



# WHITE COLLAR

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

No. 289

May, 1970

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## Chicago curtain-raiser

# 15,000 handbills launch drive on banks

Led personally by President Howard Coughlin and Organization Director Arthur P. Lewandowski, 100 regional directors, International Representatives and organizers zeroed in with handbills at 8 major Chicago banks, launching the OPEIU's long-range campaign to unionize one-million bank employees in the U.S. and Canada.

The handbilling took place during the two-day OPEIU staff organizing conference in the Windy City, which has approximately 25,000 employees in Loop banks and 5,000 others in outlying areas.

It was the most concentrated handbilling operation in OPEIU's history.

Among the banks handbilled were the Continental Illinois National Bank & Trust Co., with 5,000 employees; the First National Bank of Chicago with 4,000, and the Chicago branch of the Federal Reserve Bank with 2,000 employees.

Altogether, some 15,000 handbills were passed out.

Coughlin later appeared on a TV program, "The Stock Market Observer," on Station WCIU. During the interview, he outlined the reasons bank employees everywhere today need to unionize, and said that the OPEIU drive has the fullest support of the AFL-CIO Executive Council and the backing of the entire organized labor movement.

Besides TV coverage, the bank organizing "kick-off" received wide publicity in Chicago dailies and

radio news broadcasts. "I think we set in Chicago the general educational pattern all our Locals will follow as the tempo of our bank organizing drive steps up," Coughlin said.

The immediate response was "unbelievable," Lewandowski commented. "Phone calls and personal visits by Chicago bank employees swamped our headquarters in the Knickerbocker Hotel after the initial 'kick-off.' It was so encouraging that we handbilled three other banks that afternoon.

"Some Chicago bank employees hadn't known that OPEIU even existed. Many expressed surprise that our Local 28 was in the area, ready to help them unionize."

Lewandowski said that bank employees work in an atmosphere of so-called "paternalism" which must be overcome by a vast educational campaign, adding: "Working in clean, modern air-conditioned offices, most don't realize that they are among the lowest-paid white-collar employees in North America."

He pointed out that in other countries, where bank employees are highly unionized, they enjoy shorter working hours, overtime and pension benefits which are the exception rather than the rule in the U.S. and Canada.

(See Lewandowski article, editorial and news on Page 2.)



A Chicago Daily News photographer catches President Howard Coughlin passing out handbills in front of the Federal Reserve Bank on LaSalle Street. The photo is reproduced from the newspaper.

## Living cost allowance gained at R. L. Polk Co.

Wage gains and fringe benefits averaging \$900 per individual, plus a first cost-of-living allowance, are included in a new contract negotiated by Local 388 in Cincinnati for some 500 mail order employees at R. L. Polk & Co.

Employees regard the packet as "the best ever negotiated with the company" in Cincinnati, according to International Representative John W. Richards. It was ratified by an overwhelming 3-to-1 unit vote.

Other improvements include an additional paid holiday; two half-days added to Christmas and New Year's Eves, making them full holidays; shift differential raised to 10¢ hourly from

5¢; extended sick leave; increases in sickness and accident insurance, and the maximum for pensions raised \$50 to \$67.50 per month depending on length of service.

The negotiating team included Local 388 Business Manager Bob Pierce, Daisy Penrod, Harry Cohen, Vivian Raymond and Vera Corman. They were assisted by Richards.

## Organizing report

# Three locals sign up units

New gains on the organizing front are reported from Canada and the U.S. Midwest with OPEIU bargaining units formed at a credit union, a board of education, and a contractors' association.

International Representative Wilfred Pecl reports that Local 343, in Toronto, has been certified to represent office employees at Stelco Credit Union by the Ontario Labour Relations Board. Local 236 in Port Arthur has been certified to represent some 90 employees at

Lakehead Board of Education, according to International Representative E. M. Stencer.

Twin-City Local 12 has negotiated a first contract for a new office unit at the National Electrical Contractors' Assn., in Minneapolis, Minn. A sister group at NECA of St. Paul has been in OPEIU ranks for many years, Business Manager H. R. Markusen reports.

As reported in an April issue bulletin, a massive organizing effort by Local 11 among employees of Northwest Natural Gas Company in Portland, Ore., added an additional 650 eligibles to that bargaining unit. It marked a major OPEIU expansion in the Pacific northwest.

It was the outcome of a Na-

tional Labor Relations Board election in which OPEIU defeated the independent Chemical Workers, formerly representing these employees, by an overwhelming 518-to-28 vote.

The victory merges into a single bargaining unit—now totaling nearly 1,000—the bulk of the gas company's employees. The election was conducted by mail, ballots being tallied at NLRB's Portland office. It covered employees at 60 locations in Oregon and Washington.

Local 11 Secretary-Treasurer Walter Engelbert led the intensive campaign, assisted by Business Representatives Gene Davis, Gary Kirkland and Lance Meier who criss-crossed both states getting employee signatures on OPEIU cards.

## 7-hospital contract ups wages 10%

Oakland's Local 29 has reached an agreement with the seven Associated Hospitals of East Bay, in northern California, on a new two-year contract covering 200 medical technologists, Senior Business Representative Joe Nedham reports.

Replacing a contract that expired on Feb. 1, the agreement calls for an immediate wage increase averaging 10.05%, or \$1,152 per year. The yearly raises will range from \$822 to \$1,246, or 9.49 to 10.94%. Negotiations may be opened in the second year on wages, or any one fringe benefit chosen by the union.

The settlement also brings three weeks vacation after two years' service (was five), and four weeks after five years (was 10). It calls for three days of educational leave per year.

The parties agreed that 30 days after ratification, unit members will vote on whether or not they wish a "union-agency shop" provision to replace the current maintenance-of-membership clause. In an election to be conducted by the State Conciliation Service, employees will vote on a provision calling for an agency shop for current employees who are non-members, and a union shop for

all new employees.

The hospitals have also agreed to notify the union 120 days in advance of any plans to subcontract laboratory work or to automate, sell, merge, or consolidate their laboratories. The employer must negotiate any such plans with the union. If a satisfactory agreement isn't reached in that time, the union may strike.

Both parties further agreed that improvement in retirement and health and welfare benefits will in future be tied to those negotiated by the California Nurses Association and Hospital Workers Local 250.

## Have an effective leaflet? Enter it in OPEIU contest

Director of Organization Art Lewandowski has started a "Leaflet-of-the-Month" contest which can prove invaluable to all OPEIU Locals. The best leaflet will be chosen from entries submitted for consideration by various Locals, and then reproduced and distributed to all Locals.

The winner will be "the best leaflet or handbill created for dramatic impact and visual effectiveness in an OPEIU organizing campaign." The competition will help all Locals to "pick the brains" of others throughout the U.S. and Canada.

# Unionizing the banks — every member can help

By Art Lewandowski  
Director of Organization

Plans to implement our international drive to unionize bank employees in the U.S. and Canada were mapped out at the annual meeting of 100 OPEIU staff representatives in Chicago, where this campaign was given its initial kick-off. As all OPEIU members already know, the AFL-CIO Executive Council has thrown its full support and that of the organized labor movement behind this exciting white-collar organizing target. We are also being backed by the Canadian Labour Congress.

But our organizing drive can succeed only with the 100% cooperation of every OPEIU member in becoming involved—personally and actively in both countries. It's a cliché, but true, that "many hands make work light." Our youngsters can also be enlisted for volunteer "action with the OPEIU."

Organizing on this vast scale demands both logistics and manpower. Even if our entire International staff, together with staff members of the larger Locals devoted all their time to new organizing, their combined full-time efforts would total only 200,000 man-hours in the year ahead.

In this event, they could devote no time to servicing Locals; no time to arbitration or NLRB hearings; no time to negotiating new contracts, nor could they perform their many other varied duties—without counting extra travel time involved.

### "David-Goliath" situation

Assuming that they can apply as much as 100,000 man-hours to the project, we are still in a "David-and-Goliath" situation. We must recognize that there are presently some 1½-million white-collar employees today ripe for organizing just in U.S. banks, educational institutions, and Blue Cross/Blue Shield offices—now top-priority OPEIU organizing targets.

Obviously, extra manpower is needed to supplement the efforts of OPEIU's field staffs in the gigantic effort ahead. But it's a challenge to us by the AFL-CIO high command; a challenge to our dedication we must meet if we are to live up to our responsibility "to organize the unorganized" in the white-collar field.

By now, every Local should have an active Organizing Committee to develop new leads—and follow through. There are



Organization Director Art Lewandowski offers handbill to bank employee on LaSalle Street, Chicago, as OPEIU drive to organize banks in U.S. and Canada is launched. Photo is reproduced from Chicago Sun-Times, part of all-media reporting of the handbill distribution.

banks and boards of education in every community, with colleges and universities in the major cities. But the majority of these office employees don't even know that our union exists. An educational program is vital.

This is where our Organizing and Publicity Committees in every Local—big or little—can work hand-in-hand. They can launch educational campaigns through handbills and local publicity in the mass media to let these non-union white-collar employees know that there is an OPEIU; that it stands ready to help them achieve a better future through collective bargaining. This is our mission.

### Key To problem

With every OPEIU member volunteering just two hours per month to distributing handbills at banks in their communities, our 85,000-member Union can mobilize two-million man-hours in the coming year. Results can be spectacular.

Many OPEIU members participate in fund-raising and other community activities on a volunteer basis. They do it partly because they like to meet people and make new friends. And they have lots of fun. Moreover, union activity develops news coverage in local media.

These volunteers will find it even more satisfying by participating in this pioneer historic movement to unionize the banking industry. They will revive the cooperative barn-raising spirit of days on the old frontier, at the same time giving new impetus to white-collar unionism in their own communities.

The more we unionize employees in these institutions, the more we can improve collective bargaining for all employees in the white-collar field. A reminder: When you finish reading your *White Collar*, please pass it along each month to a non-union friend or acquaintance at your local bank.

## Banking pays —at the top

The low annual pay of bank employees, averaging about \$5,000, is in sharp contrast with the salaries, including profit-sharing and deferred compensation, paid to senior officers of the nation's largest banks last year:

BANK OF AMERICA		
	1969	1968
R. A. Peterson, pres.	\$208,376	\$178,618
L. B. Lundberg, Chm.	133,635	103,676
FIRST NATIONAL CITY BANK		
G. S. Moore, Chm.	257,235	218,139
W. B. Wriston, pres.	257,235	218,139
CHASE MANHATTAN BANK		
D. Rockefeller, Chm.	264,500	253,000
H. P. Patterson, pres.	184,000	103,500
MANUFACTURERS HANOVER TRUST		
R. E. McNeill, Jr., Chm.	237,916	224,587
Gabriel Hauke, pres.	179,892	168,111
MORGAN GUARANTY TRUST		
J. M. Meyer Jr., Chm.	266,250	251,750
E. C. Patterson, pres.	205,250	165,000
E. C. Gates, chm. exec. com.	205,250	276,250
CHEMICAL BANK		
W. S. Renchard, chm.	217,940	196,362
H. S. Aldrich, vice chm.	171,352	158,180
H. W. McCall, Jr., pres.	171,352	158,180
BANKERS TRUST		
W. H. Moore, chm.	220,882	201,999
L. A. Latham, vice chm.	152,507	142,999
CONTINENTAL ILLINOIS NAT'L B&T		
D. M. Graham, chm.	171,656	157,638
Tilden Cummings, pres.	160,186	151,799
FIRST NATIONAL CHICAGO		
G. A. Freeman Jr., chm.	220,350	186,450
E. F. Blettnes, vice chm.	148,780	123,351
SECURITY PACIFIC		
F. G. Larkin Jr., chm.	180,000	N.A.
F. G. Larkin Jr., chm.	180,000	N.A.
IRVING TRUST		
G. A. Murphree, chm.	201,250	201,250
W. E. Petersen, pres.	161,000	143,750

## Union shop clauses gain

Union shop provisions or some modified form of union security are becoming more prevalent in collective bargaining agreements, according to the Bureau of National Affairs, Inc. The BNA study shows that union shop provisions currently appear in 62% of contracts against 53% five years ago.

One or more of the principal forms of union security—union shop, modified union shop, maintenance of membership, agency shop—show in nearly 83% of present-day agreements.

Five years ago the frequency was less than 80%.

Nearly two-thirds of the manufacturing agreements studied contained full union-shop provisions. The frequency among non-manufacturing agreements was 59%. Five years ago, the two categories had identical frequency rates of 53%.

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

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## Banks snub women employees

With full AFL-CIO support, the Office & Professional Employees International Union has launched a major drive to unionize bank employees in the U.S. and Canada. Now without union bargaining power, they are among the lowest paid white-collar workers in both countries.

Women employed in U.S. banks today total 619,000, or 63% of all bank employees. But they are surrounded by artificial barriers that unfairly deny them promotion opportunities and keep them in the lower paid and lower skilled banking jobs.

A U.S. Department of Labor study shows that one in every six bank employees is an officer, with 140,000 in this category. But men fill nine of every ten of these higher paid jobs.

Banks also are found among violators of the 1963 Equal Pay Act, which calls for equal pay for women doing the same work as men. In Texas recently, a U.S. District Court ruled that the First National Bank of East Orange was violating the law by paying its female tellers at lower rates than male tellers.

The OPEIU now champions the cause of all bank employees. Its platform aims at upgrading both wages and working conditions in the entire banking industry—especially for women employees. By unionizing now, they can open the door to equal opportunity—not only in pay but also in breaking down existing barriers against promotion of women to the higher paying jobs.

## Bank unions make gains in Britain and Ireland

### 35-hour week

Unionized bank employees in Britain recently won a 35-hour work week. The average work week for American bank employees in December 1969 was 37.1 hours, according to the U.S. Bureau of Labor Statistics.

Now that British bank employees have gained the 7-hour day, the Prices & Incomes Board is preparing to fix pay rates for overtime, says their union publication.

Basing its arguments on a recent arbitration decision, it feels that the PIB will allow time-and-a-half for overtime in the lower pay brackets starting July 1971, with time-and-a-quarter for those in the top pay scales.

### Annual pensions

Some banks in the U.S. do have pension plans—some good, some bad—but most have no plans whatever.

Through collective bargaining, Ireland's bank employees—unionized nationwide—now enjoy the following minimum annual pensions, with those retired longest getting the greatest benefits:

Female Clerk	\$1,440
Male Clerk	2,280
Teller	2,400
Accountant	2,580
Manager	2,940

If Irish banks can afford these pensions, far wealthier American banks can double or triple such retirement benefits. But unless they unionize industrywide, as in other countries, American bank employees will remain underpaid today, and get puny pensions (if any) tomorrow!

## Illinois bank unit gains employer-deposit plan

Supplementing the current contract, the Illinois State Bank of East Alton, Ill., and Local 13 in St. Louis, representing 35 bank employees, have agreed on a Savings Plan benefiting employees in event of retirement or termination of services.

The bank will deposit \$2 per week for each employee for the period Feb. 5, 1969-July 31, 1971. The deposit then doubles to \$4 until Oct. 31, 1971, when the contract expires.

Local 13 President Delores Lysakowski reported the settlement.

# White-collar organizing is Toronto seminar topic

Some 70 union staff members took part in a seminar on white-collar organizing sponsored by the Canadian Labour Congress White-Collar Committee in Toronto. The OPEIU was represented by Marc Boullard. Speakers discussed not only the technical structure of white-collar bargaining units in Ontario, but also the differences in outlook of white-collar workers that require special approaches in organizing.

Art Kube, CLC white-collar coordinator, said that it is important to remember that every time a white-collar worker is invited to join a union, he is being asked "to go through considerable changes of traditional habits or thinking patterns." He added:

"White-collar workers are adapted to their environment and any change is hard to come by. Joining a union requires an educational process for them. Terms like seniority, union security, negotiations, grievance procedures and others are often strange to them, and sometimes they wrongly interpret such terms."

# London sets example in drive against pollution

Dr. Joseph McKenna, a Toronto surgeon, recently told citizens—organized by Pollution Probe and Group Action to stop pollution—that more than half of all human illnesses result directly from air pollution. His audience was one of many citizen groups now springing up in Canadian communities to fight pollution.

Meanwhile, British trade unions offer proof to organized labour's anti-pollution campaigners in North America that the effort pays off in terms of economies and even more jobs.

In the Greater London area, it has cost local and national governments only 36¢ per citizen annually to achieve an 80% reduction in smoke, and obtain 50% more winter sunshine.

The British government campaign has not only controlled industrial smoke, but it also pays 70% of a householder's cost for



Kube pointed out that the key to success is to "adapt ourselves properly to the white-collar mentality. For instance, pamphlets and literature aimed at white-collar workers should be well-designed, informative and to the point.

"The typical mimeographed leaflet is often a waste of time and effort. Initial organization meetings should be held preferably in small, modern meeting rooms in hotels instead of in some of our older, dingy-looking union halls."

altering his furnace or fireplace to use smokeless fuels.

With 50% more winter sunshine and therefore greater warmth, workers' families find their heating costs slashed up to 40%, and doctors' bills for respiratory ailments also are lower.

Two wholly unexpected benefits: (1) With city air becoming cleaner, white-collar workers find laundry bills are smaller; (2) More jobs have been created in the building-cleaning business because owners no longer claim there's no sense in cleaning a building that becomes dirty all over again in a few weeks.



**LABOR COURSE GRADS:** Four Local 2 members have completed a course sponsored by the Greater Washington, D.C., Central Labor Council at American University. From left are Director John R. MacKenzie, of the University's Labor Studies Center; Local 2 Staff Representative John C. Hazel, Dorothy Harding, Adrian Keyes and Anita Terry (displaying certificates), and J. C. Turner, president of Central Labor Council.

# Interest ups power bills, labour says

When the British Columbia Hydro & Power Authority blamed union labour for a 15% hike in its rates to consumers, the B.C. Federation of Labour promptly pointed out that high interest is the real cause.

The federation showed that for the next two years the increase in interest rates (cost of borrowing for various projects) will total \$42.7 million, "between three and four times greater than the total wage costs."

The federation says the result is going to mean "starvation of schools, hospitals, and other important services to funnel money into the power projects." The federation also contends that, if labour costs were the only factor in total costs, the B.C. householder could have enjoyed steadily decreasing rates since 1962 because increased productivity has reduced Hydro's labour costs from \$4.72 per 1,000 kwh to \$4.05 in 1969.

Local 378 in Vancouver, B.C., representing 2,300 employees at Hydro, recently won wage gains ranging from 15.6% to 28%.

# NLRB adds programmers to Scott Paper Co. unit

Ruling on a petition filed by Local 260, Acting NLRB Regional Director Harold M. Kowal decides that a unit of some 50 office clericals of Scott Paper Company in Winslow, Me., should be defined to include two computer programmers.

Included in the accounting division is the EDP department, comprising three computer operators, three keypunch operators, the two programmers in dispute, and the data processing manager.

International Representative John Fitzmaurice presented Local 260's case at the NLRB hearing.

The company objected to placing the two programmers in the unit, arguing in part, Kowal says, that they "are administrative employees holding management positions which were created after the unit was certified and as such have interests and benefits which differ from those possessed by employees in the bargaining unit."

The employer pointed out also that they were programmer analysts rather than programmers.

Kowal disagrees, noting that their duties "involve computerized procedures which are but a more sophisticated and com-

plex substitute for work previously performed by other unit employees."

He says also that no extensive training is required and that a high school education, "knowledge of computer technology and a training period of two or more weeks is sufficient to qualify" for the job. He concludes that their duties do not qualify them as managerial or administrative employees.

# Elected to board

OPEIU International Representative Justin F. Manning has been elected to the board of directors of the United Fund of Greater New Haven, Conn., for a three-year term.

# Haircut help

Union barbers in Windsor, Ontario, sliced 50¢ off the price of a haircut for retired union members. The reduction was made to help retirees meet the rising cost of living.



Members of the AFL-CIO Economic Policy Committee at a luncheon meeting in Washington, D.C. Facing camera, from left, are: John H. Lyons, President, Ironworkers; Frank Fernbach, Assistant to President, Steelworkers; Max Greenberg, President, Retail, Wholesale, Department Store Union; I. W. Abel, President, Steelworkers; Nat Goldfinger, AFL-CIO economist, and OPEIU President Howard Coughlin, who was recently named to committee.

# Report says automation creating jobs for women

Although automation has caused job cutbacks and hardships for some individuals, it has opened up a wide range of new occupations for women, says a report by the U.S. Department of Labor Women's Bureau. Entitled "Automation and Women Workers," the report was prepared for a United Nations Commission seeking information on the status of women in this country.

It notes that in the 1958-1968 decade, over-all employment of women rose from 22.1 million to 29.2 million, an increase of 32%. It finds that technological and scientific advances have aided women particularly in clerical, factory, sales and farm occupations, with many jobs involving repetitive operations being eliminated.

Computers, for example, have

created white-collar jobs such as programmer, console operator, systems analyst, and tape librarian. This new equipment, the report adds, has led to considerable expansion of "regular office staffs in companies utilizing computers and other modern equipment."

As a result, the number of women workers in clerical occupations rose 51% during the decade, emphasizing the importance of "updating and extending vocational guidance and training for women because of the changing outlook for specific occupations."



from the desk  
of the

PRESIDENT

## Penalize scofflaws, NLRB told

Some time ago in this column I contended that the National Labor Relations Board should severely penalize hard-nosed employers who refuse to bargain collectively with labor unions chosen to represent their employees in duly conducted elections. A federal court has now told the NLRB to get tough and impose drastic penalties where employers use such delaying tactics.

A decision by a U.S. Appeals Court, directing the NLRB to consider stiffer penalties against employers found guilty of "brazen refusal to bargain" is of major significance for every union.

The District of Columbia appeals court decision enforces an NLRB bargaining order against Tiidee Products Inc., a Dayton, Ohio, firm making house trailer parts. But it also set a precedent when it sent the case back to the labor board for further hearings on additional remedies sought by the electrical union involved.

The remand enables the NLRB to reconsider its present policy of refusing to compensate employees for potential benefits lost while the employer battled their union in the courts. Until now, the board has refused to consider organized labor's pleas for such punitive remedies against deliberate delays by a lawbreaking management.

The appeals court ruled that Tiidee's refusal to bargain after the union won an election 30 months ago was a "clear and flagrant violation" of the law.

Management's objections to the election were "patently frivolous," says the court ruling, and violated the "express terms" of the consent agreement entered into with the union only 13 days before the election to abide by the decision of the NLRB regional director.

The court ordered the board to decide whether extra remedies sought by the union are justified and, if not, to suggest alternate remedies so that the employer cannot profit from his illegal conduct.

The IUE began organizing the Dayton firm in July 1967. The company consented to the election which the union won by a 19-to-6 vote in September of that year. The next day, the court notes, the company began a series of temporary and permanent layoffs.

Production quotas of certain employees were increased to a degree that one employee called "impossible" to reach. The IUE filed charges and the board upheld them, but failed to act on the union's request for special remedies.

These called for pay raises and a cost-of-living increase lost because of the employer's foot-dragging; reimbursement for dues and initiation fees the union would have collected had the employer bargained in good faith to reach an agreement, and relief in such cases as additional organizing costs.

The appeals court affirmed the board's order that Tiidee must bargain with the union and revoke its layoffs, discharges and changes in production quotas. At the same time, the judges questioned the board's failure to use its powers more fully. They pointed out: "the board has not on the record before us provided a satisfactory justification for its order."

The "affirmative action" clause of the labor law, the court admonished, is not a "mere charter of authority that the board has the option to exercise or ignore." It is, as the Supreme Court recently stated, a "broad command."

Effective redress for a broken law, the appeals court judges reasoned, should compensate the party wronged, and withhold from the wrongdoer the fruits of its violation.

Judge Harold Leventhal wrote: "Simply put, the present posture of the board encourages frivolous litigation not only before the board, but in the courts." He concluded:

"Damages can be awarded" by estimating the contract terms "that would have been in effect if the law had been complied with, even though the law-violating employer has not yet entered into a contract" with the union.

This highly important court decision is a complete vindication of the concept of collective bargaining. It means that no longer will anti-union employers enjoy the luxury of breaking the law. This ruling is also an added protection for non-union employees fighting for their rights to union representation.

## CLC backs child care tax break

The Canadian Labour Congress strongly endorses a proposal by the Canadian government to permit working mothers income tax deductions for child care expenses.

"This proposal, which is long overdue, finally recognizes the principle that women with children should have the opportunity to participate in the work force," the CLC says.

# The double pay standard: why women need a union

White-collar unionism offers female office employees history's greatest bargains today. Read on:

How many office girls know that Congress in 1963 enacted the Equal Pay Act, requiring employers to pay equal wages to women doing the same work as men? Not too many; most were still in school.

Women will fight their way into bargain sales to save a few cents here and there. But on the job they allow tens of millions of dollars annually in underpayment of salaries to go unchallenged. No wonder employers regard them as "babes in the woods" of the business world.

As a general rule, employers are "scofflaws" when it comes to equal pay for equal work. Who says so? No less an authority than Uncle Sam.

The current area wage surveys for office employees compiled by the Bureau of Labor Statistics is an eye-opener for every working gal. And some nine million American females now at work are employed in offices or other white-collar occupations.

### Example from Detroit

For instance, the survey shows that in January 1969, in the job classification Class "A" Accounting Clerk, in Detroit, a male averaged \$165 in weekly wages. But his female counterpart in the same classification

averaged only \$115.50 a week. In other words, the female office worker was penalized \$49.50 a week (or \$2,574 a year) because of her sex.

If she was a Class "B" Tabulating Machine Operator in the motor city, she averaged only \$119 a week, against \$136 for her male counterpart. This was \$16 a week (or \$832 a year) less in pay.

Such pay differences in similar job classifications crop up in cities all across the nation. There are wide disparities prevalent in as many as five different job classifications where males and females do the same work. (See table below.)

The one sure remedy for female office employees to end this discrimination against their sex is to join the Office & Professional Employees International Union. Then the union will bargain collectively for a contract guaranteeing equal pay for equal work, in addition to other fringe benefits.

### Union Card Real Bargain

Union contracts forbid discrimination. They specify exact job classifications and responsibilities. Thus, the unionized female office employee knows where she stands. In non-union offices, the contrary is the general rule.

Union membership today is the office girl's true economic "charter of freedom." The case of the female Detroit accounting

clerk proves the point. Bringing her up to par with her male counterpart could put an extra \$2,574 annually in her handbag. Her union dues (tax deductible) would be less than the last two digits, leaving her a net gain of \$2,500 annually.

Non-union office girls have been looking in the wrong places for "bargains." An OPEIU membership card is the best bargain to be found anywhere in the U.S.A. today!

## U.S. Price Index

U.S. Bureau of Labor Statistics

1969	
March	125.6
April	126.4
May	126.8
June	127.6
July	128.3
August	128.7
September	129.3
October	129.8
November	130.5
December	131.3
1970	
January	131.8
February	132.5
March	133.2

## Canadian Price Index

Dominion Bureau of Statistics

1969	
March	123.2
April	124.6
May	124.9
June	125.9
July	126.4
August	126.9
September	126.6
October	126.8
November	127.4
December	127.9
1970	
January	128.2
February	128.7
March	128.9

## Courts move at slow pace on equal pay violations

Uncle Sam works hard to get equal pay for women doing the same work as men. But this involves long and tedious court actions that may take years. One example: In 1966, a federal suit was filed against a New Jersey glass company paying women 21½¢ an hour less than men doing the same work. The court decision, awarding 230 women \$250,000 in back pay, was finally handed down four years later.

Since 1963, the government has prosecuted 126 companies

for alleged violations of the Equal Pay Act. Many cases are still undecided. Only 6,322 women so far have recovered their back pay.

For the others—justice delayed is justice denied.

## 10-city survey shows wage gap

Glaring disparities in pay for males and females doing the same work—despite the Equal Pay Act—are shown in the latest U.S. Bureau of Labor Statistics survey of office earnings in metropolitan areas.

Below are average weekly earnings for one office occupation, in manufacturing industries in 10 cities, in the same job classification:

City	Acct'g Clerk "A"—Male	Acct'g Clerk "A"—Female	Weekly Difference
Buffalo, N.Y.	\$151.00	\$115.50	— \$35.00
Pittsburgh, Pa.	147.50	126.00	— 21.50
Baltimore, Md.	145.50	125.50	— 20.00
Fort Worth, Tex.	145.00	122.00	— 23.00
Dallas, Tex.	141.00	107.00	— 34.00
New York, N.Y.	136.00	117.50	— 18.50
Seattle, Wash.	135.00	112.50	— 22.50
Portland, Ore.	131.50	104.50	— 27.00
Denver, Colo.	128.00	108.00	— 20.00
Trenton, N.J.	118.50	106.50	— 12.00
Average	\$137.90	\$114.50	— \$23.40

Individual women in this single office category are losing on average \$1,216.80 annually. This is an exorbitant price to pay needlessly for failing to join the white-collar union movement.