Detroit Hospital Contract:
First Gains Show It Did Pay To Join

At summer's close, 250 employees of Crittenton 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 on seniority, and a grievance procedure.

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

Professor Predicts Boom
In White-Collar Unionism

The next decade will see a “leap forward in white-collar unionization,” according to professor George S. Osborne 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 inequities and personal burdens and apathy because of a ‘loyalty’ to management aims may prove ill-founded,” Osborne forecast.

The unions of today have been handicapped in reaching clerical and office workers because of an “unfavorable image of labor unions as uncooth and rather low brow in character,” the professor said, and 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 astringent in executive row, the bank president, the general manager’s office, the controller’s desk, and the plant manager’s chair comprise the most fertile source of rational for the new breed of white-collar unionists.

Many of the future leaders of organized labor will emerge from the white-collar field, he predicted.
**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 exhorbitant 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 $59,000 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 him, 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, the labor-organized 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 election in 1968. Through work and education, we can succeed.

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**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. Phillip Ross, a former field examiner for the National Labor Relations Board and now on the faculty of the University of Pittsburgh Graduate School, who has just completed a study of the cases handled by the NLRB over 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 only deal them as far off the employers.

While most employers have rejected the contract, the NLRB’s role in its failure to adopt adequate and realistic remedies in those cases where the employer has unreasonably demonstrated a continuing intention 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 practice, at the same time impose the minimum of collective bargaining.

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**Automation Seen as Test Of Our System’s Morality**

The way automation is introduced may become “a public test of the moral quality of our economic system.”

The introduction of automation by a firm resulted in the dismissal of about 2,000 workers from a Laurel, Alabama plant. Engineers, technicians and blue-collar workers remain unorganized, pay increases for many jobs in the field are lagging behind the average of 6.5 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. Engineers 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 technical 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.

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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 Fugan, who was aided by Staff Representatives Walter Engelbert, Frank Sawyer and Steve Stempel.

The source material was largely prepared by International Representative William Lowe and Roy Buchan, now Professor of Industrial Relations at Dalhousie University.

The subjects dealt with included grievance handling, introducing the union 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.

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 grounds 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.

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 Sachter, a Local 39 steward at CUNA, Mutual Insurance Society, has been appointed to the State Advisory Committee in Office Education. This 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.

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 13 affiliates unions with 1,282,000 members, or 74 per cent of all union membership.

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.
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.

Past work at first 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 that are created through the years.

From the union point of view, policing the agreement is imperative. If we do not, many advantages gained in 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 dissention 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 OPEU. 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 procedures 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 negotiations 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.

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 38 1/2. Group life insurance for pensioned employees was increased from $4,000 to $5,000. The pact was negotiated by 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 Eucled, 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 $8 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 Marusich, Harry Dillow Jr., Steve Novak, Pete Matoushek and Dennis Collwong, as the other members. Omar White of the Federal Mediation and Conciliation attended most bargaining sessions. OPEU Vice-President George Firth assisted the union during the final stage.

Change of Address

If you are moving, sell 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.

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.

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


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