New Local 12 unit wins $1,352 advance

A first three-year contract nego-
tiated by Local 12 for a new 30-member unit of office em-
ployees at Miles Lumber Company, manufacturer of pre-
fabricated homes and garages in Minneapolis, Minn., won wage
increases averaging $1,352 per in-
dividual according to Business
Representative H. R. Markkula.

Additional adjustments for
some individuals, ranging to $30
an hour, brought them wage
increases as high as $1,976. The new
contract provides for a union
shop, and employer-paid hos-
pital and insurance coverage for
all full-time employees. Bene-
fits are prorated for part-time
employees.

The pact calls for a 30c an hour
across-the-board boost in the first
year; a 15c in the second, and a 20c in the third year.

No union, no security

Goodrich Rubber bounces
white-collar veterans

White Collar reported in December that although business was good and corporation profits high,
many concerns were sharpening the ax, closing some plants, laying off white-collar workers and
trimming budgets. Their primary target was the unorganized white-collar worker who lacks union
job protection.

Continuing this trend, Time magazine reports that B. F. Goodrich Co. in Akron, Ohio, fourth largest U.S. tiremaker,
has quietly retired or fired several
century employees — in-
cluding one vice-president and
many middle-aged office em-
ployee — who spent the bulk of their working lives with the
company.

"The dismissals have often been abrupt, personal and un-
accompanied by a minimum in
severance pay," Time notes.
Goodrich made no announce-
ment of the firings and Akron's
Beech Journal neglected to re-
port "the biggest potential story in
Town."

The purge is a result of last
year's attempted takeover of
Goodrich by Chicago-based
Northwest Industries. Goodrich
then waged a successful defense
that has become a classic in cor-
porate battles. But Northwest
emerged as the largest single
stockholder, with 16% of
Goodrich shares.

The threat spurred Good-
rich's chairman, Ward Keener, to
make good on his promise in
the heat of the takeover battle to "improve profit margins" in
1970. Goodrich's profits have
lagged behind those of its prime
competitors.

One way that Goodrich man-
agement found to improve per-
f ormance was to thin out its
18,000 executive, professional
and clerical staff, cut some em-
nely by attrition, early retirement
and outright firings in Akron.

An equipment buyer with 17
weeks' service was given two
weeks' notice and "my bare en-
titlement" by way of a pension.

A 56-year-old staff photog-
grapher for 25 years was given
the option of $10,000 in
sistance or a $1,000-a-month
pension. He chose the pension.

One executive was offered a
promotion and a raise at Good-
rich, then fired three weeks
later. He chose a cost settle-
m ent instead of a $135-a-month
pension.

Goodrich's secrecy was de-
liberate policy, and so was the
uncertainty created among those
who stayed. "I hope some of
them will realize they could do
better," says J. Wade Miller,
vice president for personnel and
organization.

The squeeze now being put
on white-collar employees by
both Goodrich and its com-
petitors is a clear warning to all office work-
ners that without a union they
lack job security, making them
primary targets in mergers,
takeovers and consolidations.
Editorial

FAWS in corporates unions: Blue Shield's transferred 400

The Office & Professional Employees International Union has been trying for years to get across to non-union-white-collar employees an urgent message that without a union contract there is neither job security nor seniority.

This facet of life was recently brought home forcibly to some 400 computer employees of New York's Blue Shield, also known as United Medical Service. Each computer employee was stunned by a CIO letter from management announcing that as of January 1, 1970, they were all being transferred as new employees to a Dallas-based computer operation which had contracted to do the same work.

The Blue Shield employees were treated more like cattle, or property, than as human beings. They were traded off in the deal like so many livestock "on-the hoof." Being unorganized, they were not consulted about their future. Individuals, usually afraid to try to resist, were soon phoning New York Local 153 asking if the OPEIU could help.

These erstwhile Blue Shield employees were worried about their pensions, accrued vacations, the health and welfare benefits they enjoyed as Blue Shield employees. Would they lose these if the new firm? Would their seniority counts?

Of course. Local 153 had no easy answers. Ironically, it had tried to unionize these same Blue Shield employees many times. It would have had the answers if it had been their collective bargaining agent, guaranteeing their rights in a union contract covering every contingency. In fact, only union contracts provide protection against such raw deals. Did Blue Shield give them any information? None—just a little hot air and a pat on the back for local service.

The letter to the 400 employees gave only this doubletalk: "We anticipate that all persons so involved will see a promising opportunity in being associated with this (EDS) highly skilled professional organization."

Employer-paid safety glasses: Local 281 points the way

In a recent column, President Howard Coughlin noted that OPEIU Local 281 has signed a new collective bargaining agreement covering vision care for office employees. Reflecting this growing trend, Local 281's newly-negotiated pact with Chicago Pneumatic Tool Company in Utica, N.Y., calls for employer-paid safety glasses.

This is timely because opticians are convinced that safety glasses are not only "here to stay" but will in time be required in all prescriptions for eyeglasses. Needless to say, vision care for office workers is especially important. Not only is good sight vital in their work but accidents and corresponding eyebleed breaks are an all-too-common occurrence.

There are safety glasses made of glass, of course. But today's optical prescriptions are being increased by new, hard plastic lenses. Opticians explain that these newer safety lenses made from polycarbonate are not available for 97% of every 100 prescriptions and can be made to match any frame.

After casting, these plastic safety lenses are heat-hardened to provide additional strength. The process also makes the lenses more resistant to scratches and, according to the optical experts, they will not pit like glass if exposed to welding spatter or emery sparks. The newer plastic safety lenses are light, weighing only half as much as glass lenses. This also means less irritation to the wearer's nose and eyes.

Our Utica negotiating team was on top of the newest developments in the optical field.

Stock salesmen tell why they too need unionism

Wall Street registered representatives are coming to realize that a union, commission salaries. Without a contract they are powerless as rent declining market, they are fearful that if they speak out they "will be liquidated."

Phone calls to OPEIU headquarters from numerous employees indicate that for the first time in history there's a more favorable attitude toward unionism.

One registered representative told White Collar that under new commission schedules, he will have to increase production by 20 to 25% in 1970 to earn what he earned in the old schedules.

Another said that in the previous month he earned only $130 by mailing out 1,500 letters. He dropped commissions on trades generating gross commissions of six to seven dollars for each sale. Further incentives, which assured commission salesmen of additional cash for performance revenues above a set level (on a sliding scale), were abolished six months ago. They can't buy "over-the-counter" shares for customers if they sell for under $5 a share, he reported. On the other hand, a sale of such stock is permitted. He wonders if this constitutes restraint of trade.

Meanwhile, telephone bills of registered representatives are now paid out of net production, and there is a new charge of 30$ if a client fails to deliver stock or pay for it before a second extension of time.

This means that instead of having many "middle class" young men who comprise a substantial percentage of registered representatives find themselves bizarre partners. He adds: "I have sacrificed health and normal personal life with Alfred Delaney: "Unions are essential to all employees in our complex and sophisticated social structure. Unions and the procedure of contract negotiations contribute to our democratic concept of "the ordinary citizens of the people they represent."

Singer Leslie Uggams explains this same logic for unionism this way: "The only sure strength which an individual can have is in a collective bargaining process."

Actress Theodore Ikela finds that: "The dignity of the professional can be maintained only when he is given a meaningful voice in matters affecting his job. The professional can win such a voice by joining with his colleagues in a union in organization. Without such organization the standards, disciplines and ethics of his profession are determined solely by the employer."

David Naden, Concertmaster of the N.Y. Philharmonic, tells why musicians have unionized: "Musicians may be the greatest group of individualists in the world. They are artists, not clerks, dedicated workers committed to perfection. Because of this, they are also union members who understand the pitfalls of working together in a responsible manner, they can achieve a greater degree of job security and greater individual rewards for themselves."

A recent Wall Street journal editorial advising Wall Street to continue this trend, "We've reached the stage of forcing an NLRB election yet. But the direction here is the direction in which we will end up with a collective bargaining organization—nothing less."

In the past, the Office & Professional Employees International Union stands ready to assist this professional white-collar group in organizing and obtain the benefits and protection of collective bargaining.

Twin Cities Local 12 signs Minneapolis Gas

Business Representative H. R. Markum reports that United Local 12 has ratified a two-year contract with Minneapolis Gas Co. which brings wages by 16 1/2%. Local 12 covers the gas station employees.

Other gains are a new pregnancy clause, unlimited accumulations of unused sick leave days, and insurance coverage increased at no extra cost to employees. Contract language and additions include an entirely new concept of job rating, job advancement and job layoffs.

The union negotiating committee included Chairman Dave Sullivan, Margareta Ryan, Ray Thompson, Dick Harvey, Jim Daly and John McNamara.
Helping working mothers: a bargaining objective

The Office & Professional Employees International Union has located an extra child care pay for working mothers required to work overtime, in addition to overtime pay, in a contract with a large insurance company. It is imperative that our Local Union negotiators think in terms of the problem of day care centers for working mothers in coming negotiations.

A Step Forward

On the other hand, the law's sanction of the subject of child care may be a great step forward for 4,139,000 working mothers of pre-school children. If the idea catches on, and employers assume the responsibility of providing child care centers for their employees and their dependent pre-school children may be negotiated, it must be remembered that this subject matter is not a mandatory collective bargaining proposal such as wages and hours, pensions and health and welfare benefits, etc.

The federal government through contributions to states is already subsidizing day care centers indirectly. A proposed Comprehensive Pre-school Education and Child Day Care Act is now pending in the House and would provide federal funds for pre-school and day care programs, especially for the disadvantaged and for children of working mothers. As a result of the interest of the federal government and many states in this program, we find that businesses are now becoming more concerned about child care programs.

Bargaining Proposal

J. O. Walker, a pioneer in unionizing office employees of Texaco Co. into Local 66 in Port Arthur, Texas, which he served as president from 1953 until November 30, retired from the company on February 1. On the eve of his retirement, he and Mrs. Walker were guests of honor at a dinner given for them by members of Local 66. The couple plans to live on a newly-acquired farm outside San Antonio in June when Mrs. Walker also retires. She is head of the Home Economics Department at Edison Junior High School.

Walker entered Texaco's employment in 1942, and served for 20 years on the Local 66 bargaining committee. J. O. was one of the first to sign an OPEIU membership card initiating the Texaco organizational campaign in 1943. The campaign was successfully concluded in 1944 when the unit was recognized after winning an NLRB election. Under his leadership, these OPEIU members gained the highest rates of pay in the petrochemical industry, and also became the largest number of office employees in the top labor grade in this industry.

The Walkers met when both were students at Southwest Texas State College in San Marcos. J. O. graduated in 1928, and Mrs. Walker graduated in 1929. Former President Lyndon B. Johnson was their fellow-student at the university. The OPEIU's officers and Executive Board with J. O. and Mrs. Walker many happy and happy years in retirement.
World-famous TV and film star
Dina Merrill graciously consented to answer OPEIU members’ questions on beauty and grooming. Address questions to Dina’s Column, c/o Dick Moore and Associates, Inc., 200 West 57th Street, New York City 10019.

Dear Dina:
My fingernails are beginning to break all the time. It has nothing to do with typing, because I work at a beautiful electric machine. How do I get my lovely nails back again? Barbara G.

"Dear Barbara:
Good for you, for caring about how your hands look. So many women turn themselves out with beautiful hairline, expensive clothes and accessories, and they look great until they take off their gloves.

I’d start by drinking Knox gelatin. It will take several months to notice a difference, but the results will be worth the effort. I take one package a day in my orange juice. I drink half the glass, pour in the gelatin and down it! Takes the pain out of it. It takes time, but it really works. And I continue to take it every day. It’s the one way to keep your fingernails really strong.

If you can, invest in a professional manicure once in a while. The hurry of having your hands done helps inspire you to care for them yourself.

When you’re attending to your own hands (twice a week is average) I’d suggest you stay away from metal instruments. Cotton and orange sponges are gentler. Use the less abrasive side of your emery board to round your nails and keep them in shape.

Nail polish is a help for three reasons: it looks pretty, it will chip and be a constant reminder to do your nails, and it gives them added protection.

Be patient, don’t lose faith, and you’ll have the prettiest hands in town.

TOY CAMPAIGN A WINNER: Employers at TVA, members of Local 268 Knoxville, Tenn., responded enthusiastically to Dina Merrill’s, campaign by donating gifts for 150 children. Shown with gifts is Emily Owen, TVA Technical Library, who was project chairman. The toys and games were delivered to the Church of God Home for Children in Sevierville and to Kingswood School, Bean Station, Tenn.

New OFFICERS: Local 433, which represents Blue Cross office employees in San Juan, Puerto Rico, elected new slate. From left, seated, are Carmen A. Santiago, Executive Board; J. G. Bloodworth, OPEIU Vice-President, present to help with contract negotiations; Alberto Rios, President; Hector Perez Negron, Vice-President, and Carmen Rita Torres, Secretary. Standing: Angel Luis Santurio, Secretary-Treasurer; Hector Paul Cardona, Executive Board; International Representative Julian F. Cota, Luis F. Rosario, Executive Board.

NEW L.A. unit gets 30% raise
A 30% wage boost over two years, averaging $1,728, was won at four locations for more than 100 office employees of Lyco’s Van Storage, Los Angeles, meeting concern in a first contract negotiated by Local 30. Business Manager Guest Newton reports that under the new pact, top wage scales will hit $285 per month in the third year.

A major gain is Local 30 Dental and Health and Welfare coverage for employees and their dependents. Others are a system of job postings with full recognition of seniority rights; two additional holidays for a total of nine; and reduced eligibility requirements for a third week’s vacation by seven years.

The agreement also includes Local 30’s Pension Plan, to which the employer contributes $6 per week for each employee in the first year; $8 in the second year, and $10 in the third. Also obtained were provisions for accumulation of unused sick leave, training in the event of technological change, a system of severance pay, full layoff and recall rights, and an excellent grievance procedure.

The union negotiating committee included Ronnie Wexler, Bob Bloom, Art Brown and Max Dietrich. They were selected to serve as stewards after the members accepted the recommendation of the committee Business Manager Newton and other staff members that the contract be approved.

Coughlin listed
A new roster of AFL-CIO standing committees announced by President George Meany names OPEIU President Howard Coughlin as a member of the Economic Policy Committee.

Electronic device threatens jobs
in Wall Street brokerage firms
New automation devices threaten countless office as well as blue-collar jobs—from Wall Street brokerage houses to lumbering operations. Wall Street Information Services, Inc., broke new ground with the announcement transactions automatically, it may be the low-cost answer to automating back-offices in the nation’s brokerage houses.

Vista involves the use of electronic display screens to replace piles of paperwork that have clogged Wall Street’s back-office operations. "This system will enable small and medium-sized firms to automate quickly at a minimal cost with nothing but the hire of a core to assist them. This system will enable small and medium-sized firms to automate quickly at a minimal cost with nothing but the hire of a core to assist them.

There are more bad news from the Wall Street scene these days. Mergers and consolidations are the order of the day among brokerage houses have resulted in sharp cuts in back-office personnel, a trend which is continuing. Swollen paychecks for back-office overtime have also shrunk rapidly. So far, brokerage clericals have been apathetic to unionism. They now have reason for serious worry.

New, highly mobile and versatile robots—usually equipped with hydraulic arms and clamps like fingers—are making their debut, says The Wall Street Journal. Unlike other automation devices, these can be moved from job to job. So far, their use is limited but growing. Ford has nine such robots on assembly lines. Two robots in a Georgia brick plant stack 6,000 bricks an hour, a job that required seven men. The manufacturer says that more than 100 of its $52,000 robots are now in operation.

Rent-a-robot hourly rates are scaled below union minimums.

In Sweden, a new invention takes a long step toward making loggers obsolete. The woodchopper’s nightmare is a huge diesel-powered machine—mounted on rubber tires—that is able to cut down a tall tree, remove the limbs and bark, and cut the trunk into 20-foot lengths—all inside two minutes.

Now, more than ever, aptitude toward unionism among the unorganized is difficult to understand if they value job security, protection against growing automation, or the obligations they owe themselves and their families. This situation will become even more menacing when large numbers of young servicemen are released into the labor market from the armed forces after the Vietnam war ends.

Subscription Price $1 a Year

If you receive, send your old and new addresses, including zip code to:

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