Why one woman believes in unions

Some union members have a tendency to take for granted the benefits and protections their unions provide. It's an old saying that most of us don't appreciate the things we have until we lose them. For example, with Mrs. W. Farmer of Louisville, Ky., whose husband was never a union member but in a letter to the Louisville Courier-Journal, she told why she wishes he had been.

Here's what she said:

"Would you be interested to know why I believe in unions? I tell you I would not have been married to my husband, who was a bicycle delivery boy for a small optical firm. He grew in knowl-
edge as well as years, and it wasn't long before he was a lens gringer. In the meantime the company grew enough that they hired another key gringer. Many people started meeting under these con-
ditions, and about two years ago the other lens gringer became ill. His case was diagnosed as lung cancer and after several months he died. My husband had been with the firm 31 years.

"After his death, the entire load of the shop was thrown on my husband. To the very best of our knowledge, no attempt was ever made to replace the man who had passed away. My husband was going to work earlier and earlier, and staying later and later. It was always a 12-hour day for him, sometimes 13, even 14. But those blessed glasses had to be gotten out at all costs.

"I can remember just two one-week vacations in 13 years.

"The first week of October, after 46 years with the company, my husband had a stroke. He is a very sick man.

"They let him go, dismissed him, fired him, or however you put it. There was no severance pay, no retirement pay, after all those years. Just pay for that week.

"That's why I believe in unions."

First units organized in Youngstown, Ohio

For the first time, two OPEIU bargaining units have been estab-
lished in Youngstown, Ohio, where white-collar unionism was more active than 3-to-1 in a hand-
slide. The other new Youngs-
town bargaining unit comprises 20 office employees at TriBelt Plumbing & Supply Company, where recognition was granted after a card-check.

Now that the ice has been broken for white-collar unionism in the Ohio city, it is ex-
pected that these will inspire other office workers there to orga-
ize so that a pioneer Youngs-
town Local can be established. A third victory, also in Ohio, occurred among office workers in

Agency shop, 17% hike won for 440 in Texas

An agency shop provision, 17% in wage increases, shift-differen-
tial boosts, and other fringe benefits highlight a new three-year contract negotiated by Local 303 in Texas for some 440 clericals of Day-
 Zimmerman, a defense con-
tactor at Lone Star Ordnance Plant in Terrell, Texas.

Although Texas has a righ-
to-work law, the agency shop is permissible because the plant is located in a federal enclave exempt from state law. Vice-

President Frank Morton, who assisted Local 303's negotiating team, says he expects unit mem-
bership to increase by 150 or more in 31 days. Wage increases, applied

Blue Cross pact aids 500, spurs organizing efforts

A 21% wage increase, plus a cost-of-living allowance, were among major gains scored in a new three-year contract negoti-
ated by Local 212 in Buffalo for about 500 office workers employed by the Blue Cross and Blue Shield of Western

New York.

Accoring to Business Repre-
sentative Emil W. Stock, the new pact calls for an 8% across-the-board wage boost in the first year, 7% in the second, and a 6% increase in the third year. In addition, a new cost-
of-living formula will adjust wages upward by 16 hours for each $0.4% gain in the Con-
sumer Price Index. It is esti-

mated that this clause will mean an additional 2% minimum raise in each of the three years.

Moreover, what was for-

merly an automatic progression to the mid-point type of wage scale has now become fully au-
tomatic to the maximum rate," Stock reports. He added: "This is the best contract ever negoti-
ated in Local 212's history of collective bargaining with these two health groups."

Office employees of Blue Cross and Blue Shield of West-
ern New York chose the OPEIU as their bargaining agent in 1951. Meanwhile, this bargaining unit has more than doubled in size, growing from an initial 200 union members to almost 500.

The new Blue Cross and Blue Shield contract was cited as one outstanding example, at the OPEIU staff conference in Kansas City, Mo., of what un-
ionists can do for workers in health agencies. Staff members were urged to publicize such benefits to Blue Cross and Blue Shield workers at the health agency's some 75 centers in other parts of the United States and Canada.

President Howard Coughlin stressed that unionization of all office employees in the health service field should become a primary organizing target.

York contracts yield 21.95%

Signing new Standard Register Pact, seated from left are Joseph E. Shaffer, OPEIU negotiator; Local 14 President Ed Springman; Standard Register Plant manager William N. Fox, and Superintendent James H. Schmidt. Standing from left: Ronald E. Keister and Raymond E. Eberly, negotiators for office employees; Roy E. Kron, representing production control employees; Leonard Turner (left); Robert Miller (production control); and Leland VanEpp, Standard's Employee Relations Manager.

Wage boosts of 21.95% plus substantial adjustments and up-
gradings in job classifications, were won by two Local 14 nego-
tiating teams representing em-
ployees of Standard Register Company, manufacturer of busi-
ness forms, at their York, Pa., plant.

Recuperating from surgery, Alan Movbray—union pioneer

The death of veteran actor Alan Movbray in Hollywood at the age of 72 brought to light a fascinating trade union story. It was Movbray's personal check for $50 which paid for the incorporation of the Screen Actors' Guild in 1933. One of the Guild's founders, Movbray held Membership Card No. 4.

Local 14 President Edward S. Springman was on hand to dis-
perse negotiators in sealing the new contracts. The wage adjust-
ments range from $4 to $10 weekly, in addition to the per-
etage increases.

Other gains were an addi-
tional paid holiday (day after Thanksgiving) bringing the total to 15; paid sickness and hos-

tilization premiums; a sepa-

rate vacation clause reaching four weeks after 15 years' serv-

e, and improvements in the

morality benefits of the insur-
ance program.

Additions to the contract were severance pay, jury duty and removal leave benefits higher than the previous absence policy; language covering part-
time employees, and a picnic line clause that allows members to好象 picnic line at the York plant without breaking the OPEIU agreement.

The production control and front office groups negotiated jointly although they are covered by separate certifications.

—Starting in this issue

Dina Merrill's column

Page 3
Women who work:

Job apathy when young

Third in Series

The differences prevailing between women who work in the labor force of four Western countries—the U.S.A., Britain, France and Sweden—are surveyed in a new book by Alva Myrdal and Viola Noyes entitled: Women’s Two Roles. The authors find that the occupational roles which women played in their youth are decisive in determining the nature of their later careers.

Most women as yet lack a second career, and the same wedlock as well as the one-child family is the working world’s basic solution. "Most women as yet lack a second career, and the same wedlock as well as the one-child family is the working world’s basic solution."

These families, in turn, are the main reason why women have neither the education nor the vocational training for a second career. Nor do they have the time to develop this training, nor the regular income needed to support themselves financially.

Women who have older brothers, the authors note, are more likely to realize the benefits of a second career than those with younger brothers or no brothers at all.

They also note that these same young women still lack a sense of purpose. They learn to change jobs more frequently than their husbands, and this may hinder their career.
Local 397 signs Blind Institute

The Canadian National Institute for the Blind has recognized Local 397 in Regina, Saskatchewan, as bargaining agent for its employees in the cities of Regina and Moose Jaw. It signed an initial one-year contract providing a 7% across-the-board wage increase.

Excluded from the bargaining unit by a Labour Relations Board decision are 17 blind employees who are "most enthusiastic" about unionism, according to Business Representative R. A. Schaffer. He said that Local 397 will continue its fight to have employees with sight impairment included in the unit. Head office of the Canadian Institute is located in Toronto.

The contract calls for 10 paid holidays; two weeks' vacation in the first four years of employment, three weeks after four years and four weeks after 20. It also specifies overtime rate of time-and-a-half pay up to four hours, with double time thereafter.

The pact establishes seniority and promotion rules, and calls for full pay during jury duty, and up to six months maternity leave with seniority maintained and cumulative during that period. Grievance machinery and arbitration procedures are also provided.

Local 397 President Max Ripplinger and Miss N. A. Olson negotiated the OPEIU contract with assistance from Schaffer.

The Regina local also has concluded a new one-year contract with the Cooperative Commonwealth Publishing & Printing Co., providing a 4% across-the-board wage increase with other improvements in overtime, vacations and sick leave.

Union press hit by postal hikes

The Canadian Labour Congress and the 10 provincial Federations of Labour are up in arms over the current Canadian government's "decree" that fantastic postal rate increases which have poured several union and occupational groups out of existence. A sharply worded CTC statement said:

"For some unions the postal bill has been raised by more than 2,000%. The increase has forced the Labour Department, official organ of the B.C. Federation of Labour, to cease publication on a regular basis after 45 years. It will now be published periodically on special occasions."

"Canadian Transport, journal of the Canadian Brotherhood of Railway Clerks, formerly published twice monthly, will now appear only once during June, July and August. And Le Monde (Conn.) official publication of the Quebec Federation of Labour, is to appear only six times a year instead of monthly."

"Not only are the postal rate increases curtails freedom of expression by pricing it out of existence but they will also result in loss of employment in the printing, pulp and paper and related industries."

The rate increases were authorized by amendments to the Post Office Act passed in the current session of Parliament. The amendments deprive postal officials produced by trade unions, credit unions, co-operatives, local church and professional associations of second-class mailing privileges formerly held. Their postal rates rise from a basis of 5c a pound to 4c or 5c an item.

U.S. Price Index

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Claire Pluff named

Local 329 President Claire Pluff has been named to the Welfare Committee of the Greater New Haven (Conn.) Central Labor Council, and Vice President Marie McLaughlin to the Political Action Committee.

Inna Carbone of Local 376 was reelected as the Council's Secretary, and Vice President Elizabeth A. Moore as Secretary of the Connecticut area.

Local 381's Mrs. Sawyer picked for training role

Mrs. Oneida Sawyer, a Local 381 member in Oklahoma City for seven years, has been selected as Area Manpower Representative of the Human Resources Development Institute. Created by AFL-CIO and Central Labor Councils, the institute seeks to develop meaningful training programs to bring disadvantaged men and women into the mainstream of American economic life.

A member of the Women's Activities Director for Oklahoma County for six years, Mrs. Sawyer is a member of five Women's Democratic Clubs and was an alternate delegate to the National Democratic Convention in Chicago. She helped in two successful campaigns opposing so-called "Right-to-Work" in Oklahoma and existence by pricing increases curtailing freedom

World-Canadian TV and film star Mrs. Sawyer is not only extremely talented but incredibly beautiful. She is the wife of Cliff Robertson, who won this year's Academy Award for his starring role in "Charly," a movie Mrs. Sawyer graciously consented to answer OPEIU members' questions on beauty and grooming in this monthly statement written exclusively for your newspaper, "White Collar." OPEIU members are invited to address questions to Mrs. Sawyer, the most representative of which will be answered in her column. Inquiries should be addressed to the OPEIU's public relations counsel, as follows: Dina's Column, c/o Dick Moore and Associates, Incorporate, 200 West 57th Street, New York City 10019.
Labor law needs more teeth

In a recent speech NLRB Member Gerald A. Brown charged that a well-financed propaganda campaign assailing the honesty and integrity of the National Labor Relations Board is actually an attack on the system of collective bargaining which has evolved in our society.

Evidence of this is found in editorials, using identical language in attacking the Board, that have appeared recently in newspapers as far removed as Richmond, Va., and California. Distorted accounts of the Board’s activities also have appeared in the Reader’s Digest and other right-wing publications.

In this column several months ago, I alerted OPEIU members to expect such attacks, and warned that holding the U.S. Chamber of Commerce and the National Association of Manufacturers had hired a Madison Avenue public relations firm to do a hatchet job on organized labor.

While the anti-NLRB propaganda barrage is a smokescreen hiding an attack on labor unions, it is highly significant that these same anti-union publications evade the real issue; that the NLRB needs to be strengthened, not weakened. The National Labor Relations Act certainly needs more teeth.

Even though the nation’s labor law and its administrative policies have been in effect for more than 30 years, they still meet widespread resistance and willful violation in employer quarters.

The report of a special Subcommittee on Labor, headed by Congressman Frank Thompson, spotlights this situation. The report finds that the service with which the Board is charged with the investigation of employer violations of the National Labor Relations Act.

The study brings into sharp focus the fact that present labor laws do not adequately protect employees in their rights to join and support labor unions. It specifically singles out members of the labor association who advise and participate in the commission of labor practices which violate the national law. The subcommittee urged adoption of a system similar to one set up by the Treasury Department. Under this procedure attorneys who are found to have committed violations of the Federal law are denied the right to practice before the agency.

Anti-union employees commit unfair labor practices because they stand to gain more than they lose. The report said: “Employees who violate the law are encouraged to do so as long as they can get personal advantage and, in any event, have little or no deterrent force.”

The subcommittee put forward specific recommendations for strengthening the Federal labor law:

• The definition of an “employer” should be broadened by removing the original Wagner Act definition. It would thus include any persons acting “directly or indirectly in the employer’s interest.” Under this proposal, the town banker would be accountable if he threatened to close a loan unless the employee resigned from union membership.

• The Department of Justice should investigate all complaints by union organizers that they have been denied the “rights, privileges, and immunities secured by the Constitution” by the National Labor Relations Act. Employers should not be permitted to deny organizers access to workers where the union organizer is present during bargaining or at meetings by city ordinance, traffic regulations, or physical surroundings.

• The National Labor Relations Act should be amended to give union organizers prosecuting under unconstitutional local ordinances the right to remove the caste to a Federal forum.

The report further urged that NLRB procedures be overhauled to speed up the processing of unfair labor practice discharge cases. It gave these specific recommendations:

• Government contracts should be denied to repeated and knowing violators of the National Labor Relations Act.

• Employers should be liable to sue to recover treble damages, court costs, and reasonable attorney’s fees from employers who discharge them in violation of the labor law.

Needless to say, the recommendations of Congressman Thomp- son’s subcommittee would give the strongest support by every union member. Those of us involved directly in organizing while-collar workers are well aware that far too many employees are still subjected to anti-union violations of their rights of self-organization and collective bargaining, as was brought out in testimony before the House subcommittee.

Another breakthrough in computer field

A new avionics computer, developed by Texas Instruments, Inc., for the U.S. Air Force, made its debut at the recent annual convention of the Institute of Electrical and Electronics Engineers in New York.

Large-scale integration (LSI), it represents a new generation of solid-state electronics. Heart of the unit is a half-dollar-size disc which is composed of more individual parts than 50 color TV sets or a thousand pocket radios. The new computer uses 34 LSI arrays that replace the equivalent of 1,753 integrated circuit packs used in an earlier model.

The device weighs 37 pounds but is said to perform a better than 5-to-1 ratio in improved reliability. Commercial users are expected to be directed toward computers, aid machines and other digital techniques, and possibly an electronic switching for telephone systems.

Labor—the biggest ‘volunteer’

Challenging against “overemphasis on voluntary” for such basic national needs as health, housing and job training, the AFL-CIO Director of Community Services activities that voluntary agencies cannot do it alone. Vital as they are to the overall effort, voluntary agencies are “incapable of providing the tremendous sums needed to do the job,” says Leo Perlis. Funding must be the “fundamental responsibility” of government, he told a Labor News Conference.

Perls drew this profile of AFL-CIO volunteer activity:

• Members of AFL-CIO unions accounts for one-third of all Red Cross blood donations.

Two percent of all the adult leaders in scouting programs are AFL-CIO union members.

• One-third of total United Fund and Community Chest contributions come from AFL-CIO organized companies.

The AFL-CIO has 180 full time community staff members who will expand that activity to six more cities this year.

Perlis stressed the importance of volunteer’s role in us to enlist citizen support of government health, housing, welfare and employment programs, and the recruitment of volunteer manpower to “assure that they are implemented for the benefit of all the people.”

N.Y. survey measures impact of computers on office jobs

A study of the impact of electronic-data processing equipment on office jobs in New York City found that EDP introduction eliminated 9,385 employees, or 1.8% of the 527,000 workers in 277 surveyed establishments.

Of the 9,385 displaced, about 70% were manual data entry clerks to the EDP unit or given a job elsewhere with the firm. Of the other 30% (2,792), a majority of 628 were laid off. Employers reported that 2,164 quit, resigned or took leave (a few died) around the time of the changes.

These jobs were not filled.

The survey, conducted by the State Department of Labor, found that the new EDP unit staffs were recruited 75% from existing employees, with 25% recruited from outside sources.

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Agency shop won by Local 303

(Continued from page 1)