Local 417 Wins Again At Detroit Hospital

An additional 40 employees of the Crittenden Hospital in Detroit have joined the ranks of the OPEIU. In an election conducted by the Michigan Labor Board on February 16, the office and clerical employees of the hospital voted overwhelmingly for representation by Local 417. This will be the third Crittenden unit to be organized under the OPEIU banner. In previous elections, some 300 licensed and registered technicians and general and dietary employees voted to join Local 417.

Henry Lyon, Executive Vice-President, who spearheaded all three campaigns, credits the excellent contract negotiated in behalf of the employees organized earlier with convincing the office force that OPEIU representation was in their best interests.

This first agreement—estimated by Lyon to be worth a quarter of a million dollars—provided for an across-the-board wage increase of $3936 to $5200 over its two-year span, Blue Cross-Blue Shield hospital and professional 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 at double and a half time.

The afternoon and midnight shifts will receive a 25 cent differential. There will be ten 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 grades based on seniority, and a grievance procedure.

The View from Wall Street:
White-Collar Unionism Gains

Industry "feared stronger white-collar union drives, bolters defenses," the Wall Street Journal reported February 14.

The leading financial daily newspaper cites the view of a "worried New York executive" that the "growing acceptance of unions among teachers, nurses, government employees makes membership appear more respectable."

Industry’s "defenses" include general pay increases and the formation of clubs "to make employees feel closer to management," according to the newspaper.

But these are not proving sufficient, the Journal concluded. "Despite such efforts, a University of Michigan study finds a growing proportion of white-collar workers identify themselves with the 'working class' rather than the 'bureaucratic class.'"

The two-year contract providing for $3 an hour raise in night work. Supper money was increased to $3. The promotion of current employees will be encouraged by a project job bidding procedure. The job evaluation committee will include union members. Grievance machinery culminating in arbitration will enhance job security. Terminated employees will be assured of severance pay.

Employees will receive a wage increase over a two-year period of $8 per employee. Employees working on the weeks when the bank is open for business will be paid at a higher rate, and there will be premium pay for all night work. Supper money was increased to $3.

Promotion of current employees will be encouraged by a project job bidding procedure. The job evaluation committee will include union members. Grievance machinery culminating in arbitration will enhance job security. Terminated employees will be assured of severance pay.

Employees will receive two weeks of vacation after a year of service, three weeks after five years and four weeks after 20 years.

Also incorporated in the agreement are pension and welfare plans, hospital coverage and life insurance, and a liberal sick leave policy.

Employees will receive full pay when on jury duty, in addition to the jury pay, and will be given paid time off in the event of a death in the family.

OPEIU Internal Representative John Fitzmaurice, Local 142 Representative Zackary Schneider and a Negotiating Committee consisting of Patricia Kelly, chairman, and Loreline Kergian, Selma Bartley, Walter Walch and Frank Dischler conducted the negotiations.

Stimulated by the Hudson Trust Company success, Local 142 has announced plans to expand further in the banking field. Members have formed an organizing committee for that purpose.

Local 9 Gains Unit

OPEIU Local 9 in Milwaukee, Wisconsin, has obtained a representation recognition agreement covering employees of the Midland National Bank’s Welfare and Pension Fund. Edward J. Kubicki, Business Manager of Local 9, and International Representative Gene Dwyer worked on the organizing effort.

AFL-CIO Warns ‘Imbalances’ Peril U.S. Economic Growth

The U.S. economy in the past three years registered major gains but "imbalances" have continued to develop that may undermine future growth, AFL-CIO Research Director Nathaniel Goldfinger told the Joint Economic Committee of Congress.

Among the "significant achievements of the 1964-66 period, Goldfinger listed an annual 5.5 per cent growth rate in national output, an annual 2.5 per cent increase in employment, an annual reduction of eight-tenths of 1 per cent in joblessness.

An underlying problem has developed, however, he warned, "in the continuing lack of balance between employee compensation, wages and salaries, on the one hand, and profits and dividends, on the other."

Goldfinger spelled out the statistics:

- Corporation profits "sky-rocketed" in the decade of the Sixties by 60 per cent before taxes and 80 per cent after taxes. Even these figures "understate the extent of the bonanza enjoyed by business" because they do not take account of changes in accounting procedures that raised total cash-flow—profits plus retained depreciation—40 to 21 per cent of net worth.
- Dividend payments to stockholders rose 56 per cent.
- Factory workers’ take-home pay rose by only 13 per cent.

(Continued on page 2)
**The Proof of the Stevens Case**

Unions, among them ours, have long protested that the federal labor law does not provide for penalties severe enough to deter employers determined to flout it. These charges have been supported by a responsible, Lloyd Leedom, who was chairman of the National Labor Relations Board under President Eisenhower.

In 1963, the NLRB ruled in the third case of unfair labor practices by the giant J. P. Stevens Company, the second largest textile chain in the U.S., and it was this which gave him doubts about the adequacy of the law.

The textile Workers of America began organizing the Carolina plants of the Stevens empire in 1963, and the company immediately responded by firing union-minded workers and engaging in the greatest intimidation of others.

In three rulings, the NLRB has ordered the company to reinstate 103 illegally fired workers, but not a single one has been restored to the job. And the firings and harassment continue.

Leedom accused Stevens of “massive and deliberate” violations of the labor law, adding that all of its union processes before the NLRB were “without compunction.” He went on:

"It begins to appear doubtful if any remedy legitimately devised within the framework of the Labor Management Relations Act will right the wrongs of an employer who persists in violations . . . . An unending series of unfair labor practices by an employer may result in permanently thwarting concerted action by employees. Consequently other areas of government, with a different approach, may have to take action . . . ."

The sacrifices of the Stevens’ workers to the cause of trade unionism will not have been in vain if it prods Congress into stiffening punishment of flagrant violations of the labor law.

**Sharing the Profits**

Neil W. Chamberlain, professor of economics at Yale, recently stated that some modernized form of profit sharing may provide the long range solution to the wage-price problem, particularly in industries or business that achieve above average growth in productivity and profits.

He argued that if wage increases are to be held close to the national average increase in productivity, regardless of the fact that many companies reap above-average profits, we can scarcely expect to hold the line on wages in such instances.

We believe that profit sharing, gained through collective bargaining, will be part and parcel of our major contract in coming years.

**Union Shop Won By Local in Joliet**

Local 348 in Joliet, Illinois, has signed a two-year agreement with the Rubber Company bringing the employees a general wage increase of 12 cents per hour for the first year and an additional 12 cents per hour the second year. Also gained were a union shop and increases of the daily allowances for hospital room and board.

Local 348 President Shirley King and a Negotiating Committee made up of Helen O'Byelly, Mildred Weatherbee and Betty Oakland were assisted by OPEIU International Representative Gene Dwyer.

**TVA: A Union Success Story**

A recent study made by Professors Arthur Thompson and Irwin Weinstock of the Virginia Polytechnic Institute reveals that white-collar employees of the Tennessee Valley Authority support collective bargaining to an unusual degree.

The Office and Professional Employees International Union represents almost 2,500 of TVA's salaried non-managerial employees.

Noting the lack of interest in unions characteristic of a great many white collar employees, Professors Thompson and Weinstock found the attitude at TVA to be in “striking contrast.”

Reviewing the history of organization at TVA, they found:

"TVA has consistently displayed an affirmative willingness to bargain with employee organizations over the terms and conditions of employment. Unions are viewed as essentially constructive forces rather than as necessary evils, and the determination of personnel policies and procedures is unhaphazardly shared with employees through bargaining representatives. Instead of the typical battle for employee loyalty, there exists a firm, unambiguous belief that cooperation between unions and management can enhance the achievement of TVA’s objectives. TVA even encourages union activity to the extent of declaring the union membership and participation are among the positive factors of merit and efficiency that should be considered in selecting employees for promotion, transfer, and retention."

"Within such an environment, professional development, close identification with management and increased opportunities for promotion are all perfectly consistent with employee participation in union activities. And since strikes against federal agencies are prohibited, there is little likelihood that union membership will involve the overt exercise of force so disfavored by many white-collar workers. Thus, it is not surprising to find employees supporting an organization (union) that clearly has the power to exercise control over the work environment in a manner that is favorable to them."

Responses to questionnaires were in terms of 911 salaried white collar workers. These showed:

1. More than 80 percent believe TVA management consulted and cooperated before TVA management changes policies or procedures directly affecting the employees.

2. Six out of ten believe TVA would have looked for another place to work without employee organizations.

3. Older employees were more interested in the sacrifices of their unions and collective bargaining than were younger employees.

4. Attitudes towards unions tend to become more favorable as service at TVA lengthened.

5. There was no real difference in the attitudes of male and female employees toward unions.

Professors Thompson and Weinstock conclude that the TVA management has created an environment favorable to unionism and that the employees have responded to it—making for a constructive relationship.

**Imbalances**

(Continued from page 1)

The price level has been rising "regardless of what happens at the bargaining table"—and faster than any increase in labor costs.

- The increase in wages and salaries is at the rate of 3.2 percent a year, has lagged behind even the 3.2 percent guidepost.

Goldfield told the committee which he heads, Office of William P. Proxmire (D-Wis.), that the "profits explosion" had fed a "dangerous and unsustainable superboom" in business investment, which expanded more rapidly than the output of the economy.

The tax reductions provided for business—depreciation speed-ups, the 7 percent investment tax credit, the reduction in income tax rates from 52 percent to 48 percent—were "dangerously overdone," he said.

Goldfield also expressed "disturbance" at what he termed the Council of Economic Advisers' "apparent acceptance of a 4 percent unemployment rate as equivalent to the goal of "full employment.""

"We are pointed to the "very high levels of joblessness for Negroes, youngsters and unskilled workers."

"Restoration of balance between wages, prices, profits and business investment is essential to provide a sound foundation for sustained economic growth" and "a more equitable distribution of income," Goldfield said.
CLC Calls on Federal Government
To Spell Out Mature Labor Policy

A clear declaration of policy in regard to the germ of trade unionism in the province of Newfound-land and the role that it may play in the future will be necessary if the progress of the labor movement is to be hastened," said President Claude Jodoin in a statement issued to Canadian newspaper publishers this week.

Jodoin said that the CLC has been working with the provincial governments in all parts of the country to bring about a better understanding of the labor movement and its aims.

"The labor movement in this country has made great strides in the past few years," Jodoin said, "but there is still a great deal of work to be done before the labor movement can be considered a mature organization."
Unfair Practice Procedure

Some basic bread-and-butter guidance for many of you is important in working with the National Labor Relations Board on unfair labor practice cases. Many union people have either had limited experience with Board procedures in unfair labor practice cases, which involves you in a far different world from the ordinary election case, or had no experience at all.

An unfair labor practice case is started by filing a charge on a regular form provided by the Board. You may have copies of the forms in your office, or you may get a supply from the nearest Board office. If you happen to be in a city with a Board office, you can walk in off the street and obtain assistance from Board personnel in drafting a charge and filing it. If you have your own legal counsel, of course, you ought to discuss the case with him, and perhaps you will want your lawyer to sign it and file it, as we often do for individual union clients. As you probably know, every charge must be filed within six months after the occurrence.

Once the charge is filed, then the machinery of the Board starts to move. The case will be numbered and assigned to someone on the staff for investigation and processing. The Board agent will then make contact with you and ask to speak to witnesses. Some Board agents may ask you to bring the witnesses to the Board office. While this is more than the elementary work required.

We have known other Board agents who were so conscientious and devoted that they have spent long evening, hours tramping into people's homes, and getting statements and running down every single clue in a case. All you need to remember here is that these government employees are human beings, with all the faults and foibles of humanity, and some naturally perform at a higher level than others. You can help your own case by doing everything you can to get witnesses available at appropriate times and enthusiastically assist in every way possible. Let the Board agent know you have a high regard for your own case in order that he will treat it with an appropriate degree of earnestness.

The Board agent will take statements from every witness you offer. The good investigators, if they uncover additional material, will also run that down. But again, the better job of detective work you are able to do, the better the Board agent will perform, and the better the case will be. These statements are reduced to writing and witnesses are asked to swear to the truth of them.

Now, here is rule ONE for these statements: instruct every one of your witnesses, and this applies to you, too, if you are a witness, to ask the Board agent for a copy of the statement immediately. Please do not overlook this. Unless you ask for a copy of the statement at the time you give it, the Board agent may later refuse to give it to you, or the witness.

Can the company get a copy of the statement given by employees? While the investigation is under way, the answer is no. In a recent NLRB ruling, the NLRB found a company guilty of a violation for instructing employees to write for their statements, and demanding them with letters of request. The statements were refused, but the company was not penalized. Except for this case, there are no restrictions to writing and witnesses are asked to swear to the truth of them.

Here is rule ONE for these statements: instruct every one of your witnesses, and this applies to you, too, if you are a witness, to ask the Board agent for a copy of the statement immediately. Please do not overlook this. Unless you ask for a copy of the statement at the time you give it, the Board agent may later refuse to give it to you, or the witness.

The President's program, the statement declared, would have the immediate effect of pulling 1.5 million poor now receiving Social Security benefits "out of the mire of poverty." The program calls for an increase in the Social Security benefits for the poor. The Board agent takes your statements, and must also file a copy in the appeals court if the employer refuses to comply voluntarily. The Board agent will then make contact with you and ask to speak to witnesses. Some Board agents may ask you to bring the witnesses to the Board office.

Many persons believe that when the Regional Director finds merit in a charge that the "Board" has found the employer guilty. This is not so at all. A written complaint is issued, there is usually a strong likelihood of employer guilt. It is like filing a lawsuit. The employer has a right to a hearing, and the right to defend himself in a full-scale trial before a trial examiner who is sent out from Washington, or from San Francisco in the west. An attorney from the regional office will have primary responsibility for prosecuting the case, although your union has a full right to participate.

The trial examiner hears the evidence and renders a decision, which may come often months or a year after the charge is filed. Any party may appeal any part of his ruling to the full Board in Washington, which sits as a court of appeals in unfair labor practice cases. Then, if the NLRB finds the employer guilty, it can appeal by right to a United States Court of Appeals. The Board, to obtain enforcement of its order, must also file in the appeals court if the employer refuses to comply voluntarily. After a Court of Appeals rules, any party has the right to ask the United States Supreme Court to hear the case.

There is a long and involved procedural rule in unfair labor practice cases that can sometimes extend over a period of years. But this is still the basic legal weapon we possess, and we must both use it and understand it.

AFL-CIO Seeks 20% Social Security Rise

Strong support for a 20 per cent increase in Social Security benefits coupled with extension and improvement of public welfare programs was voiced by the AFL-CIO Executive Council at its recent meeting held in Bal Harbour, Florida.

The council praised President Johnson's proposals for higher Social Security benefits and other improvements in the program along with extension of Medicare to the disabled, and noted that it considered it a "significant down-payment on the needed 50 per cent rise in benefits" and other advances. The 50 per cent goal, the council pointed out, "would require some financing from general revenues which we believe is necessary and desirable. But we believe the President's program represents a substantial first step toward that goal which can be enacted now without imposing a burden on the general revenue."

The President's program, the statement declared, would have the "immediate effect of pulling 1.5 million poor now receiving Social Security benefits "out of the mire of poverty."

The council assailed a Republican proposal for an 8 per cent increase as "grossly inadequate," declaring that while it has the "surface attraction of avoiding increased contributions, "benefit levels would still be so low that very few beneficiaries now below the poverty level would be raised above it."

On public welfare programs, the council noted the "serious false charges aimed at slashing public welfare programs throughout the country," and insisted that the programs be extended and improved to meet minimum needs.

The statement endorsed the recommendations of the Advisory Council on Public Welfare for a new pattern of federal-state cooperation "to provide as a matter of right adequate financial aid and social services to all in need."

Until such time as adequate national standards can be established, the council voiced strong support for the President's recommendations that state public assistance payments be required to meet their own definitions of need and be kept up to date. It urged elimination of all out-moded and unjust approaches so that welfare payments would be "based on the only appropriate test, need."

"We especially urge federal action to abolish the "man-in-the-house" rule and other senseless and cruel penalties imposed on needy families in some areas which are a blot on American traditions of compassion and social justice."

The council found fault with a presidential recommendation on revision of the tax structure for the elderly, specifically the proposal that involves taxation of social security and railroad retirement benefits. It noted that Social Security payments have always been tax exempt while the incomes on which contributions have been based have been subject to tax.

Calls

(Continued from page 3) "Sluggish" economic growth and high joblessness of 1957-62.

In calling for "appropriate expansionary policies," the CLC urged the easing of monetary restrictions, expansion of social security programs, "critical evaluation" of the level of construction expenditures and repeal of the tax on building materials.

The statement urged "vast expansion" of the public housing program. It also proposed the establishment of an agency to investigate price increases as part of a program of consumer protection, an old age security pension of $100 a month at age 65 without a means test, an increase in the federal minimum wage from $1.25 to $1.50 an hour and an overhaul of the Unemployment Insurance Act.

THE LIG IN SOCIAL SECURITY BENEFITS

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