at Dalhousie University.

The subjects dealt with included grievance handling, introducing the union to new members, contract interpretation, labor legislation, and the conducting of small meetings.

Disability Plan Written Into 153-Canada Dry Pact

Local 153, New York, has written its Long-Term Disability Plan into a contract for the first time as a result of successful negotiations with Canada Dry covering the 80-member sales force.

The plan, employer-financed, assures members unable to work because of injury or illness of continuing monthly benefits which together with Social Security disability payments will equal two-thirds of salary.

In addition, the union achieved a \$15 weekly employer contribution to the Local 153 Pension Plan, the highest ever.

Income and vacation improvements were also won for the salesmen, whose earnings average over \$16,000 yearly.

The negotiations were concluded at a bargaining session in the Hotel New Yorker which every member of the unit attended at the direction of the union.

Local 153 has also signed a first contract with Rhiengold Brewery covering the recently-organized salesmen. It provides for increased earnings, a union shop with dues check-off, and advanced medical, pension and insurance benefits.

News In Brief

TAMPA, Florida—Local 46 has reached a renewal agreement with Borden's Dairy providing for three annual wage increases of 7½ cents an hour. Classification adjustments of up to 17½ cents were gained, as was an additional holiday on the employee's birthday.

MADISON, Wisconsin—Marion Sachtjen, a Local 39 steward at CUNA Mutual Insurance Society, has been appointed to the State Advisory Committee in Office Education. The committee guides state high schools.

OAKLAND, California—Local 29's contract covering office

employees in the Bay area industry contains an unusual clause banning an employer from assigning employees to holiday work until he has called for volunteers.

DETROIT, Michigan—Thelma O'Dell, President of Local 10, has been appointed to the Labor Participation Committee of the United Foundation and at her first meeting was elected its recording secretary.

NEW YORK, N.Y.—Members of two Local 153 units will receive automatic wage increases if there is an increase in the subway fare.



CANADIAN NEWS



Canada's Educational Conference met in Ottawa October 22-23.

On Wage Board



Margaret Sykes, Recording Secretary of Local 342 in Winnipeg, has the honor of being the first woman to serve on the Manitoba Minimum Wage Board. Local 342 also made news when its float in the Labour Week Celebrations won first prize and its President, Jean Durack, was voted Miss Union Label.

Unions At Peak

Union membership in Canada reached an all-time high of 1,736,000 at the beginning of 1966, according to a Labor Department study.

The total reflected a rise of 147,000 since the start of 1965—or 9.3 per cent.

The Canadian Labor Congress had as affiliates unions with 1,282,000 members, or 74 per cent of all union membership.

Aid for Union Group Clinics

Federal mortgage insurance and planning funds are available to unions and central bodies to help finance medical, dental or eye clinics for members.

A provision of the new Demonstration Cities Act incorporates legislation long sought by the AFL-CIO to assist non-profit group health practice programs.

It authorizes the Secretary of Housing & Urban Development to insure mortgages covering 90 percent of the cost of constructing or remodeling a group practice facility providing medical, dental or optometric services. The term of the loan cannot exceed 25 years.

A significant, little-noted provision of the law authorizes the department to provide technical assistance in planning and constructing group health facilities.

Flint Local 393 Sets VOTE Record

Local 393 in Flint, Michigan, has made a record-setting contribution to the Voice of the Electorate, the union's political arm.

In a drive led by Secretary-Treasurer Anne Genske, the collection committee took in an average of \$2.40 per member.

"In all the history of VOTE, we have never had a local union exceed its quota to the extent of your union during 1966," OPEIU Secretary-Treasurer J. Howard Hicks declared in a message of thanks. "We can only hope that the reporting of Local 393's achievement to other local unions will spur them on to do a better job in this connection."

VOTE funds are used to support political candidates regardless of party who are in sympathy with the needs and wishes of white-collar workers.

BC Court Upholds Local 15

The British Columbia Supreme Court has upheld Local 15, Vancouver, in its appeal against the rejection of its application to be certified as the bargaining agent for employees of the B.C. Medical Plan.

Mr. Justice Gregory has ordered the Labour Relations Board to consider the application on its merits. The Board

had rejected the application on the ground that the B.C. Medical Plan was a Crown agency and therefore exempt from provincial labour legislation.

International Representative William Kyles announced that Local 15 would proceed immediately to obtain certification. Alex B. MacDonald, MLA, represented the union in the successful court action.

Local Head Restored to Job

The Ontario Labour Relations Board has ordered that Wilfred H. Peel, now President of Local 421, be reinstated in his job as a KVP camp clerk.

At the hearing held in Sudbury October 21, Attorney David Lewis contended for the union that Peel had been dismissed for union activity, in violation of Section 65 of the Ontario Labour Relations Act.

Peel was hired by the company in June of 1959 and worked his way up to senior clerk. In November he became President of Local 421, which he had helped to organize.

The Board directed that he be put back to work with the same salary and benefits he was receiving at the time of his discharge on September 7.

Local 15 Gains 13% Wage Increase

In a renewal agreement with the Alberni Pulp and Paper Company in Vancouver, Local 15 has obtained a 13 per cent general increase—6.5 per cent retroactive to June 1, and 6.5 per cent effective June 1, 1967.

A number of job reclassifications were won, along with an increase in the starting rate from \$263 monthly to \$312. Also gained were three weeks of vacation after five years of service.



from the desk
of the
PRESIDENT

Collective Bargaining in Motion

It has often been said that collective bargaining is a continuing process. If we keep this in mind, we can be better prepared for contract expiration dates and, further, we can avoid crisis bargaining.

It is not enough to sign a contract and expect that management representatives and union stewards will work together to carry out the full intent of the many provisions of the agreement. During the life of the contract, there will be many misunderstandings that must be talked out, and there will be many changes, in the way that the employer does business for example, creating new situations requiring adaptation.

Just look back at what constituted collective bargaining agreements 20 and 30 years ago. In those years, four and five page documents were common. Today, the collective bargaining agreement is a complex thing which reflects the myriad of changed conditions arising through the years.

From the union point of view, policing the agreement is imperative. If we do not, many advantages gained in the collective bargaining sessions will be lost through apathy and neglect. We can be certain that management will adhere strictly to the terms of the collective bargaining contract.

Failure on the part of the union to insist that the collective bargaining agreement be lived up to can create dissension in the ranks and bring about a situation whereby the membership, at the contract expiration date, is not in a mood for a reasonable settlement. Numerous crises which develop during negotiations for new agreements result from a failure of the parties to adhere strictly to the intent of the agreement which expired.

Ten years ago, we were not too concerned with the effect of automation and technological change on the membership of the OPEIU. Today—we would not think of signing a contract which did not provide sufficient protection against serious dislocation and discharge of personnel because of the introduction of electronic data processing.

Ten years ago, we were not too concerned with the effect of subcontracting. Today—with computer centers springing up throughout the United States and Canada, and with banks and insurance companies eager to do such work for their clients, subcontracting protection clauses are a must.

We have classifications of employment covered under our contracts which were unknown in years gone by. Systems and procedure analysts, programmers, computer operators and tape librarians have replaced once common classifications.

It is easy to see, therefore, that the nature of collective bargaining, particularly in office and clerical employment, had to undergo many radical changes in order to keep abreast of developments.

Our negotiators today must be conversant with health and welfare costs, pension plans and job evaluation procedures. Collective bargaining is in itself a skill which must be mastered by those who would represent employees.

We must keep ourselves aware of the changes in State, Provincial and national laws which affect collective bargaining.

Therefore, when we have concluded an agreement, we must not only police it but continue to educate ourselves in the ever-changing developments which may affect it, or which may in the future demand changes in our approach to collective bargaining.

In this day and age, we cannot "go it alone." We must use every means at our disposal to adapt to the ever-changing collective bargaining process in order to create a more perfect collective bargaining instrument.

Stock Exchange Renewal: Five % Increase, And A Dividend Too



At signing of new Stock Exchange contract President Edwin D. Etherington of Exchange is flanked to left by Arthur Martinetti, administrator of Local 205 unit, and Local 205 President Walter C. Schulze. Standing from left: Ernest Faber, Union Vice-President Vincent Mauro, Conrad Trucano, Nancy DeGratto, Mildred Curcio, Allen Cohen, James McCabe, Secretary-Treasurer J. Vincent Blessing, Albert Kuiper and Samuel Howard.

New York City Local 205, United Financial Employees, has won wage increases averaging five per cent and a "special payment" equal to 10 per cent of annual salary in a new two-year contract with the American Stock Exchange.

The special payment, received by the employees last month, is in addition to the usual year-end bonus, the amount of which is determined each year by the Board of Governors of the Exchange.

The contract, which expires November 2, 1968, provides also for double time for unscheduled Sunday and holiday work, liberalized vacations, and increased hospital and medical benefits.

The work week in the Building Department and the Clearing Corporation was reduced from 40 hours weekly to 38¾. Group life insurance for pensioned employees was increased from \$4,000 to \$5,000.

The pact was negotiated by

Local 205 President Walter C. Schulze and other officers together with a 10-member Unit Committee headed by Arthur Martinetti.

President Edwin D. Etherington of the Stock Exchange personally presented the management's final proposal, which was accepted by the membership by a vote of 176 to 23.

The contract covers 370 employees. Local 205 also represents the clerical employees of the New York Stock Exchange and the New York Cotton Exchange.

Firm Stand by Local 49 Wins at Addressograph

Last-minute concessions by the Addressograph-Multigraph Company in Euclid, Ohio, averted a work stoppage by Local 49 and led to a two-year contract renewal providing for substantial wage increases and other advances.

The minimum and maximum of all salary ranges were increased by 3½ per cent of the maximum. In addition, adjustments ranging from two cents an hour to five cents were obtained to remove inequities.

The minimum increase provided for is \$4 weekly retroactive to June 3 and \$4 effective June 3, 1967. The maximum is \$7.75 this year and \$4 next year.

The day after Thanksgiving was made a holiday, bringing the total to 10. Employees working on holidays will receive holiday pay plus time and a half.

Hospital, surgical and medical coverage was improved, and benefits paid from the Mutual Benefit Association were increased from \$50 weekly to \$60. Severance pay was upped to

a half-week's straight time pay for each year of service to a maximum of \$1,250. The probationary period was cut from six months to three. The designation of job classifications as "male" or "female" was abolished.

The Negotiating committee was headed by Chief Steward Rick Maruschak. Harry Dillow Jr., Steve Novak, Pete Matousek and Dennis Collingwood were the other members. Omar White of the Federal Mediation and Conciliation attended most bargaining sessions. OPEIU Vice-President George Firth assisted the union during the final stage.

Change of Address

If you are moving, send both your new address and your old one to Secretary-Treasurer J. Howard Hicks, Office and Professional Employees International Union, 1012 14th Street, N. W., Washington, D. C. 20005. Be sure to include your zip code.



The Pacific Northwest Educational Conference, held in Portland, October 29-30.



Local 8 (Seattle) Business Representative Cary Grant and members of employees' committee get together happily after settling with King County Medical Service Corporation. Contract brought increases and dues checkoffs.