Only Humphrey meets test of the record

On September 18th the General Board of the AFL-CIO, meeting in New York City, unanimously endorsed Vice-President Humphrey for the office of the Presidency of the United States. The leaders of 129 international unions, without exception, thus support Mr. Humphrey. While our union is not a politically-oriented organization, I believe it essential that this information be brought to the attention of the membership.

The American people will have three choices when they cast their ballots on November 5. In this column I will briefly examine the three respective labor boards.

George Wallace of Alabama has never been a friend of working people. During his administration in governor he preserved the so-called "right to work" law on the statute books of Alabama, which is 48th among states in per capita income and nearly $1,000 below the national average. This state is also among the lowest in unemployment compensation. Unemployed workers receive $30 per week, or $10 below the national weekly average. Alabama is one of sixteen states without an effective minimum wage law. Only two states in the nation pay less per pupil for public education.

During the gubernatorial term of Mr. Wallace the membership of labor unions decreased 17.3%, whereas during the same period, for example, the membership of labor organizations increased 47.9% in Florida, 60.4% in Arkansas, and 20.6% in Kentucky.

The unemployment rate in Alabama is 4.3%, well above the national rate of 3.5%. While candidate Wallace trades on the issue of "law and order," nationally, the crime rate is higher in Alabama than the national average. The murder rate in that state is 1.14 for each 100,000 persons as compared to 5.1 for each 100,000 persons in the nation.

It is obviously not in the interest of working people to vote for George Wallace.

The record of the candidate of the Republican Party is much better known to the voters. However, working men and women, with the passage of time, may tend to forget how Richard M. Nixon voted against their interests when he was a member of the House of Representatives and the Senate. As you know, the AFL-CIO's Committee on Political Education keeps a running voting record of all members of the House and Senate on key issues. During the years that Mr. Nixon served in Congress he voted "wrong" fifty-nine times and "right" ten times.

During that period he voted against civil rights measures three times, against labor nine times, and against improving social security twice.

While in the Senate he not only voted for the Taft-Hartley Act, but took credit for helping to draft Section 14(b) of that measure which allows states to pass legislation outlawing union security provisions in collective bargaining contracts. As Vice-President, he cast several tie-breaking votes against the interests of working men and women.

One such vote resulted in increased interest rates on GI mortgages and opposed help to the aged, the blind, and the disabled. He voted against expanding the social security system to include totally disabled persons at age fifty. His most memorable tie-breaking vote resulted in the passage of the Landrum-Griffin Law in 1959 which has caused endless legal battles affecting the activity of labor unions and has been a major factor in inhibiting growth of the labor movement. In 1960 (Continued on page 4)

Three locals report organizing gains

A new survey by the National Industrial Conference Board of the views of 143 top manufacturing executives on labor-management relations shows that some two-thirds of those responding "believe that recent gains in white-collar organizing successes will be a continuing trend." Reflecting this trend are new organizing gains by Local 12 in Minneapolis, which won bargaining rights at the American Linen Supply Company by a two-thirds majority; a new mail-order unit at the R. L. Polk Company, won by Local 30 in Los Angeles; and a 22-member Local 15 unit in the Regional Accounts Office of McDonald’s Consolidated Bakery in Vancouver, British Columbia. Local 15 already represents the main office force in the Vancouver area bakery chain.

Local 30 is expanding its organizing drive in Los Angeles and is enlisting union members as volunteers in the campaign, using the sample form below.

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VOLUNTEER TO HELP ORGANIZE

Name __________________________ Phone No. __________________________
Address __________________________ Phone No. __________________________
Employer __________________________
Address __________________________ Hours Available __________________________
Area Desired For Organizing __________________________
Work Hours __________________________
Transportation: Private ___ Public ___
Type of Work Desired: House Calls ___ Hand Billing ___
Phone Calls ___ Clerical ___
Comments __________________________

Return this form to Office and Professional Employees Local No. 30, 2411 W. 8th Street, Los Angeles, Calif. 90057.

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Local 295 wins $900 paper pact

Local 295 in Woodland, Maine, has signed a new three-year contract with Georgia Pacific Corporation, which increases wages by an average of $900 annually.

This Maine OPEIU unit is the only union having a contract with the huge paper company which operates 100 or more plants throughout the country. The Woodland plant was formerly the St. Croix Paper Company until it was absorbed by Georgia Pacific.

Across-the-board pay boosts of 15c, 16c and 15c an hour take effect each year, with second and third shifts winning 16c extra in differentials. Other gains were a meal allowance boost to $1.70, six-weeks' vacation after 30 years, and a merit increase plan giving everyone chances for raises in six-month steps.

Medical insurance now covers the full semi-private rate in hospital. The surgical schedule is raised to a $300 maximum, and accident and sickness benefits fits go up to $60 a week. Over the three years the employer's contribution to the insurance premium will go from 60% to 70%.

"One of the best contracts we ever negotiated, thanks to the efforts of International Representative John Fitzmaurice," President Norman P. Sprague of Local 295 commented.


Local 29 signs milk, auto dealers

A new two-year contract covering 250 members of Local 29 employed by North California Milk Dealers' Association in Alameda, Contra Costa, San Mateo and Santa Clara counties, brings $9 weekly raises this year and next, and raises employer contributions to the pension fund from $8 to $12 in two stages.

This year's pay raise increases monthly salaries of flie and mail clerks to $654, going to $663 the second year when the additional $9 raise becomes effective. Senior comptometers, PBX operators and junior stenographers are eligible to earn $602, and top pay of $670 goes to computer and senior tabulating machine operators. A new 50c brings the differential for night shift work to $1.50 per shift.

Local 29 President John Kin- nick also notes contracts which provide for $35 a month raises in the first year for 65 clerical workers at Shephard Cadillac, Val Strouh Chevrolet and Dabl Chevrolet in Oakland and Dailey Chevrolet in San Leandro. The contracts with the East Bay Automotive Dealers Association are for four years.

The $35 raise will be followed by additional annual boosts of $30, $25 and $25. New clauses provide for three weeks' vacation after five years (was 10), and for a $9.50 a month dental plan covering employees and dependents. New major medical coverage will pay up to $1,000 after $100 deductible. It will cost the employer $2.40 a month, supplementing the basic medical coverage which now costs them $23.50 monthly.

The pact boosts the begin- clerk wage to $365 a month. Middle-salary workers, such as PBX operators, cashiers, and repair order clerks earn $415 to start and go to $455 after three years employment. Assistant managers' salaries start at $635.
**A call to brokerage workers**

**Automation is on the way; the time to organize is now**

The OPEU is pressing ahead with its drive to bring the employees of Wall Street brokerage houses into the union, and as part of the effort, President Coughlin has addressed this appeal to them. It complements his column in the September issue of *White Collar*. Local 205, United Financial Employees has been assigned this important responsibility for the campaign. It may be reached at 114 Liberty Street, New York City, telephone 904-4163.

by Howard Coughlin

Some brokerage workers these days imagine that they are in the "affluent society"—an illusion created by pay envelopes swollen by near-compulsory overtime. But the younger workers quickly discover that Wall Street concepts of labor-management relations are of pre-1930 vintage. They soon desert Wall Street as a place to build a future career. Labor turnover is now said to be reached per cent annually. This shouldn't be so.

There is no mystery whatsoever about what's wrong. Hand-in-hand with employment on the Street goes a low base pay and skimpy fringe benefits (or none at all). Some blue-collar workers are not exactly income from income problems, but compared with employees of the brokerage, banking and insurance houses, they are sitting pretty. A few figures from the June, 1968 Bureau of Labor Statistics tell the story succinctly:

<table>
<thead>
<tr>
<th>Industry</th>
<th>Weekly Wage</th>
<th>Hourly</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manufacturing</td>
<td>$123.30</td>
<td>$3.00</td>
</tr>
<tr>
<td>Mining</td>
<td>$142.99</td>
<td>$3.31</td>
</tr>
<tr>
<td>Contract Construction</td>
<td>$163.97</td>
<td>$4.27</td>
</tr>
<tr>
<td>Finance, insurance, banking, etc.</td>
<td>$102.03</td>
<td>$2.75</td>
</tr>
</tbody>
</table>

The first three labor categories have one thing in common; the work is in highly unionized industries. Their average weekly base pay does not include the numerous fringe benefits in the way of Health & Welfare Plans, Pension Plans, etc., paid for by their employers. Their contracts also include technological clauses providing for retraining in the event of automation and assure stable employment, not a 40% turnover. Cost-of-living escalator clauses protect the workers from inflation.

Brokerage workers erroneously believe that their annual Christmas Bonus equalizes everything. Shortly, automation in Wall Street will shatter this illusion. Money that should go to upgrade underpaid brokerage workers will go, instead, into specials systems, making thousands of them jobless.

**BLS forecast**

The impending changes in Wall Street are going to be profound in the very near future, according to a survey by the Bureau of Labor Statistics. Growing brokerage house automation will bolster demand for some types of workers and diminish demand for other types.

On the losing side will be accountants and auditors who are not expected to fare so well because of the increased use of integrated accounting systems based on (EDP) electronic data processing. On the other hand, there will be a bigger demand for economists and security analysts in the high-salary category.

**Era of computers**

Computers will be used increasingly in every phase of banking and brokerage. For one thing, computers will speed information to stock quotation boards, eliminating many bond operators. Their use will call for hiring more console and key-punch operators.

Wall Street automation already reduced the need for many telephone quotation clerks, messengers, order-takers, and pneumatic tube men. The N.Y. Stock Exchange has long had stock clearing similar to check clearing in the banks. When this is extended to include the American Stock Exchange and the Over-the-Counter market, a central depository certificate service, that records each firm's securities balance, could automatically eliminate most transfer clerks' positions by 1975, the BLS predicts.

**Shares up, jobs down**

While the number of shares traded on the N.Y. Stock Exchange is still only in millions and the pre-1930 era of the "backroom crunch" is also being speeded up, the trade is down 1965.

**The time is now**

Recently, one Wall Street house fired between 10 and 20 of its 170 salesmen because of the "backroom crunch," which is also speeding up the automation timetable. The time to unionize is now. Waiting for brokers to "lower the boom" is job suicide. Brokerage workers are invited to immediately sign cards designating the Office & Professional Employees International Union as their bargaining agent.

**U.S. Consumer Price Index**

Cost-of-living statistics will be published regularly in *White Collar*. The data is compiled by the Department of Labor's Bureau of Labor Statistics.

<table>
<thead>
<tr>
<th>Month</th>
<th>1967</th>
<th>1968</th>
</tr>
</thead>
<tbody>
<tr>
<td>August</td>
<td>116.9</td>
<td>118.4</td>
</tr>
<tr>
<td>September</td>
<td>117.1</td>
<td>118.8</td>
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<tr>
<td>October</td>
<td>117.5</td>
<td>120.3</td>
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<tr>
<td>November</td>
<td>117.8</td>
<td>123.5</td>
</tr>
<tr>
<td>December</td>
<td>118.2</td>
<td>125.2</td>
</tr>
</tbody>
</table>

*"I wonder if you have enough life-savings to spend two or three days in the hospital?"*
New Local 15 unit scores

Clerical workers employed by Pacific Electric Ltd., a heavy duty equipment company in Vancouver, B.C., recently elected Local 15 as their bargaining agent, and now they have won monthly salary raises ranging from $105 in the lowest grade to $200 in the highest.

"Our members in the unit will now enjoy one of the best settlements ever obtained by Local 15," says Business Representative O. B. Skilling.

Other gains in the first contract include a 15-hour week with 15-minute coffee breaks, seven days and Sundays; three weeks' vacation after five years and four after 12 years; severance and technological clauses; modified union shop for hiring and job posting, as well as improved sick leave, weekly indemnity and leave-of-absence clauses.

Negotiations were carried out by Mrs. Skilling and Gloria Ross, Chief Office Steward, with International Representative Brian James assisting.

Ontario local ups wages $36 at American Can

A 5% or $32 a month minimum across-the-board wage boost, retroactive to May 1, with another $30 a month for Grades 1 to 5 and $35 for Grades 6 to 9, effective May 1, 1969, highlights gains in a new two-year pact between Local 219 and American Can of Canada, Ltd., in Marathon, Ontario.

A new vacation schedule calls for three weeks after eight years; four after 18, and five after 24 years' service. Effective May 1, 1969, employees over 65 with 25 years' service will get an additional week for each year with five extra weeks at 64.

One additional floating holiday, for a total of two, becomes effective January 1, 1969. Revised group insurance coverage brings female employees level with male office workers. The Sick Leave and Emergency allowances are improved to provide a maximum accumulation of 30 days.

Price Index

The price index reached 156 in August, compared to 155.6 in July and 150.9 in August of last year.

Prices have risen regularly since last November and have gone up 1.8 points since June.

Canadian News

Renewals in Brief

Mississippi Power

Across-the-board raises of up to $62 a month in addition to improved fringe benefits are included in a package negotiated by Local 54, Meridian, Mississippi, and the Mississippi Power Company. The contract runs until November 16, 1970.

The first 531 month raise for Class "A" cashiers and clerks became effective September 16. Raises for Class "B" clerks, as

Electric Boat

Local 106 was among 11 unions which ratified a new four-year pact with Electric Boat division of General Dynamics in Groton, Conn., winning office workers a $9.40 an hour package in wage boosts and fringe benefits.

Wage boosts amount to 75¢ an hour, with fringes valued at 15.4%. These call for two more paid holidays and substantial pension and welfare improvements.

For example, an administrative aide, formerly a $3.81 an hour position, is now $4.07, with a 7% first-year 26¢ an hour boost, to $4.19 the second year; $4.34 in the third, and to $4.56 in the fourth.

Local 106 reports the deaths of one week apart—of Secretary-Treasurer Donald "Danny" Walsh, who attended the Philadelphia Convention, and Jerry O'Mara, an executive board member. Both were hard-working and dedicated officers of Local 106, and familiar faces at many Northeastern Educational Conferences.

Toledo department store

A 12½% wage boost, averaging 22.5¢ an hour retroactive to July 1, was won by Local 19 for its 53-member unit at Tiedtke's Department Store in Toledo, Ohio, with another 3¢ an hour raise taking effect the second year of the two-year agreement.

"One of the most important gains is a agency shop agreement requiring all non-union members to pay the equivalent of OPEIU dues to Local 19," notes Vice-President Donald E. Hill.

Other gains include an im-

15.5% gain ends strike

A package worth an estimated 15½% over two years was yielded to Local 11's unit at International Paper Company, Longview, Washington, following a brief strike by the 70 office workers which threatened the company's operations in the West.

Winning a 6½% wage boost each year besides other improvements, the package brings the Longview rates closer to those prevailing at the company's Southern Kraft Division, covering seven other organized offices.

Pay differentials favor office workers in the South and production workers in the Northwestern mills.

The mill workers were on vacation when the office workers struck, but they were pledged to honor the white-collar picket line upon their return.

About 700 mill workers honored the OPEIU picket line at the Chetohie Prairie location, and an extension of picketing was threatened at two other plants in Oregon and two in California before the settlement.
Demo plank heeds labor needs

In sharp contrast to what the Republicans seem anxious to do, the Democratic labor-management platform plank calls for strengthening the rights of working people and their unions instead of weakening them. Some highlights are:

1. Instead of pushing for more so-called "right-to-work" laws as the Republican platform did, the Democratic Party called for repeal of Taft-Hartley Section 14(b).

2. Instead of weakening the National Labor Relations Board as the GOP proposed, the Democratic plank called for strengthening its hand.

3. Instead of rejecting situs picketing, as did the Republicans, the Democrats called for "removal of unreasonable restrictions on the right of peaceful picketing, including situs picketing."

4. Instead of turning its back on exploited farm workers as did the Republican Party, the Democratic Party called for "extension of the National Labor Relations Act's protection of farm workers, employees of private, nonprofit organizations and other employees not now covered."

The Democratic plank said that the committee should update the NLRA "to assure an effective opportunity to all workers to exercise the right to organize and to bargain collectively."

In a highly important paragraph, the Democratic platform makers declared that the government should "not do business with firms that repeatedly violate federal statutes prohibiting discrimination against employees who are union members or who refuse to bargain with duly authorized union representatives."

This plank is in response to long repeated demands for organized labor that just as the federal government denies contracts to employers who discriminate against workers on a racial basis, so should it refuse to do business with firms such as J.P. Stevens which has been repeatedly found guilty of unfair labor practices by the NLRB. (The head of J.P. Stevens is on GOP nominee Richard Nixon's committee of economic advisors.)

"By all these means," the Democratic labor plank concludes, "we will sustain the right of workers to organize in unions of their own choosing and will foster effective collective bargaining to provide the maximum opportunity for just and fair agreements between management and labor."

The so-called "law and order" plank that phrase, which has become a key slogan for those who would impose a harsh police state on the American people, instead, the plank was entitled "Justice and Law," combining the necessity for the fight against social injustice with the necessity for law enforcement.

The plank did two things: It pledged a "vigorous and sustained campaign against lawlessness in all its forms: organized crime, white collar crime, rioting and other violations of the rights and liberties of others."

At the same time, the plank promised to "further this campaign by attack on the root causes of crime and disorder."

This included continued financial support for the administration to increase police forces and raise their standards, to reduce delays and congestion in the courts, to rehabilitate offenders, to use the best ways to insure public safety and to encourage local community cooperation.

"In fighting crime," the Democratic plank concluded, "we must not foster injustice. Lawlessness cannot be ended by curtailing the hard-earned liberties of all Americans."

West German study finds EDP cuts employment

A West German study shows that the introduction of data processing equipment results not only in a drastic reduction in office employment but also cuts promotion prospects.

The study covered ten departments in different enterprises employing 292 office workers before automation. After EDP was introduced, 104 were "rationalized away." Of those remaining, only nine had better jobs; the rest either remained in much the same position; 80 were transferred to other jobs but kept their status, and nine were downgraded.

Of the 104 workers uprooted, 52 were let out, 25 being discharged and 18 pensioned off, while nine others quit. The remaining 52 were reassigned to other departments.

Another West German study shows that the number of computer installations in the Federal Republic increased from 94 in 1959 to 3,800 in early 1968. It estimated the total will grow to 11,550 by 1975.

The majority of future computer installations will be small-sized, the study notes, totaling 2,000 in early 1968 but growing to 8,450 by 1975, with medium-sized ones in the same period growing from 1,665 to 2,300 in 1975. The survey suggests that "the installation of data processing equipment will offer new occupational opportunities in medium-sized firms."

The German survey presents a strong argument for unionization of all office workers in an era of fast-growing automation on an international scale.

1968 contracts raise wages 5.2%

The first half of 1968 saw settlements concluded for almost two million workers, or about one-fifth of the 10.4 million workers covered by major collective bargaining agreements, according to preliminary estimates by the U.S. Bureau of Labor Statistics. They provided:

1. A median wage and benefit package increase of 6.5% to 6.8% a year, compared with 5.6% for the full year 1967.

2. Considering wage rates separately from benefits, increases during the full life of the contract averaged 5.2% of straight-time average hourly earnings annually, compared with 5.5% for the full 1967 year.

3. A median first-year wage increase of 7.5% of straight-time average hourly earnings, compared with 5.7% for the full 1967 year.