OPEIU Leads in Canadian White Collar Organizing

At the White House

President Johnson is shown greeting OPEIU President Howard Coughlin when he and other labor leaders visited the White House recently for a dinner meeting at which they were briefed on the country’s economic problems and world affairs including Vietnam. Also present were members of the President’s Cabinet.

Little Rock Unit Picks OPEIU

A majority of the clerical employees of U.S. Time Corporation’s Kansas, have voted for representation by Local 105 of the OPEIU by the National Labor Relations Board September 16. The vote was 39 to 35. An additional 17 ballots were challenged by the company, which argued that those casting them were not proper members of the unit. Among them were 10 members of the Organizing Committee. The union is confident that the ballots will be validated, giving it a large majority of yes votes and a strong shop.

The company made a last minute effort to stave off defeat, flying in its director of industrial relations from Waterbury, Connecticut. At captive meetings held just prior to the 24-hour pre-election period during which the NLRB prohibits such activities this executive put his eloquence to the task of trying to dissuade the employees from voting for representation by the two offices in Little Rock, Arkansas in a consent election conducted by the NLRB.

OPEIU. The union countered by continuing its campaign to the end. The final round of house visits and phone calls made by International Representative Jack Langford and members of the Organizing Committee are believed to have been decisive in putting the union over the top. Forty of the employees had voted for representation, giving the union a strong base.

Russell Harvey Dies; Veteran OPEIU Leader in Canada Mourned

G. Russell Harvey, International Representative of the OPEIU and an outstanding organizer of white collar employees, died in Toronto, Ontario, on September 5 after a short illness.

Brother Harvey served the American Federation of Labor, and later the AFL-CIO, as Canadian Director of Organization from 1944 to 1956. When the Office Employees International Union received its charter, he became its representative in Canada, beginning a fruitful association that ended only with his death.

In behalf of the Office Employees International Union he led successful organizing campaigns in a multitude of companies, including a substantial number engaged in paper manufacturing and processing. He was one of those who helped mightily to make possible the growth of the OPEIU in Canada, reported in the adjoining article.

He was also chairman of the Ontario Labour Relations Board from its inception in 1944. In recent years Brother Harvey made an important contribution to the development of the OPEIU in International Representative and as Vice-President of Local 131 in Toronto. He organized and served local unions from the Lakehead to Newfoundland.

A man who assumed many responsibilities, he was chairman of the Allied Constructions Council, made up of all the unions involved in the Ontario Hydro Construction projects, from 1950 to 1960, and chairman of the trade unions’ Atomic Energy Council from 1947 to 1957.

Rusell Harvey
**Wage Hikes Plus Fast Reopener Won For San Diego Hospital Employees**

Employees of the San Diego Health Association and Stevenson Memorial Hospital show their delight as General Manager Eugene T. Agene puts his signature to new agreement. Seated at left is International Representative Joseph F. McGee. Standing from left are Ed Tucker, Jerri Billmayer, JoAnne Nordgaard, Noema Pinol, Marguerita Berry, Carmen Garcia, Sonia Pendleton, Renee Sutton and Berice Moorehead.

Members of Local 139, Office, Professional and Technical Employees, have approved a new contract with the San Diego (California) Health Association and Stevenson Memorial Hospital which substantially raises wage scales for all job categories.

The San Diego Health Association and Stevenson Memorial Hospital is a non-profit organization which provides comprehensive medical care utilizing the group practice system.

The agreement calls for an across-the-board wage increase of $1.75 per hour.

In addition, new job classifications were established resulting in the upgrading of many employees. The employer and the union agreed to establish a joint job study committee to review and properly classify all of the jobs within the bargaining unit.

Standby and on-call fees for laboratory and x-ray technicians and a mileage allowance which had been covered by a management memorandum were added to the new agreement. Also, the contract now provides super seniority for stewards, printing of the agreement by the employer and a shift differential of 15 cents per hour.

The bargaining unit was expanded to include employees in the engineering department, stockroom and inside and outside enrollment representatives. Employees serving on the Local 139 Negotiating Committee were Ed Tucker, Bernice Moorhead, Renee Sutton, Roberta Vierra, Elizabeth Hart, Art Radke, Jan Winderm, Grace Owen, Mary Ann Oest and Ruth Whitcomb. Local 139 President Phyllis LaRocque and Secretary-Treasurer Sally Holtman assisted in the bargaining.

Joseph F. McGee, OPEIU International Representative, served as chairman of the committee.

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**Treble Damages A Proper Remedy**

Congressman Frank Thompson (D-N.J.) recently proposed an extremely pertinent and proper remedy to correct a damaging weakness in the Taft-Hartley Act. He suggested that a worker discharged for union activity be given double or treble damages for his lost wages.

We strongly concur with the Congressman's recommendation. Employers have too often deliberately discharged a suspected union advocate during an organizing campaign in an open attempt to intimidate and frighten the other employees so that they would dissociate themselves from the union. The fact that the Union was able to win unfair labor practice charges and secure the reinstatement of the employee was a cheap price to pay.

In most cases, the union lost the election or never even got to the petitioning stage because of the fear engendered. The employer lost the individual wage battle but won the war. Too, if the temporarilyp "discharged" employee worked at another job while the charges were pending, the employer's wage liability was further lessened by the amount of money earned in the other job.

Double or, preferably, treble damages for discharge because of union activity would act as a great deterrent on such an employer.

Further, it would strengthen the will of union activists and remove one of the largest obstacles to organizing white collar groups.

We urge Congressman Thompson to go full-speed ahead.

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**Migrant Workers On The Move**

America's migrant workers have taken the first steps towards winning a measure of economic justice and a better way of life for themselves and their families.

In June, the grape pickers signed a first contract with Shenlen Industries which brought them a blanket 35 cent hourly wage increase, a minimum wage of $1.75 an hour and other fringe benefits. On August 30th, farm workers of the giant Di Giorgio Corp., also in California, voted overwhelmingly in favor of union representation. And, on Labor Day, 20,000 Texans marched to the State Capitol to demand a $1.25 an hour state minimum wage law and to show their sympathy for a band of farm workers who had walked 400 miles from the Rio Grande Valley to dramatize their low wages and their strike against two corporation farms.

Great movements are afoot in other farm areas of California and Texas and also in New York state, Michigan, Florida and Wisconsin to organize migrant worker groups and gain the benefits of collective bargaining.

These stirrings by our long neglected and oppressed migrant workers towards a super place in the mainstream of our society are a welcome sign.

We in the OPEIU heartily agree with the AFL-CIO Executive Council statement that "a nation as prosperous as the United States can no longer tolerate the shame of its agricultural workers. America owes these men and women the opportunity to better their lives, and we are determined to achieve that opportunity for them."

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**Subscription Price $1 a Year**

**Postmasters: Attention.** Notice of change of address was properly given to Office and Professional Employees International Union, 1212 16th St., N.W., Washington, D.C. 20036. Published weekly at 837 Island Avenue, Washington, D.C. 20036. Second class postage paid at Washington, D.C.
MEAN TELLS EXECUTIVES:

Union Wage Goals Basic to Prosperity

A "super-boom" in business investment in new plants and machines, coupled with the "misguided" high-interest policies of the Federal Reserve Board, threatens to unbalance the economy, AFL-CIO President George Meany warned in a major address.

Meany told a blue-ribbon audience of business and industrial executives that present policies are creating "a big gap between the economy's ability to produce and the ability to buy."

He said that "unless the ever-rising tide of goods that America can produce is matched by the ability to pay for them, the earnings of workers, these goods cannot be sold."

The rising take-home pay that unions seek is indispensable to the sustained growth of production, jobs and profits.

The setting for Meany's address was the 50th anniversary world convocation of the National Industrial Conference Board, which promotes economic research and analysis for leading business firms.

In a free society, Meany declared, there is "no alternative" to collective bargaining and there can be no "meaningful" bargaining without the right to strike.

Labor, he emphasized, doesn't want "citizenship with privilege" or "put the employer out of business."

The trade union demand is "a fair share for workers that make their contribution to the economic system. . . . Unions are going to continue to seek a fair share through every legal method, including strikes, when necessary."

"Acting within the basic structure of our society," he pointed out, "trade unions have served to humanize the economic system. And in humanizing it, they have made it stronger and more prosperous, through the development of broader mass markets for the sale of the products of industry."

Shortly before Meany spoke, U.S. Steel Board Chairman Roger M. Blough attacked President Johnson's proposal to suspend the 7-cent per pound tax credit and called instead for a cut in government spending.

Meany retorted that "the fear that feed this unbalanced capital goods boom are the soaring corporate profits of recent years."

This is why, he said, "the government is now positive in its views of helping housing, schools, mass transit, clean air and water, recreation and other facilities and services demand progressive legislation and far heavier public expenditure for such facilities and services than has ever been provided in the past."

Meany spoke also of the need for further steps to remedy "decades of neglect, prejudice and discrimination . . . particularly when automation is wiping out large numbers of unskilled and semi-skilled jobs in farming and industry."

-ft Worth Local Adds Photo Unit

The newly organized Photographers' Unit at General Dynamics has been brought under the company's contract with Local 277, Fort Worth, Texas.

The latest of a number of new units to be added to the OPEIU, the expanding local will share in the benefits won for other General Dynamic office workers. In addition, several new job classifications were created and 23 per cent of the unit upgraded.

The basic General Dynamics agreement provides for wage increases and cost-of-living allowances over a five-year period, two new holidays, seniority rights, sick leave, a stock savings plan, three weeks of vacation after 10 years, and life, disability and medical insurance.

OPEIU Growth in Canada

(Continued from page 1)

These gains foreshadow an even brighter future for the OPEIU in the Dominion. They are not only important in themselves but are giving the local unions the strength they need to make the most of their favorable opportunity.

WHITE COLLAR ORGANIZING GAINS IN CANADA

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<th>January 1965 - April 1966</th>
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<tr>
<td>Office and Professional Employees International Union</td>
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<td>Canadian Union of Public Employees</td>
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Partial list of organizing gains registered by union members represented on the National White Collar Committee of the Canadian Labour Congress.
Labor and the Law

The Hard Lesson of the Proctor & Gamble Case

By Joseph E. Fleck

OPEIU General Counsel

One of the key issues in the bargaining was the strong management rights clause and the limited arbitration clause. Company insistence upon a strong management rights clause is not a refusal to bargain, as we in the American Labor-Utica-National Insurance Co. case that went to the United States Supreme Court. But the Board repeated that insistence on a strong management rights clause can be taken into account in determining the employer's state of mind as to whether or not he intended to bargain in good faith.

But here, the company made many economic concessions, advocated a special arbitration tribunal to hear company cases, only when it was willing to modify the no-strike clause. While this didn't help the union, it won the hard bargaining part of the case for the company.

During the long negotiations, the company sent out bards of literature to the employees, explaining its position and often attacking the union negotiators. Many of you may recall the recent General Electric case where the NLRB found GE in violation for doing the same thing. Perhaps the key point here is whether the company attempted to undermine the union, as it could be said in the GE case. But here is what the Board said in the new Proctor & Gamble decision:

"The fact that an employer chooses to employ informants of its employees, of negotiations, or of proposals made to the union, or of its version of a breakdown in negotiations will not alone establish a failure to bargain in good faith."

The Board cited the GE case, but said that here, the company had made a good faith attempt to agree with the union, the company did not reflect a state of mind or intent to violate the duty to bargain in good faith, and therefore, the strong campaign of leaflets to the employees was not unlawful.

Wisconsin Local Opens Gateway to Union Gains

Excellent agreements have been negotiated at two recently-organized terminals of the Gateway Transportation Company. These terminals—at the Twin Cities and Madison, Wisconsin—became effective yesterday, and may accumulate the unused portion up to 60 days. The company is in a state of independent, with no help from the NLRB, so it was not decided by the Board in 1962 to make determinations on hard bargaining cases.

The parties bargained over a 28-month period, holding some 50 sessions with no meetings, and finally reached agreement when the union surrendered all on every point. As you may know, in refusal to bargain cases, you refer to the Board of the company on every issue, and then went to the Board, where once again, the company scored what it can only be called a total victory.

Memphis Labor Backs Strike By Local 367

The strike conducted by Local 367 against the Universal Life Insurance Company, now in its third month, has received the full support of the Memphis AFL-CIO Labor Council.

The central labor body of Tennessee has called on all working people both to refuse to purchase from the anti-union company and to withdraw their accounts from the linked Tri State Bank. Maceo Walker, the president and major stockholder of Universal Life, owns the bank.

Local 367, which has passed a resolution urging that private program funds for the City of Memphis be taken out of the Tri State Bank.

Universal Life forced the strike on the employees by refusing to negotiate a contract, firing some union members, and to pro- unionization, as it is essential in the current strike.