Greyhounds Local Gives A Helping Hand

When members of Local 215 of Lexington, Kentucky, employed by Southern Greyhound in a 16-state area, found out that the husband of member Carol Weir needed an expensive artificial kidney to stay alive, they did more than offer sympathy. They raised $800. Tom Weir, the beneficiary of the all-for-one spirit, receives the check from Local 215 President Ethel "Sis" Rose at his home in Coral Gables, Florida. At left are Richard W. Merritt, Transportation Supervisor; OPEIU Vice-President J. O. Bloodworth; and Mrs. Weir. Raffles on cakes, hams and TV sets helped to raise the needed sum.

Local 29 Units Gain in Renewals

Local 29 has scored substantial gains in three contract settlements.

The employees at Pacific Intermountain Express terminals in San Francisco and San Jose have reached a new three-year contract with the over-the-road trucking firm calling for a 55¢ an hour wage increase and two new fringe benefits. The pick, covering 38 office workers, brings a 25¢ an hour wage boost the first year, with additional 15¢ jumps scheduled for each of the following years.

Record Employer Tax Delinquency

An Internal Revenue Service report shows that 289,552 employers set a tax delinquency record when they failed to turn in the income and Social Security taxes they deducted from their employees' wages in 1966.

The employers pocketed $312,636,000—some 29 per cent more than the $222,296,000 they pocketed in 1965. The employers are subject to fines and prison sentences.

But even if the government never gets the money, employees of delinquent firms are protected. The IRS says that once the taxes have been withheld, the government credits income tax and Social Security accounts of the worker even if the money has not been turned in.

Time-Motion Studies Will Spur Unionism, Coughlin Predicts

White-collar workers who are subjected increasingly to time-and-motion studies will respond by joining unions, President Howard Coughlin of the OPEIU predicts.

In a public statement commenting on a Wall Street Journal report that white-collar measurement had increased 50-fold in 15 years, Coughlin said: "This cuts the ground out from under those who argue that white-collar work is basically so different from blue-collar work that union organization is not appropriate."

"If the office worker's output is going to be measured by production-line techniques, then he certainly needs to assure himself adequate pay for that output by the same process of unionization that factory workers have employed."

Use of time-and-motion studies in the office, Coughlin contended, "has no other purposes than to speed up output per employee and to reduce size of staff."

The OPEIU, he declared, would resist the application of these methods as "dehumanizing." Where they are used, he said, "our union will seek participation in setting of standards that do not make unreasonable demands on employees and that provide adequate pay levels."

Maine Local Wraps Paper Pact

A new three-year contract bringing newspaper and paper mill office employees salary increases averaging $92.55 a month has been concluded between Great Northern Paper Company, Millinocket, Maine and Local 192.

The first 5% hike averaged $3 per month. An additional 5%, averaging $29.25, takes effect July 1, 1968, and another 5% of $30.50 will be tacked on July 1, 1969. In the latter year, shift differential will be raised 40¢ a week.

Fringe benefits add Christmas Eve as another paid holiday with double-time pay if worked. A revised vacation schedule calls for one week after six months; three weeks after 10 years; four after 16, and five after 23.

Welfare benefits, including insurance and hospitalization, were also substantially improved.

New employees must now join the union in 30 days, instead of 60. Overtime was eliminated for non-permanent work.

Final Fall Conference Schedule

The Northwestern and Western Educational Conference has been advanced a week. It will be held at the Travel-Lodge-at-the-Wharf in San Francisco October 7-8. The dates and locations of the other fall conferences are as follows:

Erie—September 16-17 at the Brown Derby Motor Inn at Cuyahoga Falls, Akron, Ohio.

Southeastern—September 23-24 at the Downtown Motor Inn in Atlanta, Georgia.

Canadian—October 14-15 at the King Edward Hotel in Toronto.

North Central—October 28-29 at the Knickerbocker Hotel in Chicago.

Southwestern—November 4-5 at the El Tropicana in San Antonio, Texas.

Northeastern—November 18-19 at the Barbizon Plaza Hotel in New York City.

The subjects on the agenda include contract administration, arbitration, bargaining unit protection, preparation for negotiations and organizing leads.
**Loosening the White Collar**

by Robert B. Cooney

(Excerpted From The American Federationist)

Upward mobility, the desire to be promoted and "get ahead" is probably the major reason for most white collar workers having remained outside of unions. This aspiration was reinforced by manual work, an attitude going back to feudal times. The more things management is doing and will have to do for its own purposes will enhance the prospects for white collar unionization.

Management will be able to "buy off" the white collar group less and less. As the office, technical and professional workers becomes a larger proportion of the firm's workforce, they represent a competitive pressure. As administrative pressures increase, rapidity, more and more professional workers, as it becomes more unprofitable. The office workload is becoming more highly rationalized, the tasks more routinized. At the same time, the ladder to the top is being blocked. The age of the computer and modern management techniques have given rise to a middle level made up of college-trained technicians and professionals. The lower grades of white collar workers now have a ceiling on their advancement. It is the condition of those who have been given rise to new opportunities. The lower grades of white collar workers now have a ceiling on their advancement. It is the condition of those who have been given rise to new opportunities. The lower grades of white collar workers now have a ceiling on their advancement. It is the condition of those who have been given rise to new opportunities.
The chart above shows manufacturing profits over the years, as reported by the First National City Bank of New York. The bank’s newsletter reports that 1,431 of the nation’s leading corporations accumulated $6,139,840,000 in profits after taxes during the first three months of 1967. That’s 7% per cent less than for the same period a year ago. But despite the drop in the total, the bank notes that “18% per cent of the reporting companies showed increased profits from the first quarter of 1966.”

The profit outlook for 1967 is good, according to the experts. Standard and Poor’s Industry Surveys predicted that 1967 profits will top even the all-time record set in 1966.

Credit Union Strike Ends, 1st Pact Brings Union Shop

Settlement of the eight-week strike against the Lansing (Michigan) Automobiles Credit Union was announced by International Representative John Richards on behalf of OPEIU Local 593.

The agreement unanimously ratified by the strikers, brought recognition and a full union shop including a dues deduction clause.

The office employees gained an increase in the number of holidays, two weeks vacation after one year and three weeks after five years, 12 days of sick leave, and a sickness and accident benefit of 68% of salary for twenty-six weeks in this first contract.

Wages were increased 5% this year and 5% next year, plus a cost of living clause. The new wage schedule provides an average minimum wage of $9.40 a week, with several employees getting immediate increases ranging from $10 to $15. A Loan Interview will now receive a maximum of $129.15 weekly.

During the course of the strike it was necessary to fight off the employer’s attempts to obtain an injunction against picketing.

The strike began June 1 and ended July 31, the effective date of the new agreement.

Local 13 Signs Grocery Company

A new contract has been signed by 13 OPEIU and Tri-City Grocery Co., Granite City, Ill.

The settlement brings office clerks and employees their first raise in $7.43 to $11.26. The contract, running for two years, covers 30 employees.

Fringe benefits include three weeks vacation after 8 years instead of 10 and, effective January 1, 1968, four weeks after 15 years instead of 18. Christ- mas Eve now becomes a half-day paid holiday. The bereave- ment clause was broadened to include family in-laws.

Julia A. Riggle headed the bargaining committee.

1st Contract Jumps Wages Of Vancouver Office Unit

Members of Local 15, em- ployed by Uniroyal (1966) Ltd. in Vancouver, rubber distribu- tors, are now among the highest paid office workers in Canada as a result of their first two-year contract.

Salary increases range from 60% to 72% in the lower classi- fications to 37% in higher ones, bringing boosts that run from $120 a month to as high as $250 a month over the previous non-union scales.

The new agreement makes Easter Monday a ten day holiday, a “first” in Canada’s rubber industry for either office or production personnel.

Local 15’s negotiating com- mittee included Joe Walls, Chairman, and Darryl Rankine. They were assisted by C. B. Mac- ardon, Business Manager.

In a second Local 15 settle- ment, the 40 employees of C.U. & C. Health Services Society, Vancouver, credit union and co-op health and weekly indemnity insurers, have gained a new two-year contract providing for an 8% salary increase the first year and a $13.50 across-the- board raise the second year.

The contract includes im- proved vacations, a Medical Plan with dental provisions, plus job reclassifications. It also includes provisions for upgrading by either the union or the society during the term of the agreement.

The unit’s bargaining com- mittee was headed by Pat Ellis, Chief Office Steward. Commit- tee members were Margaret Monahan and Margaret Singleton.

Canadian Labour Sings Out

A new record of labour songs—most of them Canadian and recorded for the first time—has been released by the Canadian Labour Congress as one of its Centennial projects.

Rendered by The Travellers, the songs include such his- toric works as a song written by Joe Hill in 1912 for striking construction workers in British Columbia; the “Onward One Big Union” song of the Winnipeg general strike; and the “Song of the Steelman Miners” from the coal strike of 1931. More recent events are recognized in “The Tiko Song.”

Including such songs as “Les Minuitelles,” “La Chanson du Speed-up” and a French version of “Solidarity,” the record- ing is typically Canadian. One of today’s labour problems gets light-hearted treatment in Joe Glazer’s “Automation.”

Copies of “A Century of Song” may be ordered from the Education Department, Canadian Labour Congress, 100 Argyle Avenue, Ottawa 4, at $2.50 each.

After years of climbing from one record to another, corporation profits are still holding at a high level. A slight dip in recent months is expected to be only temporary.

“Right-to-Work” Falters—
But Oklahoma Fight Looms

From time to time this column has commented on the so-called right-to-work campaign whose sponsors jubilantly hailed the 1966 election results as giving new steam to their drive. Develop- ments in the meantime don’t appear to give much substance to their bombast. Organized labor has fought them to a standstill, although they won’t give up easily.

Their highest hopes centered on Republican-controlled New Mexico and Idaho. But New Mexico’s legislature refused by a 40 to 30 vote to put right-to-work on the ballot for a popular referendum. Idaho’s top-heavy GOP legislature didn’t even consider a right-to-work measure.

Adding insult to injuries, a right-to-work bill introduced in Massachusetts, where unions are much stronger, fell flat on its face in the house by a 210 to 0 vote. Even the bill’s sponsor didn’t vote.

In Wyoming, newest of the 19 right-to-work states, the house voted to repeal the four-year old law although the repeal bill died in the senate. Once there were 20 right-to-work states, but Indiana repealed its eight-year old law in 1965. No other state this year has given serious consideration to passage, or repeal, of a right-to-work measure.

Right-to-Work Equals Social Backwardness

Most of the right-to-work states, largely in the South, have weak labor movements. They use the law as an inducement to industries with little capital and low labor incentives. These draw from a defenseless pool of unskilled labor and at a fraction on the poverty. It is highly significant that the percentage of families living in poverty in right-to-work states is much higher than in the other states, most matching the federal minimum wage of $1.40 an hour. Only three of them have equal pay for women, and none has fair employment laws.

Conversely, it is equally significant that none of these problems exist in states in which are strong, democratically organized unions. Twenty-three such states have enforceable minimum wage laws; 14 cover men as well as women; and 21 provide at least $1.00 an hour minimum wage; and 12 equal or exceed the federal minimum wage of $1.40 an hour.

But despite the fact that GOP politicians in many states are shying away from the “right-to-work” label, Reed Larson, executive vice president of the National Right to Work Committee, discloses that his group isn’t yet ready to throw in the sponge.

Bigger Staff and Budget

He reveals that since January 1, the committee has put seven full-time staffmen in the field; three in Oklahoma; one in New Mexico, Missouri, Massachusetts and California, and it expects to nearly double that by year’s end. Its 1967 budget of around $800,000 is 10% to 15% above last year’s, according to Larson.

The next battle now shapes up in Oklahoma, where a right-to- work proposal was narrowly defeated in a 1964 referendum. Its advocates plan to launch a petition drive in July for the 100,000 voter signatures needed to put the issue on the ballot in the August 1968 primary election.

Vernon Beals, an Oklahoma City ad man who heads the fund- raising campaign, says his organization will soon have raised $150,000 to spend on getting signatures ($1.50 per signature). He estimates another $350,000 to $400,000 will be needed in the election campaign itself.

“The smaller manufacturers are stepping right up” with contributions (tax deductible), Beals says, and so are individuals (non- deductible). Significantly, he adds that “Big businesses that are already unionized feel they can’t take too active a part in this thing.”

If Oklahoma voters are foolish enough to put “this thing” on the ballot, organized labor will have to spend at least $500,000 to fight these forces of reaction and greed, which depe the voters with distortions of truth. Needless to say, the labor movement would much prefer to see such funds in organizing the unorganized or in promoting many other programs not only beneficial to workers and their families, but also adding to the prosperity of their communities, their states, and the nation as a whole.

Right-to-Work has done poorly of late—but it is an unfinished story.
Labor and the Law
By Joseph E. Finley
OPEIU General Counsel

New Dues Refund Ruling

How do you get better attendance at union meetings? This has been an old problem that has haunted perhaps every local union for many years. Various gimmicks have been tried with different degrees of success, such as door prizes, lotteries, refreshments, educational programs. When the question comes up of what does the law allow, the issue of fines for non-attendance is often raised. A new ruling by the NLRB now tells you what the law will permit you to do.

Unions in the past that tried to impose fines for failing to attend meetings have had a rough time of it. The most common device was the dues refund, where those who attended meetings would receive a part of their monthly dues back. But the Board, in a series of cases over the years, dealt a black-butter to this. In a rather well-known ruling of only a few years ago, it held that a dues refund was in fact a fine. Employees who were fired for non-payment of dues where the refund technique was used filed charges with the Board, alleging they were fired for failure to pay fines. The Board, and an appeals court, upheld this position, which cost a particular local union an enormous back pay bill for three years for eight people who had been fired.

But a new decision has changed all this. The old cases have been reversed and the Board has now said that the dues refund technique is legal after all. The local union in the new case properly amended its by-laws to be in line with the Landrum-Griffin Act, to increase its dues to $6 per month. Then it provided that at each monthly meeting, there would be a cash refund of $2 to each member in attendance. Attendance at meetings increased immediately three times over. There was a union shop contract in effect, which required membership as a condition of employment. One employee who refused to sign a checkoff was paying his dues in cash. He became delinquent and his discharge was demanded. He came in to pay, stored it under protest, and then filed a charge with the NLRB.

The Board, in its new decision, stressed the importance of obtaining good attendance at union meetings. It pointed out that this rule is in its Bill of Rights, a protected and encouraged rank and file activity in the affairs of each local union. It serves the public interest to have wide and full participation in the union's affairs.

The dues refund system was not a fine at all, said the majority. It was no different from the use of union money, obtained in the form of dues, for the serving of refreshments, the award of prizes, or entertainment at meetings. The rule was applied equally. Each member paid an equal amount as dues, and each member had an equal opportunity to attend the monthly meeting. Thus, the dues refund was a legitimate device for a good purpose, and the old rule was held to have been an unwarranted interference with the internal affairs of the union.

A second problem that has bothered many of you in organizing campaigns is the secrecy of the authorization card you ask members to sign. Many people have been told that their signatures will never be revealed as a result of any protection or encouragement rank and file activity in the affairs of each local union. It serves the public interest to have wide and full participation in the union's affairs.

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