



# WHITE COLLAR

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

## Child Care Tax Bill

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### Denver Trio Awarded \$9,000



Three employees of the Denver Postal Credit Union, reinstated after being fired for union activity a year ago, happily go over agreement with management by which they get \$9,069.18 in compensation for lost wages. A complete change in the Credit Union board, now headed by Omar Gaskin, center, led to justice for the Local 5 members without need for further court action. From left are Treasurer Bill Chism of Credit Union, Marge Lundgren and Edna Pearson, two of reinstated workers, Chairman Gaskin, Vice-Chairman Boyce Anderson, third worker Bonnie Maydew, and Frank Schoepel, Senior Business Representative of Local 5.

### Three in St. Louis Get \$1,500



Rosetta Patterson, employee of Von Der Ahe Lines in St. Louis, Missouri, receives check for \$580.50 awarded her by the NLRB in compensation for loss of wages because of dismissal for union activity. Handing over payment is Business Representative George O'Brien of Local 13, which was organizing the company when Mrs. Patterson and two others were fired for pro-union stand. President Julia Riggle of Local 13 is to right. After a delay of a year and a half the NLRB awarded the three a total of \$1,518 and directed their reinstatement. Shirley Fredericks received \$678.36 and Antoinette Langford \$260.

## Local 153 Wins Two NLRB Elections

New York Local 153 has won two National Labor Relations Board elections, turning earlier setbacks into successes.

On June 10 the salesmen and merchandising men who work out of the Rheingold Brewery in Brooklyn voted for union representation by a 59 to 51 margin. Of the 59 pro-union ballots 56 were cast for Local 153 and three for Local 46 of the International Brotherhood of Teamsters.

The victory capped organizational efforts at Rheingold dating back 15 years. Only last year a representation election was lost.

On June 2 Local 153 won an election at the Booth American Shipping Corporation by a 16 to 13 majority, with one other ballot challenged. The union had sought to organize the firm in 1960 and again in 1964, that year losing a close election.

The final Rheingold organizing campaign got under way last February, and Local 153 soon had enough designation cards to petition the NLRB for an election.

Company efforts to challenge the Brooklyn group of employees as a proper unit followed but were rejected by the Board. The election was originally set

### Minneapolis Minutes

## Board Asks Ban on U.S. Contracts With Firms Violating Labor Law; Acts on Raiding and Strike Fund

The Executive Board of the International Union, meeting in Minneapolis June 14-17, added its voice to those of labor calling on the government to refuse to enter into contracts, and to cancel existing ones, with companies found guilty of unfair labor practices.

The action reflected the strong belief of members of the board that the absence of substantial penalties has enabled too many companies to repeatedly flout the provisions of the National Labor Relations Act (See lead editorial, page 2.)

Earlier the national AFL-CIO took the position that companies violating the labor law ought to be excluded from the benefits of government contracts as one means of strengthening enforcement.

In its four-day meeting, the Executive Board took a number of actions designed to add to the effectiveness of the union as it pursues its tasks of expanding its ranks and bettering the lot of its members.

A principal achievement was the adoption of a complete set of rules and regulations for the operation of the International Union Strike Benefit Fund to take effect this October 1. Copies are being forwarded to each Local Union.

In a related move, the board directed that the forthcoming round of Educational Conferences give a prominent place on the agenda to the entire subject of strike strategy and procedures, suggested strike clauses and the new Strike Benefit Fund rules.

The board also directed that starting next year Educational Conferences be held annually, instead of semi-annually as at present. It took this step in view of the OPEIU's policy of holding a meeting of full-time Local Union and International Union representatives once a year, ex-

cept in years in which conventions are held. The next such meeting will be held in Montreal next March. President Howard Coughlin announced.

In recognition of the national scope of many enterprises, the board authorized Local Unions, singly or in combination, to negotiate nation-wide agreements, provided that the International Union is party to them. The Executive Board shall determine the Local Union or Local Unions which shall seek such master agreements. Changing its policy hitherto, the board decided to allow dues to be paid directly to unions negotiating master agreements, stipulating

### OPEIU GROWTH

The International Union has made a new gain of 5,000 members in the last year. The encouraging statistic was included in President Howard Coughlin's report to the Executive Board.

that existing national agreements are not affected.

The subject of the raiding tactics of the International Brotherhood of Teamsters was discussed in detail, particularly as it applied to Portland Local 11. Secretary-Treasurer J. Howard Hicks and International Vice-President William Lowe gave a full account of the opera-

(Continued on page 3)

## Contract First in Waco Aids Working Mothers



Signing the union-company statement by which American Income Life recognized Local 277 as employees' bargaining agent. With pen in hand is President Bernard Rapoport of the Waco, Texas, firm. Behind him, from left, are Senior Vice-President A. C. Helms of the company, Local 277 Business Representative Charlie Rutledge, and Local 277 President J. B. Moss.

Local 277 has won a first-of-its-kind benefit in its first contract with the American Income Life Insurance Company of Waco, Texas.

Women employees with children who are required to work on Saturdays, Sundays and holidays or more than one hour overtime on regular work days will receive a supplemental child allowance of 75 cents an hour. This is in addition to overtime pay.

The clause is unique in U.S.

collective bargaining agreements.

In May the company agreed to recognize Local 277 as the bargaining representative of the 100 employees, making un-

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## WHITE COLLAR

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

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## The Law Without Teeth

For the sixth time since 1959 the Frosty Morn Division of Tennessee Packers, Inc., has been found guilty of unfair labor practices by the National Labor Relations Board. The Board in upholding an examiner's findings called the firm "a habitual violator of the Act in a six-year struggle against the union."

In the last instance of an unfair labor practice, the company laid off two members of the Meat Cutters Union because their NLRB testimony led to the reinstatement of three other laid-off members.

If a firm in the United States can continually violate the law without concern, it is time the government examined the type of penalties it imposes against violators.

We have long contended that "cease and desist" orders are not sufficient to deter a firm from violating the law. It is time for Congress to plug this loophole in the labor law which enables anti-union firms to frustrate the legitimate aspiration of their employees to belong to a union.

## Unemployment in Our Future

The U. S. Labor Department reported an increase in the jobless rate to 4% in May due primarily to women and student job seekers. The unemployment rate was 3.7 in April.

While it is plain that our unemployment figure is not alarming at the present time, it is also true that we are in an inflated economy due primarily to the expenditures of the Vietnam War. If and when the Vietnam struggle ends, we will again face an unemployment problem.

The post-war baby boom is upon us and will be for the next few years. The jobless rate for teenagers was 13.4% in May.

It is not too soon to plan for the eventuality that once again there will be far too few jobs to go around.

## Lie Detectors: Two States Act

Delaware and Maryland were the eighth and ninth states to ban the use of polygraphs as a condition of employment. The Delaware law is one of the strongest in the nation. It prohibits a private employer, the state or a municipality from requiring or even requesting or suggesting that any employee or prospective employee take a polygraph test.

The AFL-CIO and its State and local Central Bodies deserve great credit for the passage of these laws.

## Coughlin at Buffalo:

# Office Job Training Is Out of Date

Training centers are still generally preparing clerical workers for jobs that are being outdated by the computer and other new business machines, President Howard Coughlin charged in an address to the Governor's Conference on Manpower Training in Buffalo, New York, June 2.

"Classifications of white-collar employment which existed historically have been abolished and replaced by such new classifications as systems and procedure analysts, programmers, console operators, tape librarians and key punch operators," he observed.

Nevertheless, he went on, few public training centers adequately instruct clerical employees in electronic data processing, and "many of our business schools are continuing to prepare students for occupations in the business world which will cease to exist in the coming years."

"Why isn't it possible to provide computers for training purposes? Why do our training centers still insist on training clerical workers only in typing and stenography?"

Noting the rapid introduction of the IBM System 360, Coughlin said it is an indictment of our training facilities that "we have not yet provided sufficient of the original computers to train people in computer occupations and now face a third generation computer with a tremendous shortage of trained personnel."

Coughlin described what unions are doing to protect and help workers adversely affected by automation and technological change but noted that only about 12 per cent of the white-collar job force is now organized.



President Howard Coughlin and other union leaders watch Governor Nelson A. Rockefeller of New York sign legislation enabling the state to carry on worker training and retraining programs. The signing was a highlight of the Governor's Conference on Manpower Training, at which Coughlin delivered an address. Directly in back of Governor is President Harry Van Arsdale of New York City Central Labor Council.

## AFL-CIO Asks Review Of Federal Job Training

The AFL-CIO suggested that Congress undertake "a thoroughgoing review" of the Manpower Development and Training Act as an alternative to "piecemeal amendment" of the government's training program.

The proposal was made by AFL-CIO Legislative Director Andrew J. Biemiller before a House Labor subcommittee.

He stressed that the AFL-CIO

was "among the early and original supporters" of the manpower training program and has always backed "efforts to expand its scope and operations."

Both Biemiller and Labor Secretary W. Willard Wirtz opposed a bill before the subcommittee which would authorize the government to pay the wages of on-the-job trainees.

Biemiller testified:

"We have always opposed government subsidy of wages for any production which enters into the stream of commerce. Our position here is quite simple: when a worker produces for a employer, he ought to be paid by that employer."

Both Biemiller and Wirtz endorsed proposals to give added emphasis to manpower services for workers over the age of 45, to provide medical services for needy trainees, liberalize some of the qualifications for admittance to training programs and authorize training embracing improvement of communications skills, work habits and personal appearance.

In urging an overall review of the Manpower Development and Training Act, Biemiller declared that "there is a need to review the relationship of the MDTA to other statutes, such as the Vocational Education Act and the Economic Opportunity Act. The MDTA is too important a program to be handled by means of a series of piecemeal amendments which must inevitably leave gaps in the program."

## U.S. Reports 1 Out of 5 Unionists Are Women

Nearly a fifth of all union members in the nation are women, according to a Labor Department report in preparation of the forthcoming Directory of National and International Labor Unions in the United States, 1965.

From 1958 through 1964, the number of women unionists rose from 3.2 million to 3.4 million, or from 18.2 per cent of all union members to 19 per cent, the department said in a Monthly Labor Review article sum-

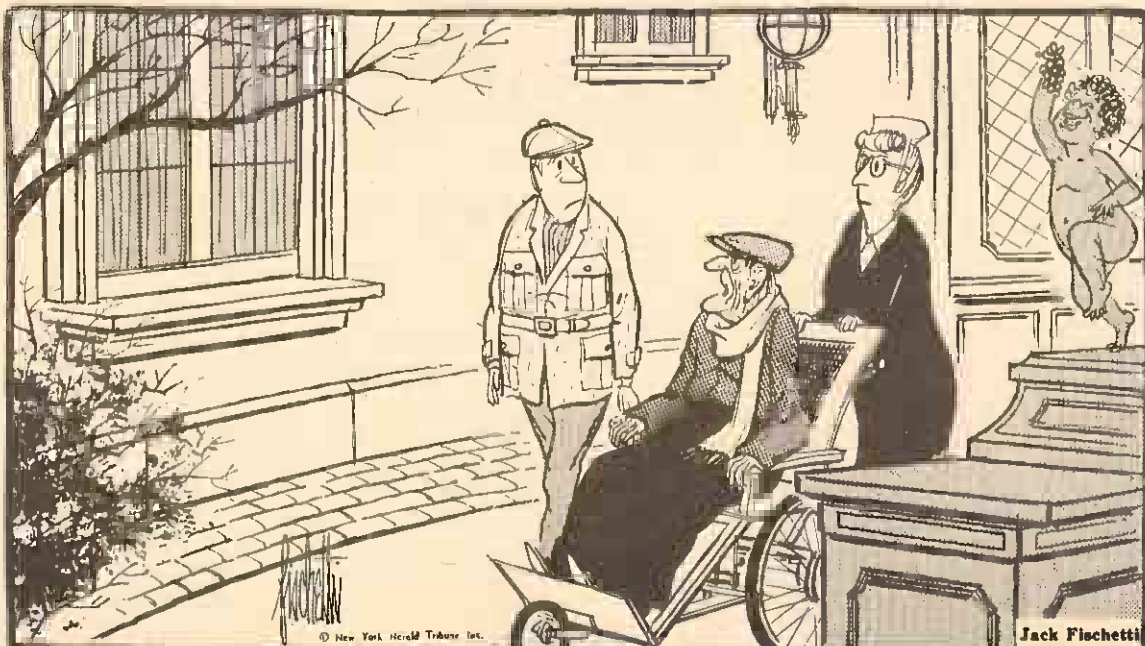
marizing a study by the Bureau of Labor Statistics.

The same study showed that union efforts to organize white collar workers were more successful in the two-year period ending in 1964 than in any like interval since 1956. The 1964 total was put at 2.6 million, or 14.4 per cent of total union membership.

According to later data, not included in the study, the growth of white-collar unionism continued in 1965.

The bureau's Harry P. Cohany noted also that 189 national and international unions headquartered in the U.S. had 17.9 million members in 1964, up from 17.6 million in two years. Of the total, 15.1 million were in unions affiliated with the AFL-CIO.

Women made up at least half the membership of 26 unions while 47 unions, with a total of nearly 2 million members, reported no women among them, according to Cohany's summary.



"I'll tell you when the country really started going to the dogs—when labor stopped groveling!"

# Members of Local 352 Hail Pact With Joy

Members of Local 352 in Franklin, Pennsylvania, have approved a two-year contract with the Joy Manufacturing Company providing for wage increases, a new pension plan, and other benefits.

Salaries were raised an average of \$22 monthly as of June 1, and will go up a further \$12 monthly starting June 1, 1967.

The first year increases for the nine salary grades range from \$16 to \$32. Those for the second year range from \$9 to \$17. The unit consists of 124 employees.

The new pension plan provides for a monthly payment of \$4 for every year of continuous service to employees retiring at age 65.

The agreement provides also for increased hospital and medical benefits and for longer paid sick leave. An additional holiday, the day after Thanksgiving, goes into effect in 1967, bringing the total number of paid holidays to 10.

Seniority provisions, hitherto strictly on a department basis, were altered to allow for more unit-wide consideration. All vacancies and new jobs in Grade 4

and above will be posted, and lower grade openings will be filled from those who have filed a request for consideration. The senior qualified employees will be selected, subject to grievance procedure.

The negotiators for the union were Local 352 President Edward A. McLaughlin, Secretary-Treasurer Ruth A. White, and Audrey Kozella, Calvin L. Krepp and Blaine T. Miller. They were aided by George P. Firth, International Vice-President.

## ★ Board

(Continued from page 1)

tions of the local which have necessitated the imposition of a trusteeship.

In view of the raids and competition the OPEIU is facing, taking in consideration also the fact that some Local Unions are both particularly vulnerable to raids and inactive organizationally, the Executive Board agreed to recognize the right of active Local Unions to organize in adjacent areas outside their original jurisdiction. Any jurisdictional disputes between the two OPEIU unions will be decided by the Executive Board.

In other actions the board:

- Directed the International Union officers to explore the possibility of holding the 1968 convention in some other city due to the difficulties encountered in making arrangements to hold it in Washington, D. C.

- Approved the merger of OPEIU Local 129, Houston, Texas, and Local 27, Galveston.

- Discussed the possibility of a National Pension Plan for the membership of the OPEIU and asked that further discussions be held between representatives of the Local 153 Pension Plan and the Western States Plan.



# CANADIAN NEWS



When Local 280, Bartenders, called a strike in Metropolitan Toronto recently, members of OPEIU Local 343 were sympathetic and demonstrated their support on the picket line. From left are Betty McGrindle, who works in the Local 280 office, Olive Chester, Davida Mitchell, Lorraine Chenier, Sylvia Nugent, and Valerie Taylor.

## ★ Local 153

(Continued from page 1)

Rheingold employees International President Howard Coughlin, Local 153's Business Manager, cited the union's record of effective representation of salesmen of Pabst, Schaefer, Piel Brothers, Budweiser and other beers and pledged the full support of the OPEIU to the Rheingold group.

Changes in management provided Local 153 with a new opportunity at Booth American Shipping Corporation. In a rapid organizing campaign the union signed up a majority of the employees and held that majority on election day.

Local 153 Secretary-Treasurer Ben J. Cohan was in overall charge of the two successful campaigns. Business Representative William Griffin directed the Rheingold drive, and Representative John Kelly led that at Booth American. Kelly was aided by Bernard Solomon.



Leaving 26th Annual Memorial Mass sponsored by the Chicago and Cook County Building Trades Council, AFL-CIO, two officers of OPEIU Local 28, Hazel Krueger and Marie Cramer, are flanked by Congressman Roman Puchinski, left, and President Reuben Soderstrom of Illinois State Federation of Labor.

## ★ Waco

(Continued from page 1)

necessary a National Labor Relations election and leading immediately to the negotiations.

The agreement, announced by Local 277 President J. B. Moss, provides for an immediate wage increase of about six per cent and cost-of-living adjustments every six months. In addition the parties agreed to a job evaluation analysis within 90 days as the basis for further salary increases.

The employees will receive nine paid holidays, and two weeks of vacation after the first year, three weeks after five years and four weeks after 12 years.

Other benefits include health and welfare coverage, a profit-sharing plan, 12 days of sick leave accumulative to 60 days, three days of funeral leave, one day of paid leave for matrimony, and also guaranteed maternity leave.

Extensive job security provisions were obtained: the union shop with irrevocable checkoff, a union hiring hall, a ban on subcontracting, no dismissals because of the introduction of technological change, and unit-wide seniority.

The company agreed to recognize the union in any and all offices it may open anywhere in the U.S. and to affix the Local 277 union label on all correspondence and mimeographed and printed matter.

Other provisions:

- One day a month the company and the union will jointly conduct classes for the employees during working hours. Employees satisfactorily completing educational programs will get a vacation bonus.

- Employees with a perfect attendance record will receive a day off each quarter.

- A guarantee of four hours of call-out pay, a \$1 meal allowance for employees working four hours of overtime plus 30 minutes of pay for the meal period.

## Local 15 Ends Strike, Wins Wage Increases

Local 15 has ended a protracted strike against the Sherwin-Williams Paint Company in British Columbia, signing a new contract providing for substantial wage increases and a union security clause.

Under the two-year agreement, the wage range will be \$225 to \$400 a month, compared to \$180 to \$330 previously. The increases range from a minimum of \$40 monthly for starters in Group 1 to \$70 in Labor Grade 5.

The levels are \$10 a month

above the award of the Conciliation Board.

One of the sticky issues which delayed a settlement was union security. Finally the union and the company agreed to the inclusion of Rand Formula—called the agency shop in the U.S.

Nineteen employees of the paint firm maintained the picket line during the strike, which was fully supported by the British Columbia Federation of Labour as well as the OPEIU.

## Jodoin Says Arbitration Won't Work Here Either

Compulsory arbitration can never be a substitute for free collective bargaining, Claude Jodoin, president of the Canadian Labour Congress, told the Canadian Box Manufacturers' Association convention in Quebec.

"It is surely not unreasonable to expect that the working people, through their trade unions, will continue to seek more as their share of the fruits of progress," he said. "As to what constitutes a fair share, it is safe to assume that there may continue to be some differences.

"We look on free collective bargaining as the one free, democratic method of dealing with these differences. Superimposed

conditions are neither free nor democratic. This is why compulsory arbitration will not work. It has not worked in other places and it will not work here in Canada."

At the same time, the president of Canada's major labour organization said there was a great need for a study of the process of collective bargaining in the light of the new circumstances of today.

## More Mothers Taking Jobs

The proportion of adult women who go out to work rose from 14 per cent in 1901 to 30 per cent in 1965 and is still growing, according to Dr. Sylvia Ostry of the Dominion Bureau of Statistics. Married women with children reentering the labour force are a particularly fast growing group, she said.

Papers by Dr. Ostry and others presented at a recent conference in Ottawa were summarized in the *May Labour Gazette*.

"In recent decades there has been a marked expansion of jobs which are considered especially suited for feminine employment," Dr. Ostry said.

At the turn of the century, only five per cent of employed women had clerical jobs, whereas now the percentage is 29.

One result of the influx of women workers has been that "average earnings in clerical work had risen very slowly," the *Labour Gazette* account said.



from the desk  
of the  
**PRESIDENT**

## Work Measurement— And Speed Up

Time and motion studies historically used on assembly lines are now being applied in the office. These techniques are being used increasingly by corporations and government agencies to cut office costs.

Twenty years ago many firms attempted to apply work measurement techniques to office workers without success. These firms found that it was quite difficult to obtain speed, efficiency and accuracy at the same time. But with paper work continuing to increase more and more managements are getting back into the business of measuring the work of office and clerical employees.

According to a recent article in the *Wall Street Journal*, it was determined that the average office worker takes 7.027 seconds to open a letter and throw away the envelope, 1.192 seconds to pick up a pencil and start writing, and 1.562 seconds to get up out of a chair. These studies were made with a stopwatch.

### Job Losses

Behr-Manning, a division of Norton Company, located in Troy, New York, cut its stenographic pool from 20 to 7 girls. The St. Paul Fire and Marine Insurance Company is looking for 120 girls, but it claims that it would require 200 such office workers if it weren't for its time-standards program. This company estimates that the program is saving \$600,000 a year. The Chase Manhattan Bank says that it is saving \$4.5 million annually with a time-standards program and is eliminating the equivalent of 800 office jobs. The Aetna Life Insurance Company of Hartford, Connecticut, indicates that it saved over \$1 million last year through a work measurement program.

The Methods-Time Measurement Association of Ann Arbor, Michigan, originally consisted of six management consulting firms and some professors in 1951. Today its membership has grown to 19 consulting firms and nearly 200 corporations which employ their own analysts.

The *Wall Street Journal* article shows that the application of time standards to different office tasks is a fast growing business. One New York company states that its office measurement business has tripled in three years, while another firm which applied time study methods to office work reports that it found most employees worked at only about half of the "standard average" productivity rate when they began the work measurement program.

The *Journal* account tends to give the impression that firms applying work measurement techniques to office and clerical work were giving much of the money saved to employees in the form of bonus payments.

### OPEIU Experience

This has not been the experience of the Office and Professional Employees International Union.

We have found that so-called "efficiency engineers" use the meat-ax approach in their attempts to streamline office systems. Workers are told to speed up or else. After the "efficiency engineers" leave the premises of the employer, the employee who was forced to speed up his operation is not excused if he makes a major error.

The Office and Professional Employees International Union feels that all office operations should be efficient. We strongly contend, however, that a speed up system cannot be introduced without loss of accuracy. An additional zero added to a check by a worker operating a check writer can cost a company thousands of dollars. A poorly transcribed letter by a stenographer can cost the company an account or a client. A computer is only as accurate as the information fed into it. A worker on a speed up system may implant disaster for a company if information he feeds to the memory drum of a computer is inaccurate.

Only through collective bargaining can white-collar workers be protected against the injustices of those who would impose unrealistic standards. There is no substitute for a collective bargaining agreement when an employer attempts to speed up and eliminate workers.

## Rep. Resnick Tells House:

# Heed Plight of Working Mothers

The case for a full tax deduction for the child care expenses of working mothers was well put by Rep. Joseph Y. Resnick of New York recently in remarks on the floor of the House and extended in the Congressional Record.

Like Rep. Hugh Carey, also from New York, Rep. Resnick has introduced a bill that would give employed mothers long overdue tax help. Enactment of such a bill is a major legislative goal of the OPEIU.

The full text of Rep. Resnick's speech follows:

Mr. RESNICK. Mr. Speaker, I am introducing today a bill on behalf of a deserving group whose very real needs the Congress has given too little attention — namely, the working mothers of this country.

We have in this country some 9.5 million working mothers with children under 18 years of age. They represent 40 percent of all our women workers, whose contributions are so important to the functioning of our economy, including the defense sector.

Approximately 3 million working mothers have children under 6 years of age, who must be cared for during the day either in a paid nursery school, or by full-time domestic help. While some work simply because they prefer to, many do so through necessity. Either their husbands' earnings are low and must be supplemented, or they are among the 2 million working mothers who are widowed, divorced, separated, or abandoned and depend largely on their own earnings to support themselves and their children.

These days, it costs an average of \$20 a week, or more than \$1,000 a year, to obtain day care for a child through private facilities—public ones are very scarce.

In the face of these realities,



Petitions bearing thousands of signatures in support of income tax justice for working mothers are presented to Congressman Hugh Carey of Brooklyn, New York by Local 153 officers and members. Rep. Carey has introduced a bill, HR 10676, allowing higher tax deductions for the child care expenses of employed mothers. From left are Local 153 Business Representative John Kelly, Executive Board member Helen Coll, Rep. Carey, Nancy Villa, member of the local typifying those who would benefit from reform, and Joseph Luger, Chairman of Local 153 Legislative Committee, which gathered signatures.

the Internal Revenue Act of 1954, under which working mothers pay taxes today, makes an antiquated and inadequate provision for them to deduct expenses of child care. At the urging of the Office and Professional Employees International Union — AFL-CIO — Congress originally wrote into the Internal Revenue Code a provision allowing a working mother a deduction of up to \$600 for expenses for the care of one child, and up to \$900 total, regardless of whether she has two, four, or six children.

These figures are no longer realistic, for as I have indicated, it costs \$1,000 a year for day care of just one child. To provide badly needed relief to working mothers, Howard Coughlin, president of the Office and Professional Employees International

Union and as such the spokesman for thousands of working mothers not only in my district but all over the country, has called upon the Congress to amend our tax laws.

I am, therefore, pleased to introduce a bill that removes the present limitations on tax deductions for child care expenses, and allows the working mother to deduct the amount actually spent.



This spring's Southeast Educational Conference was held in Mobile, Alabama, May 21-22.

In dealing with the many claims on our attention, let us not overlook the plight of the working mother. We are making provisions in the Great Society program, and rightly so, for the needs of the aging, for the deprived, and the disenfranchised. How can we afford to overlook the needs of millions of working mothers, and of their millions of children?

We allow 27½ percent depletion allowance to conserve our national resources in oil. Can anyone doubt that mothers and children are a national resource deserving at least equal consideration? It is only simple justice that we pass this measure at the earliest possible moment.

### 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.