

WHITE COLLAR

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

Recognition
Without Election

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Report From Montreal

Union Leadership Focuses on Organizing



An attentive moment at the Montreal conference of representatives of the OPEIU and its local union affiliates. More photos on page 3.

Coughlin in Report Asks Turn to Youth

In his report opening the three-day conference in Montreal, President Howard Coughlin called on the representatives of the OPEIU and the local unions to take full advantage of existing opportunities and accelerate organizing efforts.

He commended the gathering for the effective work that had added 7,500 members to the union in the past two years and expressed confidence that the months ahead would see further substantial advances.

The International Union is now contributing \$6,000 a month to local unions and councils for organizing purposes and this subsidy program has been directly responsible for much of the growth achieved in recent years, he said. He urged local unions to utilize this program to add organizers to their staffs.

A major problem facing the OPEIU and its affiliates is the lack of trained personnel, Coughlin emphasized. In order to solve it, he said, the local unions must provide training programs for teaching the fundamentals of unionism, organizing techniques and collective bargaining procedures, and they must seek and recruit young people dedicated to the trade union idea. (See From The Desk of the President, page 4.)

He noted too that the International Union has a training program which is still in effect and he said that not enough of the local unions are using it.

In organizing as in strengthening the leadership, the key is youth, Coughlin said. He cited statistics showing that the work force in the United States and Canada is growing younger and younger and that by the year 1970 the average age of U.S. workers will have dropped to 25. Nothing could be more important than finding new approaches to the minds of the younger generation, he said, stressing that can only be done if the union's officers keep abreast of ever-changing developments.

Especially promising fields for OPEIU organizing efforts are banking and insurance, in the President's view. He said the employees in these fields are more exploited today than any white-collar group in the U.S. or Canada, and he projected immediate campaigns throughout the two countries focusing on them.

Coughlin discussed the recent formation of SPACE—the Scientific, Professional and Cultural Employees Council of the AFL-CIO—by the OPEIU and 16 other international unions. The main purpose of the new body, he said, is to publicize the need of white-collar employees with advanced skills for union representa-

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Some 60 full-time representatives of the Office and Professional Employees International Union and its local union affiliates met in Montreal March 30-April 1 for discussions designed to give them the up-to-date information they need to advance the welfare of the membership and expand the ranks of organized white-collar workers.

The conference, which is an annual event, began with a sense of past achievement. President Howard Coughlin in his introductory report announced that in the past two years the membership of the OPEIU has grown by nearly 7,500—with Canada leading the way with a gain of over 2,500.

And the general feeling was that opportunities exist for the continuing growth of the union. This was the theme of Coughlin's report (see story to left) and of a featured address by Joseph MacKenzie, Director of Organization of the Canadian Labour Congress (reported on page 3). And it permeated the three days of lively discussion, in which all participated.

A wide range of subjects were dealt with: Particular organizing opportunities in the paper and banking industries, the latest developments in the labor law, innovations in conducting membership meetings, leaflet preparation, the Strike Benefit Fund, the uses of public relations, ways of attracting younger workers to unionism, and the possibility of obtaining the affiliation of independent unions in the white-collar field.

Secretary-Treasurer J. Howard Hicks presented the report on the Strike Benefit Fund. He pointed out that in many cases International and Local Union Representatives had misinterpreted the rules and regulations governing the fund and he urged all to take the time to

New Pact at Illinois Shade

A new agreement between Local 311 and Illinois Shade in Chicago Heights provides for general increases ranging from \$15 to \$25 a month retroactive to January 1. Similar raises will go into effect a year later.

Each employee will receive automatic wage progressions every July 1 until the maximum of the rate range is reached.

Also obtained in the settlement were the union shop, dues check-off, promotion and layoff protection, and a complete health and welfare plan to be financed by the employer. Maternity leave and the usual grievance and arbitration procedures are provided for.

Bill Adams, representative of the OPEIU Midwest Organizational Council, was assisted in the negotiations by Frieda Hoffman.

reread them.

As he has done at previous conferences, Joseph E. Finley, the OPEIU's General Counsel, elucidated recent court and National Labor Relations Board rulings shaping the labor law.

He stressed the particular importance of a Supreme Court decision involving the Acme Industrial Company in which the right of a union to obtain all relevant company information during grievance sessions—including the right to interrogate company witnesses—was affirmed. Possessing this right, the union would be derelict in its duty to its members if it failed to take advantage of it, he said.

Among other points, Finley noted that unions have the right to bargain for merit increases, cautioned that the OPEIU must take care in extending powers to the employers through management prerogative clauses, and cited the opinion of the National Labor Relations Board that "coalition bargaining" (joint bargaining with other unions) is now permissible.

Finley was joined by Regional Director Art Lewandowski in a fruitful discussion of the means of safeguarding and extending bargaining units.

A major opportunity for OPEIU expansion was seen in the paper industry in the U.S. and Canada. Detailed information on the subject was presented by Vice-Presidents William A. Lowe, J. O. Bloodworth, Leo J. Wallace and International Representative Romeo Corbeil. They distributed lists of unorganized plants together with a survey of existing union-won contracts and described the internal structure of other unions in the paper industry and the cooperative relationship between them and the OPEIU which has existed through the years.

In the last year the OPEIU has been strengthened by the affiliation of a number of independent unions, which have become aware of the advantages of belonging to an international organization. Director of Organization Henderson B. Douglas assessed the further opportunities in this area in a report on specific organizing targets. He described various independent unions in the U.S. and called on the representatives to investigate them with a view to interesting them in becoming part of the OPEIU.

One of the OPEIU's most notable recent gains was the successful organization of the Hudson Trust Company in Union City, New Jersey. Local 142 President

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WHITE COLLAR

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

HOWARD COUGHLIN
President

Room 610
265 West 14th St.

New York, N. Y. 10011

J. HOWARD HICKS
Secretary-Treasurer

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Thoughts on the AFTRA Strike

We have recently witnessed a strike of the American Federation of Television and Radio Artists in the major cities of the United States. We saw such well-known figures as Howard K. Smith, David Brinkley and Walter Cronkite observing the picket lines in front of the American Broadcasting Company, the National Broadcasting Company and the Columbia Broadcasting System.

Nationally-known artists like Johnny Carson and Bob Hope, and thousands of other television celebrities, refused to cross the picket lines. Johnny Carson earns \$700,000 a year. Bob Hope's income approximates seven figures. Still and all, these men were outspoken in their support of the AFTRA strike.

This situation brings into sharp focus the fact that men and women of great talent and skill have long ago found that they cannot cope with powerful employers without a union and collective bargaining. The Screen Actors' Guild, the Directors' Guild, the American Guild of Variety Artists, and the American Federation of Television and Radio Artists have been in existence many years. Walter Pidgeon, Melvin Douglas and Charlton Heston have not only been outspoken proponents of collective bargaining, but in previous years actively led the Screen Actors' Guild.

Unorganized office, clerical and professional workers can well learn a lesson from the recent AFTRA strike. If unionism is good for the famous names in movies and television—it is a must for all unorganized white collar workers.

Office Job Measurement

Bruce Payne, a management consultant, recently wrote that out of every 100 office workers in America, the equivalent of 20 to 40 people produce nothing.

In an article in the *Michigan Business Review*, a publication of the University of Michigan's Graduate School of Business, Payne recommends the use of labor measurement techniques, such as time and motion studies to improve office procedures and production. He points out that 80% of blue-collar workers are working under some form of modern work measurement whereas less than 5% of the total clerical force is so measured.

In view of the continuing increase in the number of white-collar employees, Payne implores management to turn its attention to the cost of doing business in the office.

We take strong exception to Payne's proposals. Any attempt to measure office and clerical work will produce quantity at the cost of quality. Speed will result in costly mistakes in the most sensitive area of a company's business.

Perhaps we ought not to object to Payne's proposals. For if an increasing number of managements attempt to lower white-collar costs through measurement systems, more and more office, clerical and professional employees will turn to collective bargaining.

NLRB Election Rules

The National Labor Relations Board recently began issuing election notices in instances where it was about to conduct a representation election. The notices spell out the rights of employees in accordance with the provisions of the Labor-Management Relations Act. The notices do not in any way attempt to influence voters, but do give them a pretty good understanding of the protection afforded to all under existing law.

Low and behold, some of the leading companies in the United States are objecting strenuously to the publication of election rules. The National "Right To Work" Committee advised its 10,000 members that they should file objections to elections held under the NLRB's new information program. It would appear that the National "Right To Work" Committee, which claims that it simply wants to protect the workers' right to join or not to join a union, is more interested in seeing that workers do not join unions.

How can anyone reasonably object to the publication of National Labor Relations Board rules guaranteeing a free election?

Labor and the Law

Winning Recognition Without an Election

By Joseph E. Finley, OPEIU General Counsel

Winning recognition from an employer without an election continues to gain in the law. New cases are coming out constantly which advance union rights, and your local, if it is engaging in any organizing at all, ought to know of some of these new developments which may make recognition easier. Employers do sometimes recognize a union on a card check. Second thoughts, or cold feet,

may occur after the initial recognition is given, and the employer may seek to renege. If recognition is extended, may it be withdrawn before you have a contract? This is an increasingly practical question, and the NLRB, in a new case, has given us a sound answer.

In an Arizona campaign, the union filed a petition with the Board for an election. When the parties met at the NLRB office, the employer's lawyer surprised the union by asking if it would withdraw the petition and submit to a card check. This was readily accepted, the petition was withdrawn, and plans were made for the card check. The parties agreed upon a retired federal mediator who would handle the details. They met together, and the mediator asked specifically if there were any objections or challenges, because he did not wish to become involved with NLRB problems. When he was told there were no objections or challenges, he counted 15 cards of employees out of 22 in the unit. The company lawyer then agreed on a date to meet with the union to begin negotiations.

On the day of the first contract meeting, the union received a letter from the company lawyer stating that some employees had asked for an election, arguing that a majority did not want the union. For this reason, said the letter, the employer was withdrawing the recognition and asked the union to return to the Board to re-file the petition. The union went back to the Board, but not with a petition. A refusal to bargain charge was filed, which was brought to trial rather quickly and ultimately determined by the Board less than a year after the first meeting in the Board offices. The charge was sustained and the employer was ordered to recognize and bargain with the union. There was no claim that the union had lost its majority, or that the card count was invalid. Once voluntary recognition had been extended, the employer was no

longer free to withdraw it.

In another new case, the union made a demand on the employer for recognition, claiming that it represented a majority. But the union was wrong, as it had miscalculated the number of people in the unit, and did not actually represent a majority at the time the demand was made. But it added the magic words, "This is a continuing demand for recognition." The employer immediately embarked upon a campaign of unfair labor practices, making threats and engaging in some of the frequent unlawful conduct. In the meantime, the union picked up enough cards within two days to attain a majority. Then, as the employer's campaign intensified, several employees specifically revoked their cards, once again bringing the union below majority status. But the refusal to bargain case was won. Even if a union makes a mistaken demand for recognition, and later achieves a majority, and if the employer's unfair labor practices interfere, the Board will order the employer to recognize and bargain with the union. Whenever you make a demand for recognition upon any employer, always state it is a continuing demand.

But the most hopeful case of all came from the U.S. Court of Appeals in San Francisco in late March, reversing the NLRB when it refused to compel an employer to bargain with a union. The union had achieved a majority of signed cards in a small unit. The union business agent went to see the employer and spread the authorization cards on a table in full view of the employer. The employer, when asked to recognize the union, said he did not understand these things, and wanted to consult with counsel. There was no statement that he doubted the majority status of the union. The union agent asked the employer to call him as soon as he talked with his lawyer. This occurred on a Friday.

The employer consulted a lawyer the next day, who told

him to wait until the union called again, perhaps hoping the union would simply go away. By the following Tuesday when there had been no phone calls at all, the union's attorney filed charges with the Board alleging a refusal to bargain. The Board received the charges on Wednesday, and on that same day, two of the card signers sent notice in writing to their employer that they had revoked their cards. This left the union without a majority.

The NLRB dismissed the case, saying it would not compel the employer to recognize the union in cases where no unfair labor practices had been committed and where there was no more than a mere demand for recognition. Yet, the Court of Appeals reversed the Board and ordered the employer to recognize the union, based largely on the fact that the employer saw all the cards and knew when he saw them that the union had presented to him a valid majority claim. The Court then added that the "delay" of the employer in responding to the union demand, even though only a few days, was enough of a bad faith factor to make out a violation of the Act.

David Sullivan Honored by Pope

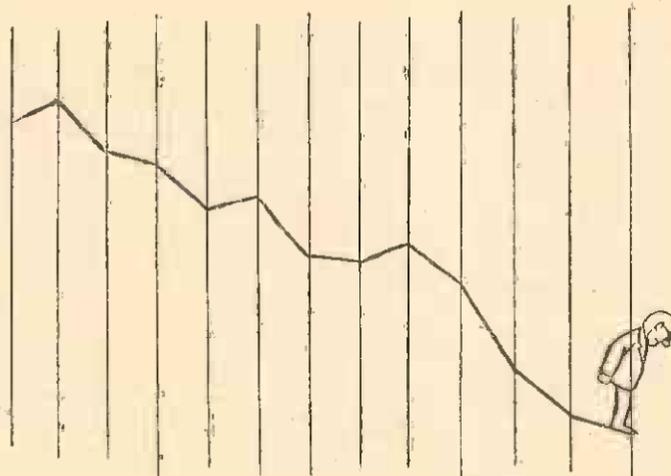


DAVID SULLIVAN

President David Sullivan of the Building Service Employees International Union has been made a Knight Commander of the Order of Saint Gregory by Pope Paul—the first union leader to be so honored.

A dinner saluting him was held following his investiture by Francis Cardinal Spellman on April 29. Vice-President Humphrey and AFL-CIO President George Meany were honorary dinner chairmen. President Howard Coughlin served on the committee.

Sullivan is an AFL-CIO vice-president and member of the Board of Higher Education of New York City. He was recently appointed by President Johnson to the National Advisory Council on Economic Opportunity.



Chaval of Paris

An Anxious Businessman



President Howard Coughlin addresses the Montreal conference. Lending attention, from left, are Intl. Rep. Romeo Corbeil, General Counsel Joseph E. Finley and Secretary-Treasurer J. Howard Hicks.



Secretary-Treasurer J. Howard Hicks, with attorney Joseph Finley and President Coughlin by his side, speaks to the delegates.



HENDERSON DOUGLAS
Director of Organization



International Rep. Romeo Corbeil reported OPEIU progress in Canada.



Counsel Joseph E. Finley addressed himself to legal developments.



ARTHUR LEWANDOWSKI
Regional Director



JOSEPH MCGEE
International Rep.



JOHN KINNICK
Regional Director



JUSTIN MANNING
International Rep.



BEN J. COHAN
Sec.-Treas., Local 153



Regional Director William Lowe has an appreciative audience in Intl. Rep. Romeo Corbeil and Vice Presidents Leo J. Wallace and J. O. Bloodworth.



Lending attention to Joseph MacKenzie, Director of Organization, Canadian Labour Congress, are attorney Joe Finley, President Coughlin and Secretary-Treasurer Hicks.



PRES. ZACHARY SCHNEIDER
Local 142, Jersey City, N. J.

Montreal Meeting

(Continued from Page 1)

Zachary Schneider gave a detailed report of the methods used in that campaign. Banking employees are becoming more and more interested in union representation, he said, advocating a concerted organizing drive in the banking and insurance fields throughout the U.S. and Canada.

Ways of making leaflets more attractive and effective were discussed by International Representative Joseph McGee. One of his suggestions was that an effort be made to find an interesting print to put on the cover or first page. He had found that workers often kept leaflets simply because of the prints, he said.

Ben J. Cohan, Secretary-Treasurer of Local 153 in New York City, presented a solution to the problem of return-address authorization cards. The job of stapling such cards to tens of thousands of leaflets is time-consuming to the point of being impractical, he said, and he offered the representatives samples of a leaflet with a built-in card used by Local 153. The card may be torn off, folded, sealed and mailed as if in an envelope.

An account of the Wig Fashion Show by which Local 153 attracted an overflow crowd to a membership meeting—and gained much favorable publicity—was also given by Cohan.

Ray Nathan of Ruder & Finn reported on his firm's public relations activities in behalf of the OPEIU during the past year. He then teamed up with International Representative Bud Manning to lead a discussion of sound public relations programs for local unions.

'The Time to Organize is Now' Says Canadian Labour Congress Director

The climate for organizing white-collar employees has never been so favorable in Canada as now, Joseph MacKenzie, Director of Organization of the Canadian Labour Congress, told the assembled representatives of the OPEIU in Montreal. "Even people who have always ignored unions are now displaying an interest in them," he said. "The time to organize is now."

Responding to the challenge, MacKenzie declared, the CLC has been promoting white-collar organizing efforts as part of its general organizing campaigns.

Conferences on organizing are being held in every province and opportunities in the white-collar area are one of the major items on the agendas, he reported. He noted that the CLC has formed a White-Collar Organizing Advisory Committee to coordinate efforts nation-wide and that the OPEIU is a member.

One outgrowth of the awakening of interest in unions on the part of white-collar workers, MacKenzie said, is the recently enacted legislation which for the first time extends collective bargaining rights to the employees of the Federal Government.

As in the United States, the work force in Canada is rapidly changing from blue-collar to white-collar because of the impact of technological change, he said.

In setting about expanding the ranks of organized workers, the CLC, he reported, is proceeding industry by industry and establishing a pilot project in each.

MacKenzie saw no reason why Canadian white-collar workers should not be able to identify with the labour movement. After all their aims and aspirations are the same as those of the work force generally, he said.

He announced that the CLC is preparing a new pamphlet, which is tailored specifically to the problems of office and professional employees.

MacKenzie introduced Terry Morley, recently appointed Coordinator of the Advisory Committee. Morley participated in the conference.

Coughlin Report

(Continued from Page 1)

If TV and radio performers find it necessary to bargain collectively, how can white-collar workers with lesser skills reasonably fail to emulate their example, he asked.

In a move designed to strengthen the International Union, Regional Directors have been appointed in Regions 3 through 7, Coughlin announced. He asked all International Union and Local Union representatives to channel all activities through the Regional Directors.

He called on the local unions to help make *White Collar* more informative and useful by regularly forwarding news releases and photos of general interest to International Union headquarters. He pointed out also that many local unions have been remiss in sending copies of contracts to the International office.



from the desk
of the
PRESIDENT

On Attracting Youth

At the recent meeting of International Representatives and full-time Local Union representatives in Montreal, we set aside time for a discussion of the need of attracting young people to unions and to the OPEIU in particular.

The younger representatives in the OPEIU took the floor and gave their opinions as to the reasons why young people are sometimes discouraged from considering careers in the labor movement.

Some of the speakers emphasized that remuneration is not sufficient as compared to salaries offered by private industry and the government today. Others said that we are not doing enough in the way of addressing the graduates of those schools which conduct labor-management courses throughout the U.S. and Canada.

Some pointed to the lack of job security since leaders are subject to the election process every two or three years in accordance with the constitution of local unions and the International Union.

Other speakers mentioned the fact that too often young people contemplating working for a labor organization find the leadership and the executive boards dominated by old timers who think in terms of the past and do nothing to involve young people or encourage them to participate actively. They also said that the old timers do not seek the advice and opinions of young people.

Some of the older, more experienced representatives felt that young people were not aware of the great sense of personal satisfaction which those of us who are in positions of leadership in the labor movement feel when we are able to do something towards improving the standard of living of those we represent or are effective in helping communities as a whole.

As one veteran representative put it: "My work as a leader in our local union has enabled me to achieve almost complete fulfillment as a human being."

Another representative with some 15 years of experience observed that young people did not have to worry about job security in the labor movement as long as they were conscientiously working on behalf of the membership. He said he never heard of a case where a leader was displaced when he was doing a good, conscientious job for the men and women he represented.

Both young and older representatives agreed that the trade union movement and the OPEIU had to think in terms of more substantial monetary rewards in order to attract potential leaders.

It was also agreed that too many local unions of the OPEIU did not seek to attract young people to the jobs of shop stewards, trustees, executive board members and business representatives.

All in attendance felt that we must make an all-out effort to encourage young, dedicated people to take positions of responsibility within the OPEIU. We must convince them that there is great sense of self-fulfillment in working on behalf of others.

Throughout the United States today, there are many young people applying to the Peace Corps. While the work of the Peace Corps is of vital importance, it does not compare in terms of one's self-fulfillment with positions of leadership in organized labor.

The past and present leadership of the labor movement, for the most part, have been individuals dedicated to the aims and aspirations of people generally and to collective bargaining in particular. There is no reason why the Office and Professional Employees International Union and its local unions should not rededicate themselves to bring in young people to make the future history of our organization.

It is imperative that we do everything possible to convince young people of our need for their participation.

Local 385 Signs Paper Mill

A new one-year agreement—incorporating a 14-cent-an-hour general wage increase, four weeks vacation after 15 years of service, improved hospitalization and insurance benefits, and additional protective language covering paid holidays, layoff notice and part-time employees — has been negotiated at Combined Paper Mills, Inc. of Combined Locks, Wisconsin.

The bargaining unity of Local 385 was further strengthened by the inclusion of a job classification that had been classified as "confidential".

Bargaining Committee members, Wilbert Jansen, Helen Burns and Janice Kahler were assisted by Regional Director Art Lewandowski.



James Mickle (center) shows International Representative Romeo Corbeil (left) his Honorary Life Membership Card in Local 165, which he served as first president when the local union was formed in 1946. Presentation was made at banquet and dance given by Local 165 in celebration of Canada's Centennial. W. J. Mullin, President of Local 165 and an OPEIU Vice-President, at right. Retired members Robert Sherman and Harold Moon were also made honorary life members in recognition of outstanding services.

Early Contract Brings Gains to 153 Unit

Local 153 in New York City has turned the future into the present for its 180 members at Union Labor Life Insurance Company, negotiating a new contract eight months in advance of the expiration of the old one. A \$1 million package, the new pact includes substantial wage increases, broad expansion of welfare benefits and other improvements.

The negotiations got under way early when the union assembled data to show that the wage structure had been eroded by the rise in the cost of living, persuading management to agree to an immediate reopening.

On the eve of the new contract the average wage in the shop was \$91.59 weekly. It will reach \$126.15 by the time the three-year agreement expires. In addition to across-the-board increases, the classification system

was revised, with new minimums and maximums.

Insurance benefits that will cost the employer an additional \$81,532 over the three years were another significant achievement. A new dental insurance benefit, covering dependents too, provides 50 per cent of the charges up to a maximum of \$250 each calendar year. Life insurance and maternity and other medical benefits were improved.

The Veterans Day holiday was traded for the day after Thanksgiving, giving members a long week-end. A new severance pay arrangement will give terminated workers with five years of service a five-week wage payment.

A weekly increase of \$9 was retroactive to April 1. The next two years will see annual increases of \$5. The other monetary gains bring the average weekly increase for the three years to \$34.56.

Business Representative Stephen O'Mahoney and a com-

mittee negotiated the settlement under the direction of Secretary-Treasurer Ben J. Cohan.

In another development, Local 153 reached a settlement with the International Ladies Garment Workers Union providing for a single master contract instead of separate agreements with the headquarters and various local unions and joint boards. Obtained were the highest increases in the history

of the bargaining between the two unions.

Jerry Schmit Elected

Jerry Schmit, Vice-President and Business Representative of Local 320, was recently elected trustee of the Kansas City, Missouri Central Labor Council.

As trustee, he is automatically a member of the Executive Board of the Council. Earlier he had been appointed to the Labor Advisory Board of the United Fund.

Labor Asks Laws to Aid Consumer

The AFL-CIO has placed consumer legislation high on the list of problems which must be faced by the 90th Congress. The Executive Council has issued a statement which said, "Consumers need and should have protection against fraudulent practices, assurance that products are safe to use and that product and price information is adequate and accurate."

The AFL-CIO is seeking legislation in these fields:

1. Action to remedy the exploitation of consumers by those who provide consumer credit.

The Executive Council specifically called for a "truth in lending" bill to require all credit vendors to tell the borrower what the dollar cost of the finance charge will be on his credit and to state these charges in terms of a true annual interest rate. The Council also asked for action to end "misleading price advertising of articles sold on credit, where the reader is told only the monthly payment required and not the total actual

cost of the article bought on time."

2. A general investigation by the Congress of the insurance industry in all its aspects.

"There is mounting evidence of expensive charges for credit life insurance in consumer credit contracts, fraud in the sale of mail order insurance and automobile insurance that is overpriced, often capriciously cancelled, and of consumer losses from liquidation of high-risk insurers," the Council said.

3. Action on the overpricing of key consumer products.

The Council called for a general investigation into the pricing of prescription drugs and urged special legislation to pre-

vent overcharging and overprescribing by physicians.

4. Legislation to provide consumers with unbiased product information to end misleading, false or fraudulent facts about consumer products.

5. Swift action to insure the safety of consumer products and to prevent accidental death and injury to those who buy them.

6. Establishment of formal governmental machinery to help assure that consumer problems will receive the attention they deserve and that solutions will not only be devised but aggressively promoted by the Congress and the Executive branch.