White-collar workers heed organizers

1967 tally shows upswing in union victories

Organized labor could be "on the threshold of the white-collar breakthrough it has been seeking for more than a decade," the Bureau of National Affairs, Inc., concludes in its annual analysis of NLRB election results for 1967.

The latest BNA tally shows a sharp increase in union victories among white-collar workers last year.

The number of NLRB elections among white-collar units "increased a third and, more significantly, the number of union victories increased by 54 percent." A win-loss balance also tipped in favor of the unions for the first time last year," the study notes.

"Clerical workers, and those in combined clerical-technical groups are the most union-prone of the white-collar categories," BNA points out. "While salesmen make up a smaller proportion of the total organized, they are turning to unions at an even faster rate than the clericals. Insurance agents and automobile salesmen account for the bulk of the increase."

Citing record organizing strikes being made by OPEIU, described as "one of the most active unions among white-collar workers," the BNA study observes that in a three-year period, among about 1,500 Teamster-represented National Bellas Hess employees (Kansas City mail order house), was not certificated during 1965."

The BNA study carefully notes this fact, adding: "OPEIU is growing more than the NLRB record would indicate through affiliation of independent unions. One new affiliate—the Professional Automobile Salesmen's Association, chartered in Cleveland and Akron, won 12 out of 16 NLRB elections in 1967 to represent 100 auto salesmen in the area. Perhaps typical of the IPEIU record, the largest concentration of newly OPEIU-represented employees (in 1967) was won in three units totaling about 170 employees at Continental Oil Company's Ponca City, Okla., headquarters."

Commenting on the BNA study, President Howard Coulphill said that "the affiliation of independent unions" with OPEIU in the last year or so is "a most significant development in the recent history of this organization, a trend which I expect to grow in the very near future."

In addition to the affiliation of auto salesmen in Ohio, he cited as four other examples the two affiliations of independent bank unions in Canada, representing 1,200 employees of the Montreal City & District Savings Bank; a third comprising 35 secretaries of the Board of Education in East Hartford, Conn., and a fourth independent union of some 300 white-collar workers of American Oil Company in Whiting, Indiana.

See story on union growth in the South, page 2.

Here's one reason why

U.S. data proves unionism pays

Wage gains and fringe benefits won by unions through collective bargaining far exceed those granted voluntarily to non-union employees by management, the Bureau of Labor Statistics—research branch of the U.S. Department of Labor—finds in a comparative study of the first six months of 1967.

Previous BLS studies show that union wage rates average 18 percent higher than non-union rates.

Unions won median wage hikes averaging 14.4 percent during the period with major agreements (those covering more than 1,000 workers) in 1966, as high as 15.2 percent. The non-union average gain was only 10.6 percent, the BLS study discloses, adding that "proportionately fewer non-union workers' pay was raised than in the first half of 1966."

For union establishments, the BLS study points out, the fact that increases during the first half of the year are often limited to small cost-of-living escalator adjustments reduced the first-half union median increase well below the median for the full year. By year-end, union employees usually receive a deferred wage increase or an immediate increase resulting from a settlement, and additional cost-of-living adjustments. "Employees in non-union establishments typically receive only one wage increase in a year, an immediate change resulting from a management decision," the report adds. It then observes: "If only those establishments where a decision to increase wages were made are considered, the proportion of union represented employees (84.4 percent) for whom at least one supplementary benefit was added or liberalized—was substantially higher than the proportion of non-union establishments."

A similar pattern is also apparent in changes in specific benefits. The BLS analysis shows that the union employee is up and away beyond the non-union employee in securing fringe benefits with the following batting average at the bargaining table:

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Non-Union Union</th>
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<tbody>
<tr>
<td>Premium pay</td>
<td>9.1 to 10</td>
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<td>Shift differentials</td>
<td>3.9 to 4.0</td>
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<tr>
<td>Holidays</td>
<td>5.9 to 6.0</td>
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<td>Vacations</td>
<td>6.3 to 6.5</td>
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<tr>
<td>Pensions</td>
<td>4.8 to 5.4</td>
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<tr>
<td>Health &amp; Welfare</td>
<td>2.5 to 3.3</td>
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<tr>
<td>Severance pay</td>
<td>10.0 to 12.0</td>
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<tr>
<td>Suppl. Unempl. Benefits</td>
<td>1.9 to 2.1</td>
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<tr>
<td>Jury duty pay</td>
<td>2.1 to 2.5</td>
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<tr>
<td>Funeral leave pay</td>
<td>2.6 to 2.9</td>
</tr>
<tr>
<td>Sick leave</td>
<td>2.1 to 2.5</td>
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<tr>
<td>Other</td>
<td>2.5 to 3.0</td>
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The firm conclusion of the study was that "earnings and supplementary benefits in union plants are characteristically higher than in non-union plants."

And here's another

Price rise drops take-home pay

The economic "boom" may still be on for the $100,000-a-year corporation executives but, for the second year in a row, the ordinary worker is worse off financially than the year before. The evidence comes from government planation of why unions are pressing so hard for pay raises these days.

For the average worker with a wife and two kids, the Journal article notes, "the boom stopped rolling several years ago."

In terms of constant 1957-59 dollars, the typical non-supervisory worker earned $78.23 in take-home pay in 1967, six cents less than in 1966 and 30 cents less than in 1965. The story notes that the decline will be even greater "if the figures also took into account steady rising state and local taxes and property taxes, all of which bite into purchasing power." It adds pointedly: "Labor's emerging mood isn't likely to be softened by this little-publicized fact. The pay of supervisory personnel, such as that $100,000-plus executive, has been rising relatively rapidly."

Not only supervisors are coming out ahead of the cost-of-living, it notes. "Since 1961, Convention Call

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May, 1968

No. 267

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

DR. MARTIN LUTHER KING, JR.

Dr. Martin Luther King, Jr. was assassinated on April 4 in Memphis, Tennessee, after the April edition of WHITE COLLAR had gone to press.

The Office & Professional Employees International Union mourns the death of Dr. King, who devoted his life to the cause of human liberty. We trade unionists will always remember that he was assassinated while rallying support for sanitation men in their strike for union recognition and a living wage.

The OPEIU forwarded $1,500 to the AFL-CIO to be used to help these striking members of the American Federation of State, County and Municipal Employees in Memphis. This contribution was made in the name of Martin Luther King, Jr.

from the desk of the

Convention Preview:

Thoughts on Organizing

As our triennial convention assembles next month in Philadelphia, delegates undoubtedly will ponder beforehand on what plans or programs will be in the limelight. I think that the January meeting of our Executive Board set the general answer: when it focused on organizing. Because of the great forward strides the OPEIU is now making, organizing will absorb the interest of all delegates.

In a little less than the three years since our 1965 convention, our membership has enjoyed a phenomenal growth. Moreover, this organizing momentum is increasing day by day, so much so that our resources in manpower and finances are now strained to the limit. There is no longer any doubt that white-collar workers in increasing numbers everywhere are anxious to organize and now want to be unionized. Today, as the Bible says: "The harvest is truly plenteous, but the laborers are few."

The period since our last convention certainly has been most successful in organizing the unorganized among office and professional workers in this country and Canada. But much, much more now needs to be done. One significant aspect of this new

(Continued on page 4)
WHITE COLLAR
OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION
affiliated with the AFL-CIO

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Don't Buy Scab-Grown Grapes!

Fighting for a basic right to bargain collectively with the grape-growers of California for decent wages and human working conditions, the United Farm Workers, AFL-CIO, has launched a nationwide consumer-boycott against 30 anti-union growers, led by Giumarra Vineyards, the largest in that state. They urgently appeal to all union members to help their cause nationally by refusing to buy these scab-grown grapes. Organized labor's economic pressure can bring these reactionary grape-growers to the bargaining table.

The Office and Professional Employees International Union joins wholeheartedly in this boycott campaign. If our members shop at California table-grape stands, they are urged to buy only DiGiorgio's union-picked "Hi Color" label.

This campaign will be even more effective if every OPEU member writes a letter or two telling the scab-growers why we don't buy their grapes, and furthermore that we won't buy them until such time as Giumarra Vineyards and the other anti-union grape-growers in California sit down at the bargaining table and sign union contracts with their workers. Please send your letters to:
Joseph Giumarra, Edison, California
Don Joseph, Victor Joseph & Son, 467 Sylvan Avenue, Englewood Cliffs, N.J.
Don Joseph is Giumarra's biggest distributor in the eastern region.

An Authoritative Case for Unions

The U.S. Bureau of Labor Statistics has issued a comparative study on wage and fringe benefit improvements made in union and non-union establishments for the first six months of 1967. The findings explode the "papa knows best" myth spread among gullible employees by management for decades. (See Page 1 story)

We don't have to convince you about facts because you already know the score. But we do have to convince millions of unorganized white-collar workers, everywhere, that it really does pay off to belong to a union. Too many still believe they don't need a union, and many have the mistaken notion that employers are always paternalistic, dealing justly and fairly with their employees. Uncle Sam's figures dispel this illusion.

The BLS study proves that union members not only enjoy higher wages but, when it comes to winning fringe benefits also, the unionized worker is way out in front of the non-union worker who leaves everything to "benevolent" management.

As a union member, you can help the cause by getting the message across to friends in non-union offices.

Contracts Stress Longer Vacations

A recent Bureau of Labor Statistics study reveals that in nearly one-half of union management negotiations occurring each year, workers have been taking some of their negotiated benefits in the form of additional leisure, meaning longer vacations and more holidays.

This pattern of placing high importance on vacations and holidays benefits not only the workers involved but the economy as a whole. The increased leisure provides jobs for other workers in the recreational and service fields, such as sports equipment, parks and resorts, and the tourist industry. The vacationing workers also must be replaced by others who could otherwise be unemployed.

At the same time, there have been increases in the rate of over-time for work performed on a holiday. Two-thirds of all major union contracts now call for two-and-a-half times the regular rate when a worker has to work on a holiday, the BLS study notes.

Behind the grape boycott

The history of farm labor organization in this country for half a century has been marked by ruthless strike-breaking, disregard of contracts, smashed unions and scattered members. As a result, field hands have been the victims of low wages and miserable working conditions. Their children are condemned to a future of school-less, doctor-less and near hopeless--birth of poverty violating every decent principle.

Led by Cesar Chavez, the United Farm Workers AFL-CIO is once more valiantly trying to obtain social justice for these savagely repressed human beings who toil in California's vineyards. These workers are handicapped by the fact that they are callously denied the right given to every other American by law: The right to organize and bargain collectively through a freely chosen union. Farm hands, in the main, are excluded from the National Labor Relations Act. When employers repress their union, their only alternative is to strike.

This they had to do last August against the Giumarra Vineyards Corporation, in Edison, California. The firm is the biggest grape-grower in that state. Although 95% of its 1,000 vineyard workers joined the walkout, bitter experience shows that winning a field strike is difficult. Lacking legal protection, farm workers are crippled by strike injunctions and other employer harassments. If they are quickly filled by scabs recruited in Texas, Arizona and Mexico. Then they are speedily replaced by other scabs.

Because of such handicaps, the farm strikers have now adopted a new weapon. They have launched a nationwide consumer boycott against scab-grown California grapes. All California grapes come under this heading with one exception—their displaying DiGiorgio's union-picked "Hi Color" label. This employer deals justly with its farm workers.

The union boycott of scab-grown California table grapes can be 100% successful only if all members of organized labor rally to the cause of the farm workers and refuse to buy them, telling stores and supermarkets why.

The help of organized labor is also needed to help change the law, so that farm workers enjoy normal union rights.

Unions growing fastest in South

Union membership in the South is growing at a faster rate than in the nation as a whole and conditions are favorable for continued growth there, a University of Kentucky economics professor has concluded.


Marshall cites studies showing that union membership in 13 southern states increased by 185 percent between 1939 and 1964, while the increase for the nation as a whole was 148 percent.

In a 12-year period—1953 through 1964—the increase for the southern states was 9.7 percent compared to 6.1 percent for the entire nation, he points out.

Focusing on another figure showing that only 14.4 percent of non-agricultural employment in the South was organized in 1964, Marshall stresses that "there is obviously considerable room for union growth" in the area.

He lists a number of "trends" which favor continued union growth in the South, including increasing industrialization, a "growing motive" to organize among unions and improving attitudes of southern workers toward unions.

Among "trends" which will make it more difficult for unions to organize, Marshall says, are the tendency of plants to locate in smaller communities and management's growing "sophistication" in fighting organized labor.

On balance, he views favorably "trends" as outweighing unfavorable ones, and predicts that the "gap" between the South and the rest of the nation in union strength "will continue to narrow."

A U.S. Census Bureau projection of new households by 1975 shows that the West and the South will account for about three-fifths of the increase although together they represented less than half of total U.S. households in 1967.

Revised Handbook On Medicare Issued

The Social Security Administration has started mailing copies of a revised booklet, Your Medicare Handbook, to the homes of 19.6 million elderly Americans. The new edition includes changes made by the 1967 social security amendments and is easier to read, Social Security Commissioner Robert M. Ball said.
1968 Convention Call

GREETINGS:

You are hereby notified that, as provided by the Constitution of the Office and Professional Employees International Union, the 1968 Convention of our International Union will be held at the Sheraton Hotel, Philadelphia, Pa., beginning at 9:00 A.M., on Monday, June 24, 1968, and will continue in session from day to day until the business of the Convention shall have been completed. It is anticipated that the business of the Convention will have been concluded by late afternoon, Friday, June 28.

REPRESENTATION:

With respect to representation, Article VI of the International Union Constitution provides as follows:

“Sec. 1. Each local union in good standing shall have one (1) vote in convention for each one hundred (100) members, calculated as of the first day of the month in which the capitation tax shall have been paid. In case the capitation tax has not been paid for the twelve (12) month period ending the March 31st preceding a regular convention, except that any local union having less than a membership of ten (10) shall, nevertheless, be entitled to one (1) vote.

Sec. 2. No local union which has been chartered during the three (3) calendar months preceding the month of any regular... convention, or during the month of such convention, shall be entitled to representation at such convention.

Sec. 3. Each local union shall be entitled to as many delegates as it has votes, except that no local union shall have more than five (5) delegates present at a convention. The delegate or delegates from each local union may cast the entire vote of said local union.

Sec. 4. The voting strength and representation of a local union resulting from an amalgamation of twos (2) or more local unions, shall be based on the total per capita tax payments made by the local unions forming such local union.

Sec. 5. No local union may be represented at any convention by any delegate except such delegate may vote and be entitled to vote at any regular convention by vote of the local union.

CREDENTIALS:

Delegates must be selected by secret ballot unless the local union constitution provides that officers are delegates by virtue of their office.

MEETINGS OF EDUCATIONAL CONFERENCES:

At 3 P.M., Sunday, June 23, the day preceding the convening of the Convention, a joint meeting will be held of the educational conferences participating in the Convention from local unions should be advised and urged to attend this meeting.

Forthwith yours,

J. HOWARD HICKS, HOWARD COUGHLIN, Secretary-Treasurer President

HOTEL RESERVATIONS: Heads for the Convention and for the officers and Executive Board members of our International Union will be at the Sheraton Hotel.

Hotel reservation requests should be sent to the Sheraton Hotel, Philadelphia, Pennsylvania 19103.

Reservations should be made as promptly as possible and it should be explained that they are being made for delegates attending the Convention.

Reservations at the Sheraton Hotel are presently as follows:

- Single Room $10.00
- Double Room, Twin Beds (2 persons) $15.00
- Single Room, Bedroom, 2 baths $17.13
- Double Room, Bedroom, 2 baths (2 persons) $38.50 and 48.00

May, 1968
NLRB upholds charge by Louisiana local

A three-member NLRB panel has upheld a complaint by Local 428 of the Union of Bataan Rouge Water Works Company, Louisiana, for refusal to bargain collectively for five OPEIU members it transferred to Parish Water Company. The company was ordered to cease and desist with such refusal and to offer to bargain collectively with the union. The order was embodied in a consent agreement which the company executed.

The NLRB was called on by thetransferred workers to bargain collectively for five employees in the appropriate unit and, if an understanding is reached, embody such understanding in a written contract.

The company was ordered "to reimburse the union, the current dues of these employees, for the time they worked for Parish Water Company, plus interest at the rates set forth."

Canadian unions are up in arms over proposed legislation to uphold the Arbitration Act in the Province of British Columbia. OPEIU Local 378 was represented by 185 members from 186 unions, comprising about 130,000 employees in the Province, who met in conference on September 18 to voice unanimous opposition to the proposed measure, known as Bill 33.

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Cuna pact brings $800 up

Wage raises and fringe benefits amounting to about $800 in the lower classifications and better than $1,400 in the top one, will be the result of a new three-year pact between Cuna Mutual Insurance in Hamilton, Ontario. The pact covers some 37 office workers.

Wage boosts are 10% the first year, 7% and 5% in the following two years, with another 3% annual boost on the tenth anniversary date of employment, according to International Representative Barry Pluff.

Fringe benefits include an additional paid holiday, bringing the total to 11 annually, four more vacations after 15 years and improved first year vacation provisions.

Other improvements are 60 days' severance pay after five years, an automatic $10 raise on promotion or the next increment, and notice and retaining in event of technological changes. In April, 1970, the employer will pay 100% of welfare costs, instead of the present 60%. Four employees previously excluded from the unit are now members.

News from Canada

B.C. labor unites to fight compulsory arbitration bill

Under protracted negotiations, Local 12 has signed a new three-year pact covering office employees of the Blue & White Cab Company, Minneapolis, which increases the maximum by $14 per month at the end of two years.

The pact calls for an $8 per week raise after six months, another $8 after one year and further $4 increases until the maximum is reached at the end of three years.

In an unusual provision, the office workers will be paid $5 per day for each day of sick leave, each receiving a separate check just prior to vacation. The number of days of sick leave was increased to 10.

Tri-Clover Division, Ladish Co.

Wage hikes averaging 9.2%, plus additional fringe benefits valued at 16.5% an hour, are wrapped up in a three-year agreement covering 64 members of Local 336 employed by Tri-Clover Division of Ladish Company, in Lenexa, Kansas.

The company manufactures sanitary valves, fittings and pumps.

Over the life of the pact, approximately 50% of the employees will get increases of $1,164; 64% about $1,250, and the remaining 10% better than $811 each.

Other improvements are an increase in the pension plan from $3.50 to $4 per month for each year of service; a new maximum of $300 sickness and accident benefit; addition of a major medical plan; and two more holidays over the next three years.

Tampa Electric Company

Wage gains totaling 10.42%, plus substantial fringe benefits, are included in a two-year contract renewal negotiated by Local 46 for some 200 members employed in the offices of Tampa Electric Company.

The first 5.22% raise took effect on February 1 last, with an additional 5.2% effective on the same date in 1969.

Other gains were Christmas Eve as an additional holiday, doubling of the sick leave allowance, and substantial improvements in the welfare plan.

The unit's negotiating committee comprised H. L. Drewry, Chairman; Bruce Moultrie, Bruce Skelton, Howard Sabin, Russell Chapman, Bill Timmerman, Floyd Hagen, Don Strickland, Charles DeWolf, John A. Jones and Francis Cansey. They were assisted by J. J. O'Leary, OPEIU Vice-President.

Price Rise

(Continued from page 1)

dividend income has grown some 30 percent more rapidly than wage-salary income."

In addition to salary increases — an average of close to 5 percent last year — supervisory officials often made profits from corporation stock option plans that enabled them to purchase securities at below-market prices, the article observes.

Only partially compensating for the stagnation or decline of earnings has been a continued expansion of fringe benefits and a shorter workweek.

A few traders have managed to increase their purchasing power, although the rise is generally small. But overall, as one government economist is quoted. "Relatively speaking, the income of the average worker in private industry has been stagnating."