

WHITE COLLAR

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

No. 272

November, 1968

17

Court okays bank branch as target of organizers

U. S. Supreme Court affirmation of a National Labor Relations Board decision is expected to give added impetus to the OPEIU's drive to organize bank employees.

In a case which sets a basic rule for organizing bank employees, the NLRB had determined that a single bank branch is a legitimate union organizing target.

The court affirmed the NLRB ruling by refusing to review an appeals court judgment that backed the board.

At issue was representation of the employees of the Banco Credito y Anorro Poncero, a large bank with its home office and 31 branches in Puerto Rico.

Three unions petitioned the

NLRB for representation elections at two separate branches and at a group of 13 branches in and near San Juan. The NLRB held that a single branch constitutes a legal bargaining unit, as no union had claimed the right to represent the bank's entire work force. It found that branches are individual operations in that branch managers recommend hiring and firing, authorize overtime and make certain other local decisions.

In asking a Supreme Court review, the Puerto Rico bank asserted that union organizing activity in the banking industry "appears to be accelerating in tempo," and its case "will have general significance as a precedent shaping the pattern of employee representation."

year and 20¢ an hour next year.

In a second renewal, wage boosts of 6% in each year of a two-year contract were won by Local 29 for office employees of the International Paper Company's lumber and saw mill in Weed, California.

Other gains include an extra paid holiday in 1970 and five days leave a year to attend a sick child.

Dallas Clerks Gain

An interim pay increase for weight clerks has been negotiated at Western Gillette Freight Lines in Dallas by Local 277. The 30¢ boost will raise scale to \$3.94 an hour, in line with that at other organized companies. The contract with Western Gillette expires April 30, 1970.

The OPEIU has succeeded in organizing several large banks in Canada and the United States and presently has many bank organization campaigns under way in both countries. In San Juan, Puerto Rico, Local 402 represents employees of the Banco Obrero.

OPEIU wins 2 elections

Salesmen employed by the North Shore Gas Company in Waukegan, Illinois, voted unanimously for representation by the OPEIU in a National Labor Relations Board election. The success marks the OPEIU's entry into the Illinois city, according to International Representative Billie Adams.

An election conducted by the Louisiana Department of Labor among 63 clerical and technical workers and practical nurses employed at the Community Medical Center in Bogalusa was won overwhelmingly by Local 89. The vote was 50 for 13 against.

The organizing campaign at the hospital was initiated by Local 89 President Silas Mayor. International Vice-President Frank Morton gave a helping hand.

1st union harvest at Kaiser



Signing first Local 443-Kaiser Medical contract are executives Cliff Dowell and Andrew Gensey, left; Jan Windrem, chief Local 443 negotiator, and OPEIU Vice-President John Kinnick. Standing from left are Jim Fay and Ruth Whitcomb of Local 443 committee; Dave Dunlap, management; and Joanne Nordford, union committee.

Some 180 employees of Kaiser Medical Entities, organized into recently-chartered Local 443, have plucked the first fruits of unionism: a first contract raising wages substantially and otherwise improving working conditions.

To run for three years, the contract provides for a 7 per cent across-the-board increase

as of last July 1 and six per cent increase on July 1, 1969. There will be a wage reopener on this date in 1970.

The 1968-69 increases monthly wages by an average \$61. In addition, increments based on length of service are increased by an average \$41.

Sick leave cumulative to 40 days, increased termination pay

and improved overtime provisions are among the other gains.

Local 443 joins employees at three Kaiser Medical locations in San Diego, California and includes office clericals, registered nurses, licensed vocational nurses, lab technologists, x-ray technicians, maids and custodians.

Co-workers rally to help ill member of Local 112

Local 112 in Poughkeepsie, New York is giving a helping hand to a member long afflicted with a kidney disease and now recuperating from a kidney transplant operation.

She is Cathryn Mackey, a planning clerk at DeLaval Separator Company and a union member for 10 years.

Kept alive for weeks by a hemodialysis machine (artificial kidney), she will have incurred medical expenses exceeding \$20,000 by the time of recovery.

Members of Local 112 have joined with Miss Mackey's friends and neighbors to raise money to help pay this enormous bill. Contributions are being collected in the Cathryn Mackey Trust Fund, care of



Miss Connie Antonakos, 16 Corlies Avenue, Poughkeepsie, N.Y. 12601.

Local 14 in \$1,000 settlement

A three-year package, valued at more than \$1,000 for each member in wage boosts and fringe benefits, has been wrapped up by Local 14 in Philadelphia for its members at Eaton Yale & Towne, hardware metal manufacturers. The membership overwhelmingly ratified the settlement, which was reached after a marathon 20-hour negotiating session.

The contract calls for a 22¢ an hour across-the-board wage increase in the first year, with further 13¢ raises in each of the

two succeeding years; two additional paid holidays; improved vacations and substantial gains in sickness and accident insurance.

Pension benefits including those of present retirees, were raised to \$5 a month per year of service. Other gains were a 15¢ an hour increase for an upgraded job group; an 18¢ an hour increase in the night shift premium; and three days bereavement leave.

The unit bargaining committee comprised Harold Smith,

Elaine Coblentz and Larry Gilbert.

Local 14 also concluded a two-year agreement with International Color Printing Company, winning two annual \$7.50 across-the-board weekly raises and major medical and pension improvements.

Bill Lee and Ralph Govin negotiated for the unit.

Local 14 Business Representative Ed Springman was the chief negotiator of both settlements.

Toward faster growth

The staff of the International Union is sparing no effort to make current organizing campaigns a success, but it cannot do the job by itself.

If the OPEIU is to make the most of its opportunity to grow, the locals and individual members must help. Many are doing so. The initiative displayed by Local 89 and its president, Silas Mayor, in organizing the Community Medical Center in Bogalusa, Louisiana is one of many indications of an encouraging trend.

What is needed, to begin with, is simply alertness. Good leads for organizing will flow in when members keep their eyes and ears open and ask a few questions.

An essential step toward productive organizing is formation of an Organizing Committee by the local union. This should consist of energetic members, headed by a dedicated chairman. It should make periodic reports at the local's meetings.

The committee's first project should be to survey the local's present bargaining units and then arrange to canvass all non-members in these units. Many new employees don't join because no one asks them or tells them about the union.

A long-range goal should be a survey of all large unorganized offices within the community so that contacts can be made and a plan mapped out to interest these non-union workers.

On this foundation a stronger local can be built, and stronger locals mean a proud and strong OPEIU.

A question for everybody

The Newsletter published by Local 14 in Philadelphia recently put the familiar question—"What has the union done for me lately?"—and then made this eloquent comment:

This is a frequent question on the lips of union members who believe that payment of monthly dues entitles them to constantly improving benefits delivered on a silver platter by union officials—local and international.

It's only human that this question is asked. We ask the same question of many other institutions, as well as of the union. Most of us are inclined always to ask "What's in it for me?"

Shouldn't we pause now and then to ask: What have I done for my union recently? Have I attended meetings? Have I urged new employees to join? Have I put in a good word about unions to friends and neighbors? Have I made constructive suggestions on union programs, or have I just criticized?

This is not just a plea for every member to go out and work harder for the union. It is a plea to union members to remember that the union is only as strong as personal participation makes it. Doing a job for the union now and then not only is morally right and generous, it is to our own best interests in the selfish sense because it makes the union stronger. And working for the union gives a member a great personal sense of satisfaction and accomplishment.

No matter how much dues we pay, no matter how smart and capable and energetic the officers we elect may be, the union will not do a first-class job for us unless we all work a little harder to boost it. Let's all ask:

"What have I done for my union recently?"

Gulf errs, pays \$1,526

Hurshel Ervin, fired by Gulf Oil Corporation for organizing efforts in behalf of the OPEIU, won reinstatement and a check for lost wages.

Local 27 in Galveston, Texas took the discharge to the National Labor Relations Board but the company had second thoughts and settled before the case was heard.

Employed at Gulf's Travel Card Center, a Local 27 organizing target, Ervin was paid a net of \$1,526.27 in compensation for lost wages.

WHITE COLLAR

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

HOWARD COUGHLIN
President

J. HOWARD HICKS
Secretary-Treasurer

Room 610, 265 West 14th St., New York, N. Y. 10011

POSTMASTERS: ATTENTION. Change of address Form 3579 should be addressed to Office and Professional Employees International Union, 1012 14th St., N.W., Washington, D. C. 20005. Published monthly at 810 Rhode Island Ave., N.E. Washington, D. C. 20018. Second class postage paid at Washington, D. C.



Reproduction by the Labor Press of any or all material herein contained is not only permitted, but wholly desirable in the interest of workers' education.

Subscription Price \$1 a Year

Wage gains average 7.5%

First-year wage gains won by unions in the first nine months of 1968 averaged 7.5 percent of straight-time hourly earnings—a sharp increase from the 5.6 percent rate for all of 1967 and the 5 percent rate for the first nine months of last year, the Labor Dept. reported.

Preliminary estimates of the department's Bureau of Labor Statistics were that settlements concluded in the third quarter of this year bring the total number of workers under agreements reached by Sept. 30 to 3.4 million, or about a third of all workers covered by major contracts.

The 3.4 million is the largest number of workers covered by new contracts in the first three quarters of any year since 1960, BLS said.

It reported also:

- A median wage-benefit package increase over the full contract period of 6.6 percent a year, compared with 5.6 percent for 1967, when actual timing of wage and benefit changes is taken into account. The figures were 6 percent and 5.2 percent, respectively, assuming changes went into effect at equal intervals during the life of the contracts.

- Considering wage rates alone, increases during the entire life of the contracts studied

averaged 5.6 percent of straight-time hourly earnings annually, compared with 5 percent for 1967.

BLS said that agreements in basic steel and aerospace highlighted bargaining during 1968's third quarter. Major settlements were concluded during the quarter for about 1.4 million workers.

Settlements in the telephone industry, BLS said, followed the pattern of agreements reached in earlier quarters. They affected about 175,000 workers, with agreements in the transportation industry affecting an additional 85,000. In both industries, first-

year increases were "substantially higher" than those provided in subsequent contract years, the study showed.

In the construction industry, however, third quarter settlements covered 125,000 workers, with the larger increases usually becoming effective in the second and third contract years.

This report is for settlements involving workers in units of 1,000 or more in private non-farm industries. Except for "package" estimates, the figures omit changes in supplementary benefits, and cost-of-living escalator bonuses except those guaranteed by contract.

Statistics prove it: women buy more clothes

Women spend more on clothes than men do and young women spend most of all. This commonly-held belief has been borne out by a recent government survey. The average American woman in the 18-64 age bracket spent \$225 a year for clothing in 1960-61, while a man's clothing budget averaged only \$175. This represented a 29% greater outlay by women.

Clothing prices have increased since the years of the survey, but the relationships have not been altered.

The study of clothing expenditures made by the Bureau of Labor Statistics shows that young ladies in the 18-24 age group spent the largest amount—\$255 a year. This is 38% more than the amount spent by men of the same age group.

In the 25 to 64 age range, both sexes spent less than the under-25 group, men averaging \$169 and women \$212 a year. After passing age 65, both sexes cut their clothing expenditures roughly in half.

Clothing expenditures were generally higher in the Northeast and lowest in the South.

In the 25 to 64 group, for example, northeastern women spent an average of \$240, compared to \$188 for southern women.

Ruling upholds local on union work issue

Federal Mediator James P. Whyte in an arbitration ruling upheld Local 179's complaint against the Mueller Company in Chattanooga, Tennessee that it breached the contract by permitting a non-clerical employee to do clerical work on a weekend.

The company contended that the work performed was minimal and, in any event, was work shared with other employees, but the arbitrator ruled that

"this (contract) language is clear, unambiguous and mandatory" when it states that "other personnel . . . shall not be permitted to perform any work customarily performed by (clerks)."

The arbitrator decided that the company must pay the union member who normally would have done the job.

Local 337 signs Hudson Pulp

Local 337 has signed a three-year agreement with Hudson Pulp & Paper Company covering 70 office employees at the company's plant in Palatka, Florida.

A first-year increase of 5 percent will be followed by annual increases of 17¢ and 18¢ hourly.

Other gains are three-week vacations after eight years and an additional paid holiday on New Year's Day as of January 1, 1970. Moreover, any employee required to work on July 4, Labor Day, Christmas Eve or Christmas Day will be paid triple the regular rates. The meal allowance was raised to \$1.35.

Other highlights are substantial improvements in health and welfare protection and in benefits from the company's profit-sharing-retirement plan. Numerous job reclassifications were effected with upward adjustments of 2¢ to 4¢ an hour for Group 4-8 employees. Group 7 was reclassified to Group 8. A new Group 7 was created with pay rates midway between Groups 6 and 8.



"I expect my secretary to ask for a raise. Nag at me so I'll be in a grouchy mood!"



Top photo: The North Central Educational Conference held in Minneapolis September 28-29.



Photo at left, The Erie Conference, in Franklin, Pennsylvania September 14-15.

Senate confirms Daugherty

The Senate has confirmed the nomination of Philip J. Daugherty, OPEIU Local 2 Business Representative, as a member of the Washington, D.C. City Council.

Daugherty, 37, was nominated by President Johnson to succeed Jay C. Turner, president of the Greater Washington AFL-CIO and an officer of the Operating Engineers.

News from Canada

Ontario labour eyes 'temporary help'

The Ontario Federation of Labour is calling for more stringent regulation of "temporary help" hiring practices in the wake of articles exposing them in the Toronto press.

Temporary employment agencies, many franchised by U.S. companies, are charging employers \$1.95 an hour for work that brings the employees only \$1.20 to \$1.35 an hour, according to the press accounts. In one case cited, a man worked "temporarily" for nine years, earning \$27,000 of which \$9,000 went to the agency.

Ontario has legislation pro-

hibiting hiring agencies which charge fees, but President David Archer of the Ontario Federation explains how this is circumvented. "You don't pay for a job. You pay, for example, for a psychological examination in order to predetermine to which job you should be assigned.

"More often you become an employee of the agency and are rented out on a fee basis to an employer who needs your services, either on a temporary basis or to replace workers who've had the courage to join a union."

In metropolitan Toronto alone there are 45 agencies of one kind or another. These supply help with no requirement by the employer to pay for vacations, statutory holidays, coffee breaks, pension plans, unemployment insurance, workmen's compensation or union dues.

"At best," Archer says, "they are offering nothing that the national employment service cannot provide more efficiently. At worst, they are out-and-out rackets. Their targets are those who can least afford to be swindled."

Union in West Africa organizes eight banks

For the first time in West Africa, a white-collar union has successfully negotiated a master-contract with eight banks, including the Bank of America branch, according to the Trade Institute for Economic and Social Development in Lagos, Nigeria.

Organized in June, 1965, the Nigerian office union has now 8,000 members—two-thirds in the eight banks comprising the Nigerian Bankers' Association. The first master-contract was concluded without resort to strike, lockout, arbitration or

conciliation. Says the Institute: "It may be the first attempt in scientific industrial relations, or creative collective bargaining, in this part of the world."

The contract provides for equal pay for men and women, a substantial increase in free medical services, checkoff of union dues, leave-of-absence for union activities, greater employment security, as well as an increase in salaries and reduced working hours.

In addition to bank workers, the Nigerian union includes insurance and clerical workers.

13 locals sign three paper firms

After strenuous bargaining lasting several months, 13 OPEIU Locals have won significant gains for office workers in three paper companies in Ontario and Quebec. New two-year agreements have been reached with the Abitibi Paper Company, Ontario, and with Canadian International and New Brunswick International Paper in Quebec.

Across-the-board wage gains of \$30 a month, retroactive to May 1, were won at Abitibi, with a further \$27 a month boost effective May 1, 1969.

The Abitibi agreement was reached when all parties met with Conciliation Officer J. Dempster, Ontario Department of Labour, in Toronto. The contract covers Abitibi's divisions at Iroquois Falls, Sault Ste. Marie, Thunder Bay, Lakehead Woodlands, Pine Falls,

Beaupre, Sturgeon Falls and Smooth Rock Falls.

Other improvements at Abitibi include an additional floating holiday and larger company contributions to health and welfare plans.

Locals 151, 214, 236, 216, 191, 161 and 282 were represented on the negotiating committee.

Under the agreement with Canadian International and New Brunswick International, the OPEIU won comparable

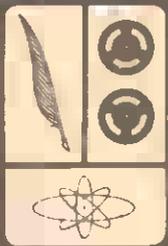
across-the-board raises of \$29.25, retroactive to May 1, with a further \$27.62 boost effective May 1, 1969.

The Montreal contract covers office workers at the News & LaTuque mills; the Temiscaming and Hawkesbury mills, and Dalhousie Woodlands Division. Numerous gains in fringe benefits.

Locals 110, 114, 154, 165, 265 and 438 were represented on the joint committee which negotiated the settlement.

Canadian Price Index U.S. Consumer Price Index

1967		1968	
September	150.7	September	117.1
October	150.5	October	117.5
November	151.0	November	117.8
December	151.8	December	118.2
1968		1968	
January	152.6	January	118.6
February	152.7	February	119.0
March	153.2	March	119.5
April	154.1	April	119.9
May	154.2	May	120.3
June	154.7	June	120.9
July	155.6	July	121.5
August	156.0	August	122.0
September	156.4	September	122.2



WHITE COLLAR

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

No. 272

November, 1968

17

Court okays bank branch as target of organizers

U. S. Supreme Court affirmation of a National Labor Relations Board decision is expected to give added impetus to the OPEIU's drive to organize bank employees.

In a case which sets a basic rule for organizing bank employees, the NLRB had determined that a single bank branch is a legitimate union organizing target.

The court affirmed the NLRB ruling by refusing to review an appeals court judgment that backed the board.

At issue was representation of the employees of the Banco Credito y Anorro Poncero, a large bank with its home office and 31 branches in Puerto Rico.

Three unions petitioned the

NLRB for representation elections at two separate branches and at a group of 13 branches in and near San Juan. The NLRB held that a single branch constitutes a legal bargaining unit, as no union had claimed the right to represent the bank's entire work force. It found that branches are individual operations in that branch managers recommend hiring and firing, authorize overtime and make certain other local decisions.

In asking a Supreme Court review, the Puerto Rico bank asserted that union organizing activity in the banking industry "appears to be accelerating in tempo," and its case "will have general significance as a precedent shaping the pattern of employee representation."

Local 29 in 2 renewals

A package valued at about \$1,500 per member has been negotiated by Local 29 with the Skaggs Stone Division of Foremost-McKesson, Inc., a wholesale distributor in Oakland, California.

An increase of 18¢ an hour became effective July 16, 1968. A 14¢ raise is scheduled for the same 1969 date, and an additional 19¢ a year later. The unit consists of 46 office employees.

Other gains are improvements in sick leave and health-welfare benefits. A new clause calls for an employer contribution of 10¢ an hour to a Pension Plan this

year and 20¢ an hour next year.

In a second renewal, wage boosts of 6% in each year of a two-year contract were won by Local 29 for office employees of the International Paper Company's lumber and saw mill in Weed, California.

Other gains include an extra paid holiday in 1970 and five days leave a year to attend a sick child.

Dallas Clerks Gain

An interim pay increase for weight clerks has been negotiated at Western Gillette Freight Lines in Dallas by Local 277. The 30¢ boost will raise scale to \$3.94 an hour, in line with that at other organized companies. The contract with Western Gillette expires April 30, 1970.

The OPEIU has succeeded in organizing several large banks in Canada and the United States and presently has many bank organization campaigns under way in both countries. In San Juan, Puerto Rico, Local 402 represents employees of the Banco Obrero.

OPEIU wins 2 elections

Salesmen employed by the North Shore Gas Company in Waukegan, Illinois, voted unanimously for representation by the OPEIU in a National Labor Relations Board election. The success marks the OPEIU's entry into the Illinois city, according to International Representative Billie Adams.

An election conducted by the Louisiana Department of Labor among 63 clerical and technical workers and practical nurses employed at the Community Medical Center in Bogalusa was won overwhelmingly by Local 89. The vote was 50 for 13 against.

The organizing campaign at the hospital was initiated by Local 89 President Silas Mayor. International Vice-President Frank Morton gave a helping hand.

1st union harvest at Kaiser



Signing first Local 443-Kaiser Medical contract are executives Cliff Dowell and Andrew Gensey, left; Jan Windrem, chief Local 443 negotiator, and OPEIU Vice-President John Kinnick. Standing from left are Jim Fay and Ruth Whitcomb of Local 443 committee; Dave Dunlap, management; and Joanne Nordford, union committee.

Some 180 employees of Kaiser Medical Entities, organized into recently-chartered Local 443, have plucked the first fruits of unionism: a first contract raising wages substantially and otherwise improving working conditions.

To run for three years, the contract provides for a 7 per cent across-the-board increase

as of last July 1 and six per cent increase on July 1, 1969. There will be a wage reopener on this date in 1970.

The 1968-69 increases monthly wages by an average \$61. In addition, increments based on length of service are increased by an average \$41.

Sick leave cumulative to 40 days, increased termination pay

and improved overtime provisions are among the other gains.

Local 443 joins employees at three Kaiser Medical locations in San Diego, California and includes office clericals, registered nurses, licensed vocational nurses, lab technologists, x-ray technicians, maids and custodians.

Co-workers rally to help ill member of Local 112

Local 112 in Poughkeepsie, New York is giving a helping hand to a member long afflicted with a kidney disease and now recuperating from a kidney transplant operation.

She is Cathryn Mackey, a planning clerk at DeLaval Separator Company and a union member for 10 years.

Kept alive for weeks by a hemodialysis machine (artificial kidney), she will have incurred medical expenses exceeding \$20,000 by the time of recovery.

Members of Local 112 have joined with Miss Mackey's friends and neighbors to raise money to help pay this enormous bill. Contributions are being collected in the Cathryn Mackey Trust Fund, care of



Miss Connie Antonakos, 16 Corlies Avenue, Poughkeepsie, N.Y. 12601.

Local 14 in \$1,000 settlement

A three-year package, valued at more than \$1,000 for each member in wage boosts and fringe benefits, has been wrapped up by Local 14 in Philadelphia for its members at Eaton Yale & Towne, hardware metal manufacturers. The membership overwhelmingly ratified the settlement, which was reached after a marathon 20-hour negotiating session.

The contract calls for a 22¢ an hour across-the-board wage increase in the first year, with further 13¢ raises in each of the

two succeeding years; two additional paid holidays; improved vacations and substantial gains in sickness and accident insurance.

Pension benefits including those of present retirees, were raised to \$5 a month per year of service. Other gains were a 15¢ an hour increase for an upgraded job group; an 18¢ an hour increase in the night shift premium; and three days bereavement leave.

The unit bargaining committee comprised Harold Smith,

Elaine Coblenz and Larry Gilbert.

Local 14 also concluded a two-year agreement with International Color Printing Company, winning two annual \$7.50 across-the-board weekly raises and major medical and pension improvements.

Bill Lee and Ralph Govin negotiated for the unit.

Local 14 Business Representative Ed Springman was the chief negotiator of both settlements.