The OPEIU's Philadelphia Story

A growing union beckons the unorganized

With a confidence born of the substantial achievements of recent years, the Eleventh Convention prepared the union for intensive organizing campaigns, for carefully planned bargaining efforts to better the lot of white-collar workers, and for the legislative involvement that must go hand-in-hand with negotiations.

The delegates foresaw an increasing youthful work force and membership and a future of change and they set the course of the union so that it may grapple effectively with whatever automation or other challenges the years ahead may bring.

Impressive organizing gains were reported by President Howard Coughlin at the convention opened June 24 in the Sheraton Hotel. And these, he said in his address (text on page 4), are "but a small indication of things to come."

The growth over the three years since the San Francisco convention—12,509 new members, 4,000 of them in Canada—was seen by AFL-CIO Pres. George Meany as noteworthy "in a field that is not easy to organize."

Citing increased use of computers in office and clerical work, Coughlin said, "If we translate a tremendous jump in sales into jobs eliminated, it isn't difficult to see that our organized ranks would have been a great deal larger if it were not for the computer and its supporting services."

Easing of present international tensions and the return of three million veterans to the labor force would lead mounting pressure for the four-day week, Coughlin predicted.

Brokerage Drive

In the belief that the record volume of stock trading has created a working climate in Wall Street brokerage houses favorable to union organization, the OPEIU is launching a campaign next month with the distribution of leaflets to some 20,000 clerks in the brokers' back offices where high trading volume has led to generally deteriorating working conditions.

After congratulating the OPEIU officers and members on their organizing achievements, Meany pointed out that the AFL-CIO and its affiliates are moving forward on many fronts.

He noted that the federation's membership is growing, unions are securing higher wages and improved benefits and the AFL-CIO is playing a "tremendous role in the community life of this nation."

But labor is not satisfied with the "status quo" and never will be, Meany added, so the questions are: "How do we go about making more progress? Do we riot? Do we build by destroying?"

"No," he answered, "We are going to use the machinery available to us under this system under which we live."

"We're not perfect but it is the best that the human mind has been able to devise up to this point in history and I think we should have faith in it."

Per Capita Hike

At midway point in the convention, delegates approved an executive board recommendation for a 20-cent increase in the per capita tax, with 10 cents to take effect October 1968 and the other 10 cents one year later. With this action went approval (Continued on page 2)
Educational curtain raiser

In a curtain raiser to the Eleventh Convention, delegates attended a three-hour Educational Conference at which Dick Moore, of Dick Moore and Associates, New York City, conducted a primer on publicity and public relations for local union use, and Joseph Finley, the International’s general counsel, spoke of legal cases of current interest.

"Ours is an era of persuasion," and "everyone is in the public relations business," Moore observed. While public relations does not guarantee publicity and "can’t convert a clown into a statesman," it can help make good things happen and can help "demonstrate to the public what the OPEIU has to offer," he went on. Publicity releases had to be intrinsically more interesting than management releases to gain newspaper acceptance, he said, since unions with few exceptions don’t spend money on advertising.

Cited as a good example of recent constructive publicity were "copy improvements" held in New York under the sponsorship of Local 153 and a prominent member firm of the New York Stock Exchange.

OPEIU for its organizational efforts in Canada that had brought in 4,000 new union members in the last three years. He particularly noted the recent successful organizing drive at a major Montreal bank, and hoped that it portended other successful breakthroughs in Canada’s banks and financial institutions whose employees, by and large, were among "the most oppressed workers of Canada." He pledged the full support of the CLC in such campaigns.

CLC Message

Turning to other matters, Dodge asserted that Canadian labor, with its recent government wage and price policy that penalizes labor and permits industry to operate without restriction on profits. Reviewing major actions of the recent CLC convention, Dodge closed by saying, "What we can’t obtain in the legislative way, we must be sure to obtain on the collective bargaining front."

Thomas "Teddy" Gleason, President of the AFL-CIO Longshoremen’s Association, which has supported OPEIU’s organizing work in New York waterfront shipping offices, recounted the ILA’s role in helping obtain a settlement of the recent national copper strike. Of international affairs, Gleason said, "We can win the fight overseas and we can win the fight on poverty at home." He told of ILA’s private Marshall Plan in sending an 11-man team to

(Continued from page 1)

of a minimum $4 monthly dues structure; the old minimum was $3.

Sen. Joseph S. Clark (D-Pa.) told the delegates that he wished to "scare" them by the tide of anti-labor legislation that could engulf them should reactionary forces take over Congress.

"Many of us are up for grabs this year—all the way from Wayne Morse in Oregon to Joe Clark in Pennsylvania," the senator observed. "You and your friends must get registered and then go out and vote for the candidate who would serve you best."

AFL-CIO Dir. of Organization William L. Kircher, fresh from organizing work on the West Coast, noted that collective bargaining continues to serve workers at the top and bottom of the pay scale, "from the senior airline pilots earning from $45,000 to $50,000 a year" to oppressed farm workers. Of the farm effort, Kircher said that the fervor and determination of the organizers in the field was an inspiration to all who are associated with the campaign.

In the latter half of the convention, delegates acted on nearly one hundred resolutions covering a broad field, and re-elected officers.

A Challenge

Noting that professional occupations are growing twice as fast as other jobs, and that some 650,000 new office jobs are opening up every year, Under Secretary of Labor James Reynolds told the convention, "If you don’t become one of the largest unions in the country, you just ain’t trying."

He told of his "uplifting experience" at Resurrection City on Solidarity Day. "I dared to dream that afteroon that we are on the threshold of great things, great breakthroughs," he said. "Ignorance, prejudice, disease—we have made great onslaughts on these ancient enemies of mankind." Despite a "great outpouring of decent, liberal legislation," however, the country has only "scratched the surface of what we have to do," the Under Secretary declared.

William Dodge, secretary-treasurer of the Canadian Labour Congress, commended the

On the floor

Frank Balash
Frances Long Bick
Edward Beaupre
E. Mazurkewich
Herman Hazel
Mabel Hollerman

Carrie Brown and Cecola Rigby

Thelma O'Dell, Local 10
counsel Kenya officials, and observed that Jomo Kenyatta now was a friend of the United States. Philadelphia Mayor James H. J. Tate, who started in life as a stenographer and typist and worked 52 hours a week for 35¢ an hour, said that government at every level "must recognize that people have the right to be organized, to bargain collectively and bring their just grievances to management." He described his administration as a "labor government."

**Plaque from AFI-CIO**

Stanton Smith, AFI-CIO coordinator for local and state central bodies, presented a plaque to President Howard Coughlin for the union's record of having better than 80 per cent of its local unions affiliated with the city and state groups. It put the union in "select company," Smith told the convention, and was a tribute to the locals' desire and willingness to participate in labor's legislative work on the city and state levels.

Affirmative action was taken on scores of resolutions; among them those calling for: repeal of Section 14(b) of the Taft-Hartley Act; opposition to any general laws that would "thrust a dagger in the heart of the free collective bargaining system" by abolishing the right to strike and setting up compulsory arbitration; proper tax deduction relief for working mothers; equal rights to promotional opportunities for women workers; supervisors' rights to organize; "elimination of pollution and contamination" wherever it is found.

The delegates voted for a "free public college system"; support of the Kingsport Press boycott; and vesting rights and portability of privately administered pension plans. The most emotional issue on the floor was a resolution asking delegates to "express their deep dissatisfaction with the Congress over its lack of action on an effective gun control law." Despite eloquent appeals by some delegates who were gun collectors and others who felt their constitutional right to own arms would be infringed upon, the convention voted overwhelmingly for the resolution.

**"Fight Against Bias"**

Other resolutions called for: inclusion of cost of living increases in pension plans; fair integration of government and private pension plans; inclusion of job evaluation as a subject for future educational and staff conferences; action to "carry on the fight to eliminate prejudice and bigotry wherever they may be found"; support of U.S. Senator Joseph S. Clark (D.-Pa.) in his re-election campaign; support of direct mail advertising, a business that provides considerable employment for OPEIU members.

A change in the OPEIU Constitution authorizes "retirement member status" on payment of one dollar per month dues, allowing such members to attend and participate in meetings, with voting rights optional.

Yearly step-by-step salary increases for the next three years were voted to President Coughlin and Secretary-Treasurer Hicks, bringing the President's salary to $28,860 and the Secretary-Treasurer to $26,000.

**Coughlin, Hicks re-elected**

President Howard Coughlin and Secretary-Treasurer J. Howard Hicks were returned to their respective offices by acclamation in elections held at the 11th triennial convention. For President Coughlin, it was the start of his seventh term; for Secretary-Treasurer Hicks, his 12th.

Re-elected without opposition were Vice Presidents J. O. Bloodworth, Tampa; Ronald F. Bone, Vancouver, B.C.; John P. Cahill, Washington; Ben J. Cohan, New York; George F. Firth, Pittsburgh; Sarah E. Keenan, Chicago; John B. Kinick, Oakland; Arthur P. Lendowski, Milwaukee; William A. Lowe, Seattle; Frank E. Morton, Fort Worth; William J. Mullin, Hawkesbury, Ont.; Gwen Newton, Los Angeles; Edward P. Springman, Philadelphia.

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**Educational conference schedule**

<table>
<thead>
<tr>
<th>Region</th>
<th>Location</th>
<th>Dates</th>
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<tr>
<td>ERIE</td>
<td>Franklin, Pa.</td>
<td>Sept. 14-15</td>
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<tr>
<td>NORTH CENTRAL</td>
<td>Minneapolis, Minn.</td>
<td>Oct. 26-29</td>
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<tr>
<td>SOUTHWEST-SOUTHEAST</td>
<td>New Orleans, La.</td>
<td>Oct. 5-6</td>
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<tr>
<td>NORTHEASTERN</td>
<td>Washington, D.C.</td>
<td>Oct. 18-20</td>
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<tr>
<td>WESTERN</td>
<td>Phoenix, Arizona</td>
<td>Nov. 26-27</td>
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<tr>
<td>CANADIAN</td>
<td>Hamilton, Ont.</td>
<td>Nov. 3-3</td>
</tr>
<tr>
<td>NORTHWEST</td>
<td>Seattle, Wash.</td>
<td>Nov. 16-17</td>
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Phyllis Mitchell
Roger Jeanneau

On the convention floor: Max Krug of Local 174, Hollywood, at the mike.
Howard Coughlin's address to convention

The Eleventh Convention of the Office & Professional Employees International Union celebrates twenty-three years of progress.

Our union has had continuing uninterrupted growth from American Federation of Labor programmers and systems and procedure analysts in the data processing field, as well as secretaries now in associations, are looking more and more to the OPEIU for collective bargaining representation.

While it is true that unemployment is at a minimum in the United States and Canada, and white collar workers are far more independent of thought and action than heretofore—thus at least temporarily overcoming their historical fear of the employer—we feel that this will not always be the case. In the United States, with the end of hostilities in South Vietnam, the return of three million servicemen, and the cutback in subsequent war production, will doubtlessly create a surplus of manpower and result in a high unemployment rate. If this occurs—and we feel it will—the leadership of our local unions will of necessity have to promote a shorter work week. We believe the move towards a shorter work week will be hastened by increasing automation throughout Canada and the United States. We are certain that the future will find the four-day work week prevalent in both countries. The work week will have to be reduced if we are to increase the number of wage earners and generate more purchasing power. Increased purchasing power will create greater demand for products and services, thus aiding the economies of Canada and the United States. A recently published, year-long study by the Southern California council indicates that we will reach "an age of leisure" by 1985. This study indicates that we will either work only six months each year by that time and receive a full year's pay, or we will shift to a shorter work week with retirement at early as 38.

We think the shorter work week will be with us long before the year 1985!

There is a need for "the forward look" in collective bargaining. We must depart from stereotype bargaining and initiate imaginative new themes, including new concepts of fringe benefit coverage. If we fail to improve and anticipate and if we fail to obtain longer vacations, full medical and dental coverage, and more liberalized pension, welfare and social benefits through collective bargaining, we will find other organizations seeking to supplant us as the spokesman for white collar workers.

We must remember that the work force of the United States and Canada is growing younger year after year. Recently the Office & Professional Employees International Union negotiated its first contract for 1,100 bank workers employed by the Montreal City and District Savings Bank in Quebec. We found that the average age of these workers is twenty-one years. The average age of all workers in the United States is twenty-seven years.

Youth is Key

We take cognizance of the importance of youth in both Canada and the United States not only on the campuses of our colleges, but in politics, economists, and particularly in unionism. Youth is the key to the future of our union.

Howard Coughlin and George Meany

While this is supposed to be an age of materialism and cynicism we are seeing more participation by today's youth in truly noble causes than ever before. In the United States the Peace Corps, Vista and Civil Rights have had an irresistible appeal for our young people.

If the Office & Professional Employees International Union is to grow, to progress and to have meaning, it is vital that we draw these idealistic youngsters into our ranks. We must encourage them to accept responsible positions in our local unions. We must direct their energies towards the organizational programs of the OPEIU. If we fail to do this our growth will be retarded; if we succeed, our growth will be accelerated.

Young people today do not have the historical fear of the employer which was prevalent in prior years. Once they are sold on the goals of our organization they will devote their time and energies to the unionization of unorganized white collar workers and thus help to bring about subsequent improvement in wages, hours and conditions.

We need the direct involvement of young people.

While the Office & Professional Employees International Union is not a political organization, and like the AFL-CIO does not align itself with a political party, we believe non-involvement would be disastrous. We must interest ourselves in exposing the candidates of pro-labor candidates for elective office and use our energies to fight for legislation which benefits working men and women. Although our membership in the United States represents a cross-section of both political parties, it is essential that all OPEIU members, regardless of political affiliation, know what will happen if an anti-union candidate is elected to the presidency and a reactionary coalition takes control of both houses of Congress.

Anti-union Bills

The National Association of Manufacturers and the United States Chamber of Commerce have already stated publicly that the National Labor Relations Board shows bias in favor of unions. A bill has been introduced in the House of Representatives which would destroy industry-wide bargaining by clamping anti-trust laws on unions. This bill, H.R. 33, if enacted into law, would not only place local unions at the mercy of industrial giants, but, under certain circumstances, subject union leaders to prison terms.

One proposal which is being promoted by the American Farm Bureau, a business combine that has many friends in Congress and expects to elect more, would make it a conspiracy for unions to secure wage increases in excess of the gain in productivity.

Here are some other examples of bills designed to cripple or destroy the labor movement:
S. 1353 would abolish the National Labor Relations Board and replace it with a so-called "labor court" comprised of fifteen judges serving twenty-year terms. Just imagine what would happen if a reactionary presi.
Coughlin address
(continued from page 4)

dent selected those judges!
S. 1744 would outlaw multi-
union bargaining by a group
unions with the same employer
at the same time. This joint bar-
gaining among unions is abso-
lutely vital if labor is to deal
with industrial giants on an
 equitable basis.
S. 79 and S. 21 would force
computer arbitration on un-
ions and employers and elimi-
nate the right to strike.
S. 22 would prohibit card
checks and any other informal
method of ascertaining whether
a union is the choice of a major-
ity of employees in a bargaining
unit.

NLRB Penalties
The National Association
of Manufacturers says that the
NLRB has been biased towards
unions since President Kennedy
gave the NLRB a Democratic
majority seven years ago. It also
charges that management power
has been reduced and unions
strengthened in compelling and
bargaining. We strongly chal-
lenge these charges, particularly
in view of the numerous legal
roadblocks that management
can place in the way of legiti-
mate organizing activities of a
union. It is our opinion that the
Board hasn't gone far enough
in meting out punishment to
employers found guilty of un-
fair labor practices. "Casting
desist orders" do not do the job.
They are but a slap on the wrist
in most cases. Employers, who
continually violate the National
Labor Relations Act, are not
reluctant to repeat these unfair
labor practices so long as the
Act does not provide realistic
punishment and stiff penalties.

Despite the inadequacies of the
Act and our numerous criti-
cisms of the National Labor
Relations Board, a reactionary
government could and would
reduce the powers of unions to
organize and bargain collective-
ly on behalf of memberships. It
is essential that this internation-
al and its local unions strengthen
and enlarge the V.O.T.E. pro-
gram.

British Columbia Bill
Our local unions in Canada
must also stand ready to protect
our Canadian membership in all
the provinces against the possi-
bility of anti-union legislation.
Canadian OPEIU locals are al-
ready faced with anti-union
measures designed to cripple
the collective bargaining powers
of workers. Recently, Bill No. 33
was read for the second time in
British Columbia. This elimi-
nates conciliation officers and
ad hoc conciliation boards as
they now exist. It would establish
arbitrators. Holistic concilia-
tion and provides for the ap-
pointment of mediating officers.
The bill would also empower the
right to strike for firemen,
policemen and hydro-employees.
The bill authorizes the Lieu-
tenant-Governor, just to refer dif-
ferences between the Civil Service
Commission and civil servants to
the mediation commission. It
eliminates government super-
vision of strike votes and pro-
vides for compulsory arbitration
of disputes. The compulsory
arbitration feature of the bill is
a radical departure from normal
procedures in British Columbia.

Worse, however, is the appoint-
ment of an arbitrator by the
commission by the government
with no guarantee or provision for
the normal rights of the arbitrator.

If those who espouse Bill No.
33 felt that compulsory arbitra-
tion was desirable in the public
interest, and wanted to be fair
and equitable in the administra-
tion of the arbitration proce-
dure, they should have insisted
that arbitrators be selected who
have no connection whatsoever
with the provincial government.
This is not the case in Bill No.
33. Some may feel that there
should be compulsory arbitra-
tion in the event of disputes
involving firemen and police-
men. We feel that event,
certainly the least these public
servants deserve would be the
appointment of neutral
arbitrators. However, the Bill
also applies to hydro-employees
who are under contract to the
Office & Professional Employees
International Union Local 378.
These employees are, in effect,
working for a public utility;
however, just a few years ago
this utility was a private utility.

If Bill No. 33 is passed there
are only a few amendments
needed to make compulsory
arbitration, administered by a
provincial mediation commis-
sion, the law of the land for all
British Columbia. One must remember, that
in other provinces the right to
strike has already been curtailed.

Our local unions in the United
States must be keenly aware of
developments in Canadian prov-
cences. Numerous major corpo-
rations are located in both Can-
ad and the United States and
they work together to have simi-
lar labor legislation enacted in
both countries.

Computer Growth
As I indicated in the Presi-
dent's Report to the convention,
computer shipments by Ameri-
can Manufacturers in 1967 both
in the United States and abroad
were valued at 5.9 billion dol-
lars. This is a 6.2% increase
over 1966. If supporting serv-
ices and supplies were included,
the total size of the 1967 com-
puter industry is estimated to
be more than nine billion dollars.
There are now more than 40,000
computer systems installed in
the United States. It is antic-
pated that the computer industry
will grow at an abnormal rate
for at least the next seven years.

Our local unions will continue
to be confronted with changes
in the characteristics of clerical
and professional occupations in
the foreseeable future. More
than ever, it will be necessary
to militantly police our collective
bargaining agreements to make
sure that new occupations, not
subject to the legal exclusion
features of the National Labor
Relations Act, are included in
contract coverage. It is impera-
tive that we obtain wages com-
mensurate with the education,
and ability requirements of the
new automated classifications.
We call your attention to the
real technological changes clause
contained in the "Collective Bar-
gaining Guide and Model Agree-
ment" and urge all local unions
to adopt contract proposals ac-
cordingly.

Successors Clause
In this age of merger, con-
solidation, acquisition and sub-
contracting, it is essential that
our local unions propose the
"Succession Clause" contained in
the "Collective Bargaining
Guide and Model Agreement." This
clause has been tested and
found to be fully protective for
our members employed by
firms involved in mergers, ac-
quisitions, consolidations, or
considering subcontracting.
I would like to say a few
words regarding the difficulties
confronting our research depart-
ment. As you know, the inter-
national union's constitution re-
quires that two copies of all
contracts be forwarded to the
international union for its
research files. The failure of
many local unions to comply
with this constitutional require-
ment prevents us from making
a complete study of all contracts
in the same industry for the ben-
et of all local unions of the
OPEIU. Furthermore, we often
find ourselves without a copy of
a contract requested by another
local union facing the same con-
tract in contract negotiations.
We implore all local unions to
help themselves as well as the
research department by forward-
ing copies of current agreements.

Education
Our educational conference
program is continuing to im-
prove both in content and atten-
dance. These educational con-
fferences are held annually in
various parts of the United
States and Canada. Through
these conference meetings we
are able to discuss the latest in
the way of organizational tech-
niques, the laws of collective
bargaining, and legal rulings
affecting our local unions. We
firmly believe that if it were not
for the educational conference
program our international
union would not be growing as
rapidly as it is. We know that
local union delegates in atten-
dance at these conferences re-
turn to their local unions with
increased knowledge and greater
zeal for the work of their re-
spective unions. We again urge
local unions to do everything
possible to increase participa-
tion in educational conference
sessions. We firmly believe that
the number of delegates in attend-
ance at our educational confer-
ences will be directly reflected
in the growth of the union.

In addition to the educational
conference program, we have
provided for yearly meetings of
full-time local union and inter-
national union representatives.
With the exception of conven-
tion years, these meetings are
held in various parts of Canada
and the United States. Needless
to say, the information dissemi-
nated at these meetings is of a
more sophisticated and complex
nature and is of great help to
those who are employed full-
time for our local unions or the
international union. We think it
is imperative that local unions
(continued on page 7)
Constitution Committee:
Seated, from left: Eileen Caswell, 15; Ruth Gilbert, 8; Rose McFadden, 320; Claire Philp, 329; General Counsel Joseph Finley; Chairman Oscar Bloodworth; Marjorie Whitten, 131; Mabel Holleran, 42; Carolyn Conhos, 391; Leah Newberry, 29; Standing: Alec Bookman, 141; William Albers, 153; George O'Brien, 15; Max Krug, 174; Michael Rogozynski, 151; Wilbert Jensen, 385; Ronald Tardo, 403; Arthur Lewandowski, 9; William Swanson, 378; John Cahill, 2; Walter Engelbert, 11; Stanley Wright, 311; Thomas P. Jennings, 20; Thomas Buzbee, 29.

Rules Committee:
Seated, from left: June Harrah, 67; Jean Maddox, 29; June Cassey, 161; June Cassey, 225; Sarah Kream, 29; Susie Ross, 216; Chairman Ron Bons; Lorraine Carr, 8; Mary Myers, 281; Standing, from left: Helen Casey, 58; Roger Jennings, 57; Walter Bruner, 221; Carol Bloodworth, 46; Alice Parent, 397; Jean Nickolas, 5; P. L. Brown, 237; Kenneth McGivern, 59.

Convention Committees

Committee on Organization:
Seated from left: Herman Hazel, 2; Julia Higgins, 19; Betty Payne, 18; Chairman William Lowe; Thelma O'Dell, 10; Phyllis Schley, 139; Catherine Lewis, 235; Nicholas Juliano, 32; Standing: Justin Manning, 329; Russell Bailey, 119; Donald Hill, 19; Stanton Luke, 221; Olga Stratton, 362; James Hare, 12; John Kerr, 205; Edward Kibler, 9; George Porcaro, 368; Ron Smith, 57; Larry Greens, 87.

Committee on Legislation:
Seated, clockwise: Irene Summerfield, 17; Joseph Brown, 179; Woford Boyd, 233; Norman Sprague, 295; John Richards, 19; Chairman George Firth; Jean Durack, 342; Ed Beaupre, 214; Alma Herring, 27; John Garretson, 23; Ronald Murphy, 130; Standing: Edward Etland, 12; Ronald Menchetti, 110; Billy Owens, 423; Robert Borumowski, 423; Ed McLoughlin, 352; Harold Vest, 422; Billie K. Dean, 119; James Youst, 332; Quentin Parker, 416; Jean Chartray, 265.

Publicity Committee: Leonard W. Turner, 14; Chairman E. Spraggan; Clint Wiss, 100; Herman W. Pepe, 174; Elsie Lisle, 5; William Reid, Director of Research; Joe Nelsen, 29; Olive Magwood, 379; Ruth M. Reposa, 376; Kathryn L. Lee, 339; Norman Jorgenson, 378; Dick Moore, Public Relations council.

Committee on Official Publications: Seated, from left: Eileen Caswell, 15; Ruth Gilbert, 8; Rose McFadden, 320; Claire Philp, 329; General Counsel Joseph Finley; Chairman Oscar Bloodworth; Marjorie Whitten, 131; Mabel Holleran, 42; Carolyn Conhos, 391; Leah Newberry, 29; Standing: Alec Bookman, 141; William Albers, 153; George O'Brien, 15; Max Krug, 174; Michael Rogozynski, 151; Wilbert Jensen, 385; Ronald Tardo, 403; Arthur Lewandowski, 9; William Swanson, 378; John Cahill, 2; Walter Engelbert, 11; Stanley Wright, 311; Thomas P. Jennings, 20; Thomas Buzbee, 29; J. B. Moss, 277.
Supervisors need a union, too

White-collar unions on both sides of the Atlantic have launched a campaign to win collective bargaining rights for supervisory and managerial employees whose jobs are being menaced by the growth of mergers, and by advancing technology.

The opening gun in a campaign to open the way for unionization of this segment of the labor force was fired at the OPEIU convention in Philadelphia with a call for new legislation in both countries to cover some 8½ million workers. Delegates said that under existing laws these workers "have even less protection than the once forgotten migrant farm laborers."

A strongly-worded resolution urged "the Congress of the United States and the Parliament of Canada to take a 'new look' at the 'disenfranchisement' of supervisors and managerial employees in our labor force." It asked that these employees be placed under "the protective mantle of proper and meaningful labor legislation" so that they can "negotiate their wages, hours and conditions of employment" the same as other organized workers.

According to President Howard Coughlin, enactment of this resolution was most timely because the unhappy plight of supervisory workers is becoming an issue in Europe also. He cited a recent editorial which appeared in the Free Labour World, organ of the ICFTU: "In our technological age, the supervisory grades play an increasingly important part in the production, administration and running of things. But at the same time they are more and more menaced by unemployment as a result of mergers, technical progress and the failure to adapt traditional functions to modern needs. "The trade unions are therefore right in thinking that it is high time to stop talking and to start looking for solutions to this problem... That is why it is appropriate to start a European movement, insisting on the need to aim at creating the Europe of the workers if we do not want to be crushed by the Europe of Big Business."

Local 378 Wins Unit

Local 378 in Vancouver, B.C., has been certified as bargaining agent for employees of Cascio Consultants Ltd., working on the Columbia River Hydro Electric Project at Mica Creek. The unit numbers about 70 and will increase as the project develops, according to Local 378 Business Manager N. W. Swanson.


In behalf of the union, Coughlin and Hicks receive plaque from Stanton Smith of AFL-CIO.

Vice-Presidents John Kinnick, George Firth, and Ben J. Cohan.

**Cultural excursions, too**

In keeping with the spirit of OPEIU's affiliation with SPACE (Scientific, Professional and Cultural Employees), Vice President Ed Springman of Philadelphia saw it that delegates had opportunities to enjoy music and the theater.

Three busloads of delegates made the trip to Robin Hood Dell, where they heard the famous Philadelphia Orchestra under guest conductor Antal Dorati play Tschikowsky's Pathétique symphony and works by Prokofieff.

An evening performance of "The Odd Couple," featuring Tom Poston and Phil Foster, drew many to Philadelphia's theater in the round.

Under their own power, delegates got to Independence Hall and many other historic shrines.

**Pact signed with Jersey Trust**

Some 250 clerical employees and tellers of the Trust Company of New Jersey won approximately $1,600 each in wage boosts and fringe benefits in their first contract negotiated by Local 142. The bank, whose main office and 10 branches are located in Jersey City, is the third large bank organized by OPEIU in the past 18 months.

The three-year agreement wins a $24 wage increase to each employee—$10 retroactive to June 15, another $6 boost next year, with an additional $8 the following year. Including fringe benefits, the cost of the package to the bank is estimated at $30 per employee per week over the three-year period, or $1,310,000 altogether.

The pact calls for a 35-hour work week with time-and-a-half for overtime and double-time after 12 hours. Employees in the electronic data processing department (EDP), who work after 1:30 a.m., will receive taxi fare. The workers also gained meal allowances of $2 for lunch and $3 for supper.

The agreement guarantees 12 paid holidays annually in addition to vacations. If a holiday falls on a Saturday, a compensating day off will be given within 30 days. The same applies if it falls in a vacation period. It was also agreed that jobs will be reclassified within 90 days; that employees will be entitled to office and branch-wide seniority; and that if contract disputes arise they will be arbitrated before the New Jersey State Board. The union shop will prevail.

OPEIU International Representative Bud Manning acted as advisor to the unit negotiating committee which included Andrew Salomon, Jerry Palusco, Rosalice Alex, Florence Waller, Joseph Borden, Andrew Franz and Tim Reardon.

If you move, send your old and new address, including zip code to: J. Howard Hicks, Sec.-Treas. 1012-14th St., N.W. Washington, D.C. 20005

**White collar unions gain in TUC**

Membership of the General Council of Britain's Trades Union Congress is to be increased from 35 to 40 partly because of the growth of white-collar unionism.

One seat will be given to technical and scientific workers, an extra seat to the professional, clerical and entertainment unions, and an extra seat to public employees. The remaining two seats go to engineering and transport unions.

The number of white collar workers in Britain's unions affiliated to the TUC is steadily increasing. They amount to 1,944,700 out of a total TUC membership of 8,787,000, or 22 percent, and showed an increase of 80,000 over the previous year. They are in 58 of the TUC's 167 affiliated unions.

Secretary-Treasurer William Dodge, CLC, and President Thomas Gleason of ILA.

**Speakers and delegates**

Local 42 delegation

Bob Griffith

William Kecher

Pat Jennings

Ethel Rose

June Casey

Under Secretary James Reynolds with Carolyn Combs, Sherry Lynn Craig, Joan Valoer, Patricia Moras.