Investment in OPEIU Local 205 Pays Off for Stock Exchange Unit

United Financial Employees, Local 205 of the OPEIU, has proved once again that belonging to a union pays steady dividends, obtaining many improvements in a new two-year agreement with the New York Stock Exchange and the Stock Clearing Corporation. At the present time the Volume Bonus which starts at 2 percent is operating at its maximum of 20 percent. For the year 1966 employees averaged an additional 19.3 percent above salary in quarterly Volume Bonus payments.

The contract continues a Sick Leave Plan which provides for accumulation of a maximum of 300 days at the rate of one day per month. Also provided is a Separation Allowance equal to one week's pay for each year of service if a job is eliminated. Blue Cross-Blue Shield and Major Medical Plans are also provided.

A total of nine negotiating sessions were held and after five meetings, at the Union's request, Federal Mediation Service assigned Commissioners Francis Maher and Robert Swanson to assist. Tentative agreement was reached late at night on May 2 after a five-hour meeting.

President Walter C. Schulze headed the Union Committee composed of Vice-President Vincent A. Mauro, Recording Secretary Secretary John J. Waldron, Sergeant-at-arms Enrico Franco, Board Member Thomas Burke and James Falzone, Lester L. McCarthy, Jr., Wolfhard Wiedner, Frank Schweinzer, Joseph O'Connell, Montgomery B. Jones, Allan Heyman, Paul Greenspun and Kenneth Kret. Henderson B. Douglas, Director of Organization of the OPEIU served as advisor to the Local 205 Committee.

The National Labor Relations Board recently found that the Baton Rouge Water Works Employees Association had constitutionally approved a resolution whereby the membership chose to be affiliated with Office and Professional Employees International Union, Local 428. The Baton Rouge Water Works Company petitioned the NLRB and alleged that the membership is disaffiliating from the Employees Association did not conform with the Association's Constitutional requirements and that the employer therefore did not have an obligation to recognize Local 428. The Board found no merit in the employer's position and (Continued on page 2)

Local 12 Makes Good Contract Even Better

The already impressive labor agreement covering the 450 office employees at the Federal Cartridge Corporation, Twin Cities Arsenal, in New Brighton, Minnesota has been improved by a seven per cent overall wage and fringe Representative H. R. Markussen of Local 12, bargainer representative of the unit, reports that the settlement was approved overwhelmingly at a ratification meeting May 15.

These are the advances obtained in the renewal:
- A 4 per cent general wage increase.
- Two weeks' vacation after one year of service (formerly two weeks after three years).
- New Year's Eve as a full paid holiday.
- Improved hospitalization benefits including a $6 payment for doctors' visits.
- Liberalized sick leave with a 44 day accumulation feature.
- Improved overtime, call-in, job bidding, promotional pay and shift schedule benefits.

Under the old contract the starting rate for file clerks and those on comparable jobs was $2.61 per hour; the majority of employees were earning between $3.13 and $4.07 per hour. Shift employees received an additional 10c and 15c an hour. The company contributed 15c per hour employee into the Pension Fund and paid the full cost of the hospital program.

During contract negotiations, the company maintained that its wage and fringe benefit policies were fair in excess of area practices and that they had been instructed by Army Ordnance to "hold the line" insofar as wage and fringe benefit increases were concerned. In its final package, the company offered nothing in wage increases and only token improvements in fringe benefits.

The office employees unanimously rejected this proposal and voted by a margin of 175 to 1 in support of their demands. As a result of this great show of unity and determination, Army Ordnance adopted an admiring posture. A settlement agreement was reached a short time later in mediation sessions.

Regional Director Art Lewandowski headed the bargaining committee team, which was comprised of James Schilling, Catherine Drake, Donald Hunstad, Tom Short and Olive Waddle.
Summer Jobs for Youth

On May 9, 1967, President Johnson signed an Executive Order establishing the President’s Council on Youth Opportunity. Chairing the Vice-President Hubert Humphreys, this Cabinet-level Council is charged with the special responsibility of ensuring effective planning for summer and other youth programs of the Federal Government. Hundreds of thousands of summer jobs have been offered to employers. The Vice-President seeks to surpass last summer’s record of over one million young people being employed.

Labor and industry are solidly behind in its attempt to get young people off the streets and into private employment during the summer months. The Office and Professional Employees International Union heartily applauds the actions of the President and the Vice-President. Our organization initiated a program of this kind several years ago and we are continuing to do everything possible to encourage employers to provide jobs for young Americans.

Coordinated Bargaining

More and more unions are embracing the idea of coordinated bargaining. The OPEIU has always favored a coalition with other unions in the same plant or industry for purposes of producing the best results in the way of wages, hours and working conditions for all members, including members of the OPEIU.

There is no questioning the fact that coordinated bargaining at General Electric and Westinghouse last year resulted in notable achievements for all unions on behalf of their memberships.

When dealing with large national firms, it is absolutely essential that organized labor present a strong coordinated effort to attain a final settlement.

White-Collar Union Identity

For years we have been listening to the discussion of the need for the unionization of the ever-growing white-collar force in the United States and Canada. This is what we are working for.

On the other hand, those who espouse industrial unionism present the argument that white-collar workers should be organized en masse in a particular industry with manual workers.

We, of the Office and Professional Employees International Union, have always felt that white-collar workers will not accept loss of identity and sometimes objectives within large industrial unions. In too many instances, we have seen organized white-collar workers in industrial unions lose many historic conditions of employment peculiar to them, such as liberal sick leave, the shorter work week, more liberalized vacation plans and jury duty leave.

Recently, we have noted a demand by white-collar locals of industrial unions for identification, greater autonomy and more stress on the specific needs of white-collar workers. Some of the larger industrial unions, recognizing this need, have called special conventions in order to attempt to alleviate discontent in their white-collar ranks.

We feel that the final answer will be found in the formation of one giant white-collar union for white-collar workers.

Baton Rouge

(Continued from page 1)

after investigation held that the Associations’ constitution had been followed to the letter and that Local 428 is but a continuation of the former certification granted to the Association.

In effect, Local 428 is the successor organization to the Baton Rouge Water Works Employees Association. Some 110 employees will now bargain through Local 428 for a new collective bargaining agreement.

OPEIU President Howard Cougheen explains shorthand method called Stenotopia to TV audience. Local 153, New York City, used this televised course teaching this method, which is promoted by the Manpower Education Institute of the Foundation of Automation and Employment. Program may be presented in other cities shortly.

Miami Beach Hotels Defeat OPEIU With No-Holds-Barred Campaign

It would not be easy to find a large group of office and clerical employees as underpaid and exploited as those who work for the plush hotels at Miami Beach, and when about a year ago the OPEIU set out to organize them, it was welcomed with open arms.

So well did the campaign go that the union was shortly in a position to seek a representation election, and it did so.

But when finally an election was held last month, May 15-16, the union was defeated. Thereby hangs a tale—

a classic case of flagrantly unfair labor practices by a band of employers who stopped at nothing in their effort to keep the OPEIU out and thus save themselves the added dollars that they knew they would have to pay their white-collar workers under a union contract.

The employers, it should be noted at the start, believe in organizing. They have their own common organization—the Southern Florida Hotel and Motel Association, and the OPEIU quickly discovered that under a previous ruling by the National Labor Relations Board, it would have to obtain an overall majority of the office and clerical workers in all 38 of the Association members in order to gain recognition.

Elsewhere, in New York State for example, the basic unit has always been the individual hotel. The New York State Labor Relations Board has properly held that the employees of a hotel who want to belong to a union ought not to be penalized by having to wait for a successful union organizing effort in other hotels. But in Miami Beach the OPEIU was faced with task of gaining a total majority in all hotels at once.

Even more surprising, the employers were not about to allow an election during the tourist season, when employment was at its highest and before a virulent anti-union campaign could be carried out.

On one pretext or another, the Association kept demanding postponements—and these were invariably granted by the subregional office of the NLRB.

Finally the election was set for mid-May, and immediately came a deluge of anti-union activity ranging from false and malicious propaganda to firings of workers known to be strongly for the OPEIU.

These are excerpts from the identical letter which each hotel and motel sent to its employees entitled to vote:

1. . . The union would like you to believe that it is democratic, but we all know from reading the newspapers that a minority usually runs the union.

2. . . The truth is the union comes hat in hand to the bargaining table hoping it can get you enough to justify collecting dues and initiation fees from you.

This is why the union had your cards. If it gets in, you can bet the first thing it will do is try to work a deal to get management to take dues money out of your pay, like taxes, and send it to them every month.

Well-known hotels, such as the Carillon, Fontainebleu, the Everglades—which is owned by the International Brotherhood of Teamsters—the Castaways, the Deauville, and others which for years have sought and received union business in the way of conventions felt no reluctance in mounting an anti-union campaign designed to discourage workers from voting for collective bargaining. In most cases, a second letter was forwarded to all prospective voters with similar anti-union content.

On the Friday before the ballot, each hotel held a captive audience meeting of its workers and proceeded to downgrade unions and the OPEIU in particular.

Several key union workers were discharged. In one case, a pro-union night auditor at the Carillon Hotel, where the OPEIU was scheduled to hold its 1968 Convention, was discharged a few days before the election at a time designed to

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from the desk of the PRESIDENT

Working Wives
Some New Facts and Figures

In a recent column, I noted the fact that the composition of the work force in both the United States and Canada has been undergoing a dramatic change. I pointed out that authoritative surveys indicate that the majority of workers is under 28 years of age, and that these employees have had less than five years' experience and that the employer is either the employer or the employee.

Further, it is evident that the interests, goals and even vernacular of these young people are generally far removed from those of their elders. Unless we understand their needs and motivations—

and our programs and campaigns to this age group—we cannot make proper contact or hold meaningful dialogue with them.

It now appears that we will have to change our concepts about working wives—who are and reasons why they are in the labor market. For many years it was generally believed that working wives fell into two categories: those who had to work because the family badly needed money, or those well-to-do matrons who sought careers as an escape from the routine running of a household.

These traditional beliefs were proven to be completely fallacious at a recent symposium on America's invisible woman, the home maker who works, recently held in New York City. In her keynote address of the day, Mary Keyserling, Director of the Women's Bureau of the United States Department of Labor, revealed that more than half of the working wives in America come from families in the economic level of those earning between $7,000 to $15,000 a year.

Only in families of the very rich and the very poor do wives still play the traditional role of mother, homemaker and non-workers, from a money earning point of view, Dr. Keyserling said.

In families with working wives, she said, only 6% live in the poverty level where incomes are $3,000 a year or less. In families earning more than $25,000 a year, only 27% of the wives work.

And in families where the average annual income ranges between $15,000 and $25,000 a year, 44% of the wives are also wage earners. Mrs. Keyserling said that nearly half of all American women between the ages of 18 and 64 are working today.

These up-dated facts and conclusions about working wives provide a challenge and an opportunity for the OPEIU. If, as Mrs. Keyserling indicates, increasing numbers of American women are giving up their roles as mothers and homemakers and going after the money instead, we can capitalize on this by stressing the fact that the OPEIU is where the action is and that the OPEIU is the Union that cares about the woman who works.

Inherent, our OPEIU contracts and programs are geared to the needs and desires of most working wives. Consider these points for example:

1. Higher wages—our contracts assure the working woman the best possible wages for her time and talents.
2. Equal pay for equal work—guarantees the working woman that she will not be discriminated against because of her sex.
3. Job bidding and promotion from within—opens the door wide to the working woman so that she can go as far in the office as she can go in any other job that she wants.
4. Pregnancy leaves—maintains her seniority and job rights should she desire to return to work.
5. Liberal vacation, holiday and sick leave benefits enable her to spend more time with her family and protect her income if she becomes ill.

Even on the legislative front we have been active in behalf of the working wife. At the OPEIU's request Congresswoman Hugh Carey has introduced a "working mothers' bill" which would allow as a proper tax deduction for the working mother such expenses as baby-sitters' fees, nursing schools, etc.

Our union has done much for the working woman—and we can do much more with her help and understanding. Let's not be shyster about publicizing our deeds and programs, and most of all, "THE OPEIU IS THE UNION THAT WORKS FOR THE WOMAN WHO WORKS!"

Mid-Canada Council Sees Gains Ahead

An optimistic view of the outlook for organizing was heard by the 40 delegates attending the second semi-annual convention of the Mid-Canada Council of the Office and Professional Employees International Union from Winnipeg to as far east as Kapuskasing, was held in the new Lakehead Labour Centre.

International Representative Donald Barclay of Bramalea, Ontario focused on expansion of the OPEIU in the area in his keynote report. He foresaw the growth of industry and business and said the union, with a great deal to offer office and professional employees, could expand at the same time.

With this in mind, the Mid-Canada Council resolved to strengthen the services of a representative. The function of the representative, Barclay said, would be primarily one of organizing but he would also provide service and assistance to the local unions in such matters as contract negotiations and disputes arising from the application of contracts.

Barclay warned that industry has dropped the role of the concerned, benevolent, almost paternalistic employer and now approaches the bargaining table accompanied or even represented by third-party professionals. These hard-line experts, having no interest in the employer-employee relationship or the lack of it, are hardnosedly rewarded for doing just one thing—to bring back to the employer a duly signed contract giving as little as possible to the employee.

It is evident then that unions must, in the interests of survival, employ similar methods and be equally as hard and impersonal at the bargaining table.

During the afternoon session, which was preceded by a dinner at the Labour Centre, there was a good deal of discussion relating to the details involved in finding a representative for the affiliates of the Council. It is expected that within the next two or three months, the Council will be in a position to take some positive action.

It is also expected that such a step will immediately attract the interest of many groups of employees who desire leadership and assistance and merely await the opportune moment to act.

47 At Neon Join Local 15

Office and Technical Employees Local 15 in Vancouver were certified May 9 as the collective bargaining agent for 47 office employees of Neon Products of Canada Ltd.

During the organizing campaign the company discharged two active union members. After proceedings before the Labour Relations Board, the company reinstated one of the employees and the other refused a job reinstatement.

Another problem which was decided by the Board involved the company's exclusion of seven people working in the Art Department.

After hearing the company and union arguments, the Board issued a certification for...all office, clerical and technical employees, except salesmen."

New Local 378 Settlement Sets Pace in Construction

An outstanding agreement has been negotiated by Local 378, Vancouver, B.C., with International Power & Engineering Consultants Limited which will influence the wages and conditions of several hundred members of Local 378 working for other construction firms.

Long and protracted negotiations extending over a period of almost eight months produced the following terms:

All male salaries are to be increased by 10 per cent as of October 1, 1966 and 10 per cent effective October 1, 1967. Female salaries are to be increased by 16% per cent as of last October 1, with a further increase of 10 per cent on October 1, 1967. Starting rates and the rate ranges have also been increased. Progression is to be entirely automatic.

Travel time provisions have been improved and the personal vehicle travel allowance was increased to 10 cents per mile.

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Local 212 Renewal Follows Merger

Local 212 of Buffalo, New York and the Food Machinery Corporation's Niagara Chemical Division have concluded negotiations covering the members of former Local 184.

With the unanimous approval of its membership, Local 184 in Middleport, New York, recently merged with Local 212.

The settlement provides for a four percent wage increase retroactive to January 1 and another four percent effective January 1, 1968.

Included in the economic package are improvements in vacation allowances, hospital and surgical plans and shift differentials.

A number of inequity adjustments were obtained along with provisions for a better administration of the entire wage program.

In addition, a number of changes in the seniority section were made covering the employment of temporary and part-time employees, maternity leaves, layoffs and recall and job posting procedures.

At the conclusion of the bargaining, union and company representatives agreed that the meetings were productive in creating a better understanding of mutual problems.

Union members attending the ratification meeting hailed the new agreement as outstanding.

The Union Bargaining Committee consisted of Chairman Kathleen Mencleck, Helen Levanduski, Jeanne Meland, Charles Krakpennek and Marian Tousaint, Grievance Committee chairman.

Local 277 in Dallas, Texas has negotiated renewal agreements with Western Gillette and Owens-Illinois, in both cases obtaining substantial improvements for its members.

J. B. Moss, President and Business Manager, conducted the bargaining.

In the Western Gillette settlement, three annual wage increases totaling 33 cents an hour were gained; 16 cents retroactive to May 1, eight cents on May 1, 1968, and nine cents a year later. The cost-of-living clause was retained.

Two additional holidays were won as well as three weeks of vacation after 10 years of service and four weeks after 17 years.

The company will pay 2! per cent of the cost which was previously paid by the Local 277 members. In an advance of special social significance, retired employees and their spouses will receive paid-up medical and life insurance.

Also obtained were two weeks of vacation after one year, three weeks after 10, and four weeks after 20.

Local 378 Settlement

Living-out allowance has been increased from $5 to $7 per day.

The time and a half overtime period has been reduced from four hours to two hours per day. Overtime beyond two hours will now be at double time.

The shift premium has been increased to one hour at straight time rate. A premium of 10 per cent above the normal rate is to be paid to those whose duties require them to be in defined areas of underground construction work.

Five weeks vacation after 25 years of service has been added. Sick leave compensation is to be at full pay rather than ¾ pay for the first three days only.

Miami

(Continued from page 2)

frighten the voters.

Despite repeated requests by the NLRB, the Association refused to provide the OPEIU with a list of names and addresses of eligible employees in the collective bargaining unit. This refusal is an absolute violation of the Excelsior doctrine laid down by the NLRB.

Just prior to the election, a plane load of workers from Las Vegas was flown in to participate in the election with the reason given that they, at some time or other, worked in Florida hotels.

The illegal activities of the hotel owners, members of the Southern Florida Hotel and Motel Association prevailed. Of approximately 900 eligible voters, the balloting was as follows: For the union: 166; Against the union: 415; Challengers: 93.

The OPEIU immediately entered objections to the election.