Executive Board actions

Organizing efforts to top OPEIU agenda in 1968

The OPEIU delegation to the AFL-CIO convention in Bil Harbou, Fla., held in December included Local 153 Business Manager Ben J. Cohun (third from right), newly elected vice-president. President Howard Coughlin is at left, Secretary-Treasurer and Mrs. J. Howard Hicks to right.

The January meeting of the International Union's Executive Board acted on the OPEIU's wide-ranging organizing efforts and dealt with a broad range of other subjects, from unification of pension plans to the protracted copper strike.

Organizing plans were made against a heartening background of success. As President Howard Coughlin noted in his report to the Board, the last three years have been the most successful in the history of the OPEIU and 1967 saw some especially gratifying achievements.

The Board, which in addition to Coughlin is composed of Secretary-Treasurer J. Howard Hicks and 13 vice-presidents, reviewed such success stories as the newly-won units in Kansas City, Fordham University in New York City, the Hudson County Bank in New Jersey and Continental Oil Company in Ponca City, Okla. (see story below).

The OPEIU has enjoyed the effective cooperation of the national AFL-CIO in its efforts to expand. The Board took particular note of the vital contribution made by Director of Organization Bill Kircher and his staff organizers.

Additional intensive organizing campaigns were projected. Meeting at the Hotel Lexington in New York City January 15-18, the Board elected Ben J. Cohun, business manager of New York Local 153, as a vice-president of the OPEIU.

Cohun succeeds Leo J. Wallace of Boston, who resigned. Accepting with regret Wallace's resignation, the Board extended its thanks to him for his years of service to the OPEIU. Cohun will be one of the three vice-presidents in District Two, which extends from Maine to West Virginia.

An assessment of the bitter copper strike, now in its seventh month, focused on the 200 members of the OPEIU involved.

The aid rendered these members was reviewed, and the Board called on all affiliates to give as much additional assistance as possible.

Other actions of the Board:

- The subsidy program — by which the International Union helps the local unions to grow — was felt to be a success and is to be expanded.
- The Board discussed exhaustively the complex subject of combining existing pension plans into one OPEIU plan. Sidney Braverman of Martin E. Segal Company reported on matters pertaining to the national pension plan, improvements in health and welfare plans, and changes in the OPEIU staff retirement plan.
- The Board held several hours of productive discussion with Dick Moore of the firm of Dick Moore and Associates, which has replaced Ruder & Finn as public relations consultants to the OPEIU.
- The possibility of a "no raid" pact with the Brotherhood of Teamsters was discussed.

Union starts airline campaign

With recent Bonanza Air Lines contract topping appropriately those of other unions now representing Pacific Air Lines and West Coast Air Lines, OPEIU Local 29 is drive to gather in its fold agents of all three in the event their proposed merger is approved by the

NLRB bars employer union from Ohio election ballot

NLRB Regional Director John C. Getreu has ruled that the International Union of Electrical Workers may not intervene in an election among 17 office employees at 801 Credit Union Corporation in Dayton, Ohio. The choice before the employees will therefore be between OPEIU Local 388 and no representation.

Finding that IUE owns and operates the credit union, Getreu upheld OPEIU's contention that IUE should be denied a place on the ballot on grounds of conflict of interest.

Because the record showed that the credit union is owned by stockholders restricted to families of workers at the Frigidair Division plant of General Motors in Dayton, employees of IUE's Pension Department, and employees of the credit union, Getreu concluded:

"I believe that the intervenor is not competent to bargain concerning the terms of employment of the employee's employers. As the board stated in the Oregon Teamsters' case (139 NLRB 605), a union which has allegiances conflicting with the purpose of protecting and advancing the interests of the members it represents, and/or seems to represent, does as the intervenor in this case, cannot be a proper representative of these employees.
ILO parley affirms rights of white-collar employees

The 1968 Wage Pattern

Deferred wage increases, effective this year under current collective bargaining agreements, will average 11.3% an hour, according to a Bureau of Public Affairs analysis of 2,893 labor union contracts. This figure is the highest median adjustment in the history of the eleven-year survey and represents a rise of 2.4% above last year's average.

The median 1968 increase in manufacturing is 10.2% an hour and in nonmanufacturing 7.6%. The range is from 7.3% an hour in the apparel industry to 20.2% in construction.

Those with deferred increases of 12% or more in manufacturing include petroleum and allied products, printing and publishing, stone, clay, and glass, and tobacco. In nonmanufacturing, the greatest increases—besides construction—are 19.6% in entertainment and 15.6% in shipping and longshoring. For the first time, no median fell below 7% an hour.

As in the past, the survey notes, these deferred increases will influence strongly this year's negotiations and in some instances will be a virtual "floor" for bargaining. In addition to these increases, some contracts call for cost-of-living clauses. These will add a few cents to the basic increases.

Survey Rates Union Press

Are trade union publications being read by members?

This is always a question that brings all kinds of answers from unqualified "yeses" to emphatic denials. A study by two members of the political science faculty of the University of Toledo points overwhelmingly to the affirmative answer. In fact, this study indicates that 92 percent of the readers polled read their unions' publications.

Professor Norman Blume and Schley Lyon also found that readers trusted their union publications more than they did other sources of news. A total of 30 percent trusted their union publication while 23 percent trusted television and 20 percent the daily newspapers.

When asked which news source they trusted the least, only 2 percent listed their union publication, 5 percent listed TV and 21 percent their daily newspapers.

Altogether, the labor press comes out with the highest batting average for accuracy and credibility of all the mass media studied in the survey.

Members of OPEIU Local 2, employed by the Operating Engineers, the Operative Planterers and the Roofers International unions, assembled this Tower of Dolls and Gifts and donated them to the Salvation Army for distribution to needy children in Washington, D.C., at Christmas.

Subscription Price $1 a Year

OFFICE OF PROFESSIONAL EMPLOYEES INTERNATIONAL UNION

February 17, 1968

N.Y. local raises pensions

Local 153 in New York has gained a 12½% increase in the monthly payments to retired members covered by its Pension Fund after a protracted dispute with the employer trustees.

The increase was made possible by a higher rate of earnings from Pension Fund investments than had been anticipated. The employer trustees initially insisted that the added income be allocated to faster amortization of past service liabilities but yielded after meetings and petitions showed members fully backed the union leadership.

The union also won extension of service credit beyond age 65.

The January checks to the pensioners included the increase. Monthly benefits now run from about $99 to $253.
**Canadian News**

**B.C. gas pact brings wide gains**

Wage boosts ranging from 21% to 26% have been negotiated by OPEIU Local 378 for 45 office employees of Inland Natural Gas Company in British Columbia. A two-year contract is retroactive to April 1.

The hefty earnings increase includes 2 1/2% raises, the second cumulative, on top of elimination of the freezing of automatic salary progression at Step 2, advancement of employees with the required service to the next Step, and progression on the basis of the salary scales that took effect last July 1. Other gains include longer vacations, improved overtime provisions, and new clauses to cover technological changes and severance pay.

Vacations now rise to four weeks after 15 years (was 17).

**Local 290 signs credit union**

Wage gains accumulating to approximately $1,000 annually, two more paid holidays and vacation bonuses were won by OPEIU Local 290, Ontario, for office employees of the Oakville Auto Employees Credit Union.

Paid holidays will total 14 a year under the two-year contract, the vacation period is extended to four weeks after eight years, plus a $75 bonus for employees with 5 years of service.

New contract clauses call for three day's bereavement leave; difference in pay for jury duty; improvement in maternity leave, and technological retraining.

**New unit gets 1st contract**

A first one-year contract covering office employees of the Canadian Union of Students, Ottawa, has been concluded by OPEIU Local 225 which was recently certified as the bargaining agent by the Ontario Labor Relations Board.

The agreement calls for a general $50 a month increase retroactive to September 15, and for a $25 six-month increment. Salaries range from $255 to $345.

Fringe benefits include cumulative sick leave of two days per month; three days for bereavement; a technological clause with retaining provisions; a welfare plan valued at $11 per month; the union shop with checkoff, and 13 statutory holidays.

**Two paper companies settle**

Two OPEIU Locals have signed new contracts with paper manufacturing companies in the East and West, boosting wages by 8% across-the-board in Ontario, and by almost 10% annually in each of a three-year pact in British Columbia.

The 8% wage gain was won by Local 263 in a one-year agreement with the Howard Smith Division of Domtar Pulp & Paper, Ltd., in St. Catherine's, Ontario. The three-year pact was concluded by Local 15 in Vancouver with Scott Paper Company, Ltd.

Other gains in the Scott pact are improved merit rating; coverage and inclusion of part-time help; length of service rating reduced to 12 months from 18 for Groups 1 and 2; switchboard category upgraded, and Export Sales Clerk upgraded to a new Group 5 category.

The Domtar division pact requires new employees to join the union after 31 days, amends the work schedule for Stores, sets a 53.75 afternoon shift premium; improves the call-out rate schedule, and increases holiday and vacation allowances.

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**2 Cuna pacts raise wages of 101 Local 30 members**

Substantial wage and fringe advances have been secured for 101 office employees of Cuna Credit Union and Cuna Supply & International in separate contracts concluded by OPEIU Local 30 in Madison, Wisconsin.

The two-year Credit Union pact brings 21 members a $30 a month wage hike retroactive to October 9, with a reopener in the second year. A longevity provision adds 3% to gross salary after 10 years' service, another 3% after 15, and an additional 3% after 20 years. Five days are allowed for bereavement leave. The day before Christmas becomes an additional paid holiday.

The three-year Cuna Supply pact, covering 30 employees, calls for a 16% wage boost, 5% in the first year and 5% in each of the following two years. Pay day is changed to every other week instead of bi-monthly. Three hours premium pay are guaranteed for call-in outside regular hours.

Employees won the right to meet jointly with top management and the union steward if dissatisfied with their merit rating review. Other gains are an additional paid holiday on Good Friday and four weeks' vacation after 20 years.

**1872 rules depict ‘good old days’**

The following set of office rules printed recently in the Bel & Howell Finder were in effect in the year 1872 in the establishment of one Zachary U. Geiger:

1. Office employees will daily sweep the floors, dust the furniture, shelves and show-cases.
2. Each day fill lamps, clean chimneys, and trim wicks. Wash the windows once a week.
3. Each clerk will bring in a bucket of water and a sponge to cool the day's business.
4. Make your pens carefully. You may whittle your nibs to your individual taste.
5. This office will open at 7 A.M. and close at 8 P.M. daily, except on the Sabbath, on which day it will remain closed. Each employee is expected to spend the Sabbath by attending Church and contributing liberally to the cause of the Lord.
6. Men employees will be given an evening off each week for courting purposes, or two evenings a week if they go regularly to Church.
7. After an employee has spent 13 hours of labor in the office, he should spend the time reading the Bible and other good books while contemplating the Glories and building up of the Kingdom.
8. Every employee shall lay aside from each pay, a goodly sum of his earnings for his benefit during his declining years, so that he will not become a burden upon the charity of his betters.
9. Any employee who smokes Spanish cigars, uses tobacco in any form, gets shaved at a barber shop, or frequents pool and public halls, shall give me good reason to suspect his worth, intentions, integrity, and honesty.
10. The employee who has performed his labors faithfully and without fault for his union after five years in his service and who has been thrifty and attentive to his religious duties, is looked upon by his fellowmen as a substantial and law-abiding citizen, will be given an increase of five cents per day in his pay, providing a just return in profits from the business permits it.

*Be Worthy of Your Hire*
Zachary U. Geiger
Sole Proprietor
Mt. Cory Carriage & Wagon Works

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**‘Professional Power’ is theme at N.Y. conference**

The concept of "professional power" was a recurrent theme at a recent conference co-sponsored by the New Council of AFL-CIO Unions for Scientific, Professional and Cultural Employees (SPACE) and Cornell University in New York. The OPEIU is a member of SPACE.

Speakers indicated they thought professional employees are seeking a more autonomous role in determining the conditions under which their profession is practiced. They seek a greater voice in management decisions, and "shared control of their jobs with only a minimum of supervision," according to one speaker.

Some participants observed that unions sometimes have difficulty attracting the younger professional worker. It was pointed out that the younger worker who receives regular pay raises at the outset of his career may not see the need of a union. On the other hand, the older worker may be quick to recognize the need for collective action to obtain greater job satisfaction and to influence management policies.

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**February, 1968**

**WHITE COLLAR**

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Local 29 Settlements

Pan Am unit gains $1,000

The 125 Local 29 members employed by Pan American World Airways at the nuclear reactor testing site at Jackass Flats, Nevada, have tied up a package of wage boosts, fringe benefits and promotions valued at more than $1,000 per individual. The agreement, which runs for three years, also upgrades 17% of the employees.

The first 5% increase, averaging 18¢ an hour including upgrading, amounts to $31.20 a month. Second and third year raises will each average 15¢, or $26 a month. The contract also provides for a long-term raise of 1¢ an hour for each year its service over three years.

Fringe benefits include one additional holiday, employer to pay full Health and Welfare premium, a much smaller contribution by employees into the joint contributory Pension Plan, and improvements in sick leave.

Pan American employees on the union negotiating committee were Clint Mallory, Helen Hensley, Mabel Reid and Roy Griffin, assisted by International Representative Joseph McGee and Business Representative Ray McNeill.

Following the ruling, the plaintiffs said they had "authorized a prompt appeal to the Court of Appeals of the Eighth Circuit." However, according to bankers, the ruling could have wide implications. They say it could bar a similar data-processing case pending in Federal court in Rhode Island, as well as a third action in Federal Court in Boston to bar banks from offering travel-agency services.

A 1966 ruling by Controller of the Currency James J. Saxon allowed banks to provide data-processing services on the ground that they acquired expensive equipment when using it only part of the time. The St. Paul plaintiffs challenged this by seeking an injunction.

The American Bankers' Association, in an unprecedented move, sought, and was granted, permission to intervene in the case on the ground that if the action were to be successful, it "would handicap or cripple the banking system" in serving its customers.

The pending data-processing and travel agency cases in Rhode Island and Boston—along with other actions aimed at restricting bank expansion into selling insurance, the underwriting of tax-exempt bonds, and the offering of mutual fund services—are part of the "counter-revolution" which has developed against the broad expansion of banks into other fields under the 1966 ruling of the Controller of the Currency.

Because of the St. Paul ruling, subcontracting of much routine office work is commonplace in the banks. For this reason, it cannot be emphasized too strongly that every new or renegotiated OPEIU contract should prohibit subcontracting of office work now performed by the bargaining unit.

With the growing number of mergers in the business and industrial world, inclusion in contracts of such a Successors clause takes on added importance.

The merger trend is confirmed by figures recently released by the Chicago-based consulting firm of W. T. Gell & Company. It finds that mergers and consolidations of business and industrial firms are growing at an accelerated rate.

The firm counted 2,975 mergers in 1967, against 2,377 in 1966. It projects this year's total at 3,200 or more, citing as major reasons the increased interest by potential buyers in new sources of income, increased needs by sellers for more working capital, better marketing prospects, and the advantages of broadened ownership.

7-day strike wins $16.50

A seven-day strike by office workers at Locals 157-60 UAW Credit Union in Detroit, Michigan, won a new three-year agreement boosting wages by $16.50 a week and improving fringe benefits. OPEIU Local 42 represents the unit.

The first raise of 5% is retroactive to October 1 last. Further increases of $5.50 and $6 will take effect on September 1 of this year and next.

Other gains were an additional day and one-half of paid holidays and a 1% increase in severance pay. The new 4% severance pay rate is based on wages at time of termination and is retroactive to date of hire.