DENVER TRIO AWARDED $9,000

Three employees of the Denver Postal Credit Union, reinstated after being fired for union activity last year, have been awarded $9,000 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 who were out on further court action. From left are Treasurer Bill Chism of Credit Union, Margaret Landgren and Edna Pearson, two of reinstated workers, Chairman Gaskin, Vice-Chairman Royce Anderson, third worker Bonnie Maydew, and Frank Schoeppe, Senior Business Representative of Local 5.

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, except 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 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-

CONTRACT FIRST IN WACO AIDS WORKING MOTHERS

Signings the union-company statement by which American Income Life Insurance Company, recognized Local 277 as employees’ bargaining agent. With pen in hand is President Bernard Rapport of the Waco, Texas, firm. Behind him, from left, are 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-

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 Rhingold Bakery 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 Rhingold 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 election challenged. The union had sought to organize the firm in 1960 and again in 1964, that year losing a close election.

The final Rhingold 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 for April 27, only to be postponed at the last minute as a result of the inclusion by management of executives and outside salesmen on the list of eligible voters. The June election followed another NLRB decision that the Board found for the union.

The successful outcome was the result of persistent work by volunteers from Local 153’s Salesmen’s Division and by members of the staff, who were assisted by International Representatives Bud Manning, Leo Wallace and John Fitzmaurice.

In a final leaflet appeal to the... (Continued on page 3)
The Law Without Teeth

For the sixth time since 1959 the Froyse Moor 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 vio-
lator of the Act in a six-year struggle against the union."

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 econ-
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The post-war baby boom is upon us and will be for the next few
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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 another $12 monthly starting June 1, 1967. The first year increases for the nine salary grades range from $16 to $52. 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 will be filled by senior qualified employees of the local which have not previously worked for the company.

In view of the raids and competition the OPEIU is facing, taking in consideration also the facts 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.

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 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 Rond 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 Osry of the Dominion Bureau of Statistics. Married women with children entering the labour force are a particularly fast growing group, she said.

Papers by Dr. Osry and others presented at a recent conference in Ottawa were summarized in the May Labour Gazette.
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 and managers 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, has automated 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 present system is a waste on a speed up system. The Chay 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 it's 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 article account 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 clerical accuracy. An error added to a letter or 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 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 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 $200 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, 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 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.

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.

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