



WHITE COLLAR

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

Convention
Call

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No. 267

May, 1968

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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 60 percent. The 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 are the clericals. Insurance agents and automobile salesmen account for the bulk of the increase."

Citing record organizing strides being made by

OPEIU, described as "one of the most active unions among white-collar workers," the BNA study observes that "its biggest victory of several years, among about 1,500 Teamster-represented National Bellas Hess employees (Kansas City mail order house), was not certified during 1967."

The NLRB 1967 election figures do not reflect the full extent of OPEIU gains since many new units were voluntarily recognized by management, certified after state elections or contests held under the supervision of the American Arbitration Association, of which the recent Fordham University victory in New York City is an example.

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 typi-

cal 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 Coughlin 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 55 secretaries of the Board of Education in East Hartford, Conn., and a fourth independent union of some 300 white-collar employees 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 workers 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% higher than non-union rates.

Unions won median wage hikes averaging 14¢ an hour in the period with major agreements (those covering more than 1,000 employees) winning as high as 15.2¢. The non-union average gain was only 10¢, 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 im-

mediate 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%)—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:

	Non-Union	Union
Premium pay	9.1 to 1	
Shift differentials	3.9 to 1	
Holidays	5.9 to 1	
Vacations	6.3 to 1	
Pensions	4.8 to 1	
Health & Welfare	2.5 to 1	
Severance pay	12.0 to 1	
Suppl. Unempl. Benefits	1.9 to 1	
Jury duty pay	2.1 to 1	
Funeral leave pay	2.6 to 1	
Sick leave	2.1 to 1	
Other	2.8 to 1	

The firm conclusion of the study was "that earnings and supplementary benefits in union plants are characteristically higher than in non-union plants."

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

PRESIDENT

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 indicates 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)

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 statistics, quoted in a recent Wall Street Journal story as one explanation 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 averaged \$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 would be even greater "if the figures also took into account steadily 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,

(Continued on page 4)

WHITE COLLAR

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

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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 like California table-grapes, they are urged to buy only DiGiorgio's union-picked "Hi Color" label.

This campaign will be even more effective if every OPEIU 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
and

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 overtime 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 grind 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 vine-

yard 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. Then their jobs are quickly filled by scabs recruited in Texas, Arizona and Mexico. When these in turn join the union, 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—those 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.

Professor Ray Marshall gives his findings in the Monthly Labor Review, the magazine published by the Bureau of Labor Statistics of the U.S. Department of Labor.

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 favorable "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:

March 22, 1968

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 10 o'clock, Monday morning, 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:

"Section 1. Each local union in good standing shall have one (1) vote in convention for each one hundred (100) members or major fraction thereof, on which per capita tax has 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 major fraction of one hundred (100) shall, nevertheless, be entitled to one (1) vote.

"Sec. 2. No local union which has been chartered during the two (2) 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 the local union.

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

"Sec. 5. No local union may be represented at any convention of the International Union by proxy, nor may it delegate its voting strength to any other local union, and no delegate to any convention shall represent more than one (1) local union.

"Sec. 6. Each delegate to a convention must have been in continuous good standing with the local union he represents for at least twelve (12) months prior to the convening of the convention, unless the local union has been functioning (the period when a local union shall be deemed to be 'functioning' shall be that commencing with the first month for which per capita tax payments are regularly made) for less than one (1) year, in which case such delegate must have been in good standing during the period that the local union has been so functioning. Each delegate shall be selected by vote of the local union."

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

CREDENTIALS: Credentials in duplicate are herewith forwarded to all local unions in accordance with the number of delegates to which they would be entitled under the Constitution of our International Union, based on per capita tax payments received to date. All local unions sending delegates shall fill out such credentials and place the seal of the local union thereon. Make sure that each delegate's full address is written on the back of both the original and duplicate of his credential form. The original of each completed credential should be returned to the Secretary-Treasurer of the International Union by May 27, 1968. The duplicate should be given to the delegate and presented by him to the Secretary-Treasurer of the International Union upon his arrival at the Convention. Delegates whose credentials are not received within the time limit prescribed may be seated by action of the delegates seated at the Convention.

RESOLUTIONS—TIME LIMIT: All resolutions, petitions, memorials or appeals to be considered by the Convention, shall be written and submitted in duplicate signed copies to the Secretary-Treasurer of the International Union and received by him not later than June 3, 1968. Resolutions can be submitted only by local unions, Convention committees, and Convention delegates. Resolutions originating with the Convention's committees must have relevance to the committee's functions and can be submitted at any time prior to the submission of such committee's final report. Resolutions originating with individual delegates can be submitted at any time during the Convention with the consent of the Convention by a two-thirds (2/3) vote.

CONVENTION FUND: Local unions sending delegates to the approaching Convention will be assisted in meet-

ing a portion of the expense through the International Union's Convention Fund. Article VII of the International Union Constitution provides in part as follows with respect to the Convention Fund:

"Sec. 3. Each local union eligible to participate and participating in a regular convention by sending at least one (1) delegate to such convention shall be paid a portion of the total amount in this Fund, based on monthly payments received from local unions through the month of February of the regular convention year, and including any balance in such Fund, subject to the following provisions:

"Sec. 4. In determining the amount to be paid each eligible local union participating in such regular convention, the total amount in the Fund as defined in Section 3 of this article shall be divided by the total of all the straight map miles between each and every eligible local union's charter city and the convention city.

"Sec. 5. Each eligible local union participating in such regular convention shall be paid an amount equal to the result of the division defined in Section 4 of this article (figured to the next lower half cent) multiplied by the number of straight map miles such local union is from the city in which such convention is being held. Any local union contributing to the Convention Fund less than one (1) year prior to February of the convention year shall participate in the Fund at the rate of one-twelfth (1/12) of a normal share for each month of participation.

"Sec. 6. Included in each regular convention call of the International Union sent to each local union shall be a statement indicating the amount which will be paid from this Fund to local unions participating in such convention in accordance with Section 5 of this article.

"Sec. 7. Upon receipt of a properly executed delegate's convention credential, bearing the seal of the local union and signatures of its president and secretary-treasurer, the International Union Secretary-Treasurer shall issue to the local union a check drawn on this Fund in the amount determined by Section 5 of this article, and subject to conditions in Section 8 hereof.

"Sec. 8. Local unions which are not represented at such convention or whose representation at such a convention is limited to officers and/or representatives of the International Union and whose expenses to such convention are paid for by the International Union, shall not share in this Fund for such convention, and any such local unions which may have been paid from this Fund for such convention shall refund to the International Union for redeposit in this Fund any such payments."

Local unions sending at least one delegate to the Convention, other than an officer and/or representative of the International Union and whose expenses to the Convention will be paid by the International Union, will receive the following amounts from this Fund:

No.	Amt.	No.	Amt.	No.	Amt.
1...	\$195.97	131...	\$112.56	303...	\$381.23
2...	41.20	132...	801.99	306...	500.49
3...	845.20	135...	9.71	311...	225.45
5...	528.96	137...	57.28	319...	689.76
6...	90.78	139...	794.95	320...	347.73
7...	208.37	140...	801.99	321...	303.17
8...	797.30	141...	27.80	325...	177.88
9...	232.49	142...	26.46	327...	367.83
10...	148.40	144...	184.92	329...	50.25
11...	808.35	151...	223.44	330...	389.60
12...	330.31	153...	27.80	333...	139.69
13...	271.68	154...	170.18	334...	69.34
14...	0.00	157...	27.80	335...	27.80
15...	807.01	158...	234.50	336...	229.14
16...	327.63	161...	240.53	337...	267.66
17...	120.60	165...	131.32	338...	136.34
18...	262.30	166...	249.24	339...	115.24
19...	152.42	167...	252.25	342...	425.78
20...	25.12	169...	424.44	343...	112.56
21...	223.11	172...	252.59	345...	124.95
23...	799.64	173...	128.97	347...	144.05
24...	81.40	174...	801.99	348...	229.81
25...	78.72	179...	218.42	350...	212.05
27...	449.23	180...	114.90	352...	88.77

No.	Amt.	No.	Amt.	No.	Amt.
28...	\$223.11	182...	\$229.47	353...	\$195.64
29...	842.52	185...	334.33	354...	98.82
30...	801.99	186...	82.74	361...	243.21
31...	645.21	187...	720.58	367...	295.13
32...	25.12	191...	179.22	369...	156.78
33...	86.43	192...	171.52	375...	168.50
34...	85.42	196...	707.85	376...	55.61
37...	325.95	199...	278.38	378...	807.01
39...	257.28	200...	292.45	379...	673.35
42...	148.40	201...	24.12	381...	422.10
44...	291.45	202...	27.13	382...	449.23
46...	310.21	204...	336.34	383...	373.86
49...	118.25	205...	27.80	385...	246.89
52...	260.29	209...	334.66	386...	304.51
53...	366.49	212...	93.80	388...	168.50
54...	307.86	214...	216.74	389...	177.55
55...	152.42	215...	173.86	391...	223.11
56...	697.80	216...	420.42	392...	528.29
57...	127.97	219...	275.03	393...	164.48
58...	67.00	221...	269.00	397...	534.66
59...	248.90	225...	126.96	398...	149.07
60...	364.81	228...	65.32	399...	207.36
61...	194.70	232...	206.02	401...	227.13
62...	632.48	233...	170.18	402...	528.29
66...	425.11	236...	304.51	403...	364.81
67...	122.27	241...	172.19	404...	145.72
71...	323.94	243...	842.86	406...	533.65
73...	253.93	247...	68.67	407...	256.27
74...	298.15	251...	587.25	408...	203.01
77...	235.50	254...	352.08	409...	159.46
78...	135.67	255...	382.23	410...	551.74
80...	301.16	260...	142.37	411...	376.87
81...	304.51	263...	102.84	413...	27.80
83...	784.57	265...	154.43	414...	234.83
84...	114.23	267...	300.16	415...	260.63
87...	408.36	268...	184.92	416...	243.21
89...	348.73	269...	67.67	417...	159.12
95...	271.68	272...	206.69	418...	117.92
100...	749.06	273...	252.59	419...	359.43
105...	337.34	277...	444.88	420...	338.01
106...	62.98	278...	205.69	421...	183.58
110...	128.30	279...	28.14	422...	146.06
112...	45.89	281...	73.03	423...	220.09
114...	237.85	282...	168.84	424...	233.49
119...	218.42	283...	154.43	425...	120.60
120...	504.84	286...	650.57	426...	6.03
123...	44.89	290...	111.55	428...	280.35
128...	341.36	291...	165.15	432...	17.75
130...	271.01	295...	178.89	433...	220.10
		298...	481.39		

HOTEL RESERVATIONS: Headquarters 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.

Room rates at the Sheraton Hotel are presently as follows:

Single Room	\$10.00
Double Room, Twin Beds (2 persons)	15.00
Suites, Parlor, Bedroom, 2 baths (2 persons)	38.50 and 48.00

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 all educational conferences. All those attending the Convention from local unions should be advised and urged to attend this meeting.

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

Vice Presidents

- J. O. BLOODWORTH
- RONALD F. BONE
- JOHN P. CAHILL
- BEN J. COHAN
- GEORGE P. FIRTH
- SARAH E. KEENAN
- JOHN B. KINNICK
- ARTHUR P. LEWANDOWSKI
- W. A. LOWE
- FRANK E. MORTON
- WILLIAM J. MULLIN
- GWEN NEWTON
- EDWARD P. SPRINGMAN

Local union secretary-treasurers will please read this call at the first meeting of their local union.

NLRB upholds charge by Louisiana local

A three-member NLRB panel has upheld a complaint by Local 428 charging unfair labor practices against Baton Rouge Water Works Company, Louisiana, for refusal to bargain collectively for five OPEIU members it transferred to Parish Water Company, a subsidiary, and for failure to checkoff and forward to the union the dues of these members.

The Board issued a cease-and-desist order against the company, which was found to be violating Section 8(a) (5) and (1) of the Act. The company was ordered to "bargain collectively with the union as the exclusive representative of all employees in the appropriate unit and, if an understanding is reached, embody such understanding in a signed agreement."

The company was also ordered "to reimburse the union, with interest at 6 percent per annum, for all dues of Parish employees that it has failed to deduct and transmit to the union pursuant to unrevoked

checkoff authorizations, since September 27, 1967, the date of its unlawful refusal to bargain." It was further ordered "to resume the regular deduction and transmittal of such dues to the union in accordance with current checkoff authorization."

Named in New Haven

Local 329 President Claire Pluff has been named to the Committee on Urban Affairs of the Greater New Haven (Conn.) Central Labor Council. Vice-President Marie McLoughlin was selected to serve on the COPE Committee.

New Haven's Labor Council is one of the largest and most active central bodies in Connecticut with a membership of more than 20,000.

From the desk of the president

(Continued from page 1)

dynamic organizing campaign is the fruit of wise action taken by our last convention—that of encouraging Locals to organize in their respective areas. More and more Locals are now beginning to initiate and carry out such organizing campaigns successfully.

Their initiative to date demonstrates not only their capacity and ability to shoulder such responsibility; it also reflects a new crusading enthusiasm for dynamic unionism among all our OPEIU members once they get caught up in the spirit and excitement of such pioneering activities. These campaigns are notably successful when several Locals in an area pool their resources and—subsidized by our International—hire a fulltime professional organizer for the combined jurisdictional area.

Of course, a major benefit of such action is that it frees members of the International's field staff so that they can go into unorganized areas where no OPEIU Local now exists, enabling them to pioneer white-collar organization in these untapped territories. Thus, the capacity of our International's staff to enlarge the organized sector of our union's jurisdiction can get a further tremendous impetus as more Locals undertake organizing on their own.

Once delegates from smaller Locals grasp the importance of this during discussion periods, our stepped up organizing efforts can be expected to develop a still greater thrust throughout the entire white-collar field—the last Great Frontier for organizing the unorganized. Besides, we must also aim at making every existing bargaining unit 100% unionized. Many Locals already are active in this direction.

Actually, our over-all program should envisage complete involvement of every Local and every individual member for the simple reason that it is in *their own enlightened self-interest*. With such Local involvement, every Local should be able to initiate and carry through organizing drives to make bargaining units 100% unionized as well as organizing the unorganized in these areas.

Most members, regretfully, feel that once they pay their dues they have fulfilled all their union obligations. This is a mistaken and very shortsighted view, far too prevalent. Such members seem to be unaware that the more white-collar people who are organized in their own particular area, the more secure they themselves can feel in their own jobs. In fact, every member has a **personal stake** in organizing other white-collar workers because every non-unionized office competes with his own unionized one. The non-union office gives unfair competition, not only to the employer paying union wages but unfair competition to all unionized white-collar workers everywhere.

We should never forget that the economic pressure of a man or woman willing to work for substandard wages and under substandard working conditions always furnishes an incentive to some employers to undermine unionism, without which workers today would be in a very, very sad plight indeed.

Consequently, when all Locals join in a concerted, united effort to organize the unorganized, and to unionize even more strongly our organized white-collar units, the effectiveness of our International staff will be immeasurably increased. We have a mighty task ahead in a great and worthy cause.

I feel certain that the delegates to the 1968 Philadelphia Convention will respond to this stirring challenge.

News from Canada

B.C. labor unites to fight compulsory arbitration bill

Canadian unions are up in arms over proposed legislation to impose compulsory arbitration of labor disputes in the Province of British Columbia.

OPEIU Local 378 was represented among 350 delegates from 185 unions, comprising about 130,000 employees in the Province, who met in conference at New Westminster recently to voice unanimous opposition to the proposed measure, known as Bill 33.

The conference, held under the auspices of the British Columbia Federation of Labour, authorized the federation's executive to develop a positive program to enlist the support not only of trade union members, but also enlightened management, professional, academic, civic, church and service club leaders in opposition to the proposed legislation.

In a special six-page news bulletin to members, Local 378 urged numerous amendments to the proposed measure, failing which "this bill should be withdrawn." The bulletin continues:

"The day of its enactment, as

proposed, would mark a black chapter in the history of British Columbia. Every working man and woman in this Province, including all our members, would become subject to compulsory arbitration of wages and working conditions at the discretion of the Provincial cabinet without recourse to Parliament or the law courts.

The bill was introduced re-

cently in the Provincial legislature by the Social Credit government of B.C., despite serious objections from the Opposition parties in the House. The Opposition parties have fewer sitting members (22) in the Legislature than the government (35) but represent a majority (54%) of those persons who voted in the last provincial election.

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, were secured in a new three-year contract signed between Local 290 and 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 Don Barclay.

Fringe benefits include an additional paid holiday, bringing the total to 11 annually; four weeks vacation 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 retraining 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.

Renewals in Brief

Blue and White Cab

After 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 and provides for a wage reopener 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 unused 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 8.2%, plus additional fringe benefits valued at 16.55¢ 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 Kenosha, Wisconsin.

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; 40% 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 in Florida.

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. Drawdy, Chairman; Bruce Mouller, Bruce Skelton, Howard Sabin, Russell Chapman, Bill Timmerman, Floyd Hagen, Don Strickland, Charles DeWolf, John A. Jones and Frances Causey. They were assisted by J. Oscar Bloodworth, 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 trades 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."