Organizing roundup

Rolling drive adds 1st bank in Louisiana

The OPEIU's nationwide campaign to unionize bank employees clinched its fourth success in a row when Local 411 won a stunning 16-to-1 victory in a National Labor Relations Board election at Springfield Bank & Trust Company, Springfield, La.

The bank is the first in Louisiana to be organized. The campaign was led by Local 411 President Pernelti Carroll, assisted by Regional Director J. Oscar Bloomfield and, in the final stages, by Vice-President Frank E. Morton.

Successful handbilling by Local 221 at the Galaxburg State Bank in Galaxburg, Ill., resulted in a petition for an NLRB election among the 25 employees. Surprised OPEIU leaders hailed the response as clear evidence of the turn toward unionism by bank staffs.

Following twin victories at banks in St. Louis, Mo., Local 13 is moving fast in this new organizing field and has filed a third petition for an NLRB election at the Bank of St. Louis. Representatives George and Tom O'Brien report fifty employees will vote.

Within weeks, the St. Louis Local had won elections for a 54-member unit at First Northwest Bank of St. Ansel and for an 81-member unit at North County Bank & Trust Company in Jennings, Mo., both St. Louis suburbs.

Dramatizing the expanding bank organizing campaign, President Howard Coughlin and Director of Organization Art Lewandowski again personally led a mass handbilling of major banks—this time in Cleveland, Ohio. They were assisted by delegates attending the OPEIU Erie Educational Conference, together with volunteers from all three Cleveland Locals: 17, 49 and 425.

The same procedure was followed the previous week in Lafayette, Ind., where delegates to the North Central conference teamed up with Local 7 volunteers to handbill banks in that city.

"These mass handbillings are paying off," Lewandowski observes. "It's a new and exciting experience for many OPEIU delegates who've never before been personally involved in actual organizing. As a result, highly enthusiastic delegates are returning home dedicated to launching bank organizing drives in their own communities."

Reports from the field indicate that more and more OPEIU Locals are jumping aboard the "bank organizing bandwagon," convinced that "nothing succeeds like success," he said.

Meanwhile, New York Local 153 continues to make new gains in organizing the health agency field, scoring a 2-to-1 victory in a State Labor Relations Board election for a 100-member unit at the Staten Island Medical Group, affiliated with Health Insurance Plan (HIP) of Greater New York.

The new unit includes office employees, x-ray and laboratory technicians, licensed practical nurses, medical aids and security personnel. Local 153 now represents 16 of the 30 HIP medical groups in the New York metropolitan area.

Local 153 Representatives Michael Goodwin and John McKeon spearheaded the campaign.

Help from the movement

Illinois labor pledges to aid bank drive

Delegates to the Illinois State AFL-CIO Convention, meeting in Peoria, unanimously adopted a resolution pledging full support to the Office & Professional Employees International Union in its efforts to unionize bank employees in that state.

The resolution declared that "these non-union bank employees need the protection of the OPEIU to uplift their wages and working conditions, as well as to protect their interests in the event of mergers, consolidations and takeovers."

It called on all unions and union members "to withhold their funds, money and business from Illinois banks that unfairly resist OPEIU organizational efforts.

The resolution was introduced by OPEIU Delegate Thomas P. Jennings, representing Local 221.

The national AFL-CIO and a growing number of states and central bodies have proclaimed support for the OPEIU campaign.

Inside

- Howard Coughlin discusses tyrants of the 4-day week—P. 3
- The latest in the dollar value of union membership—P. 2
- Professional news union with fresh eyes—P. 2

1st regional paper pact brings advance of $2,000

A minimum hiring rate of $11.11 per week for office employees in the lowest grade, rising to $13.53 benefits that include more liberal vacations, an additional paid holidays, double severance pay, highlights the first OPEIU contract with the

NORTH CENTRAL CONFERENCE: Delegates attending OPEIU gathering in Lafayette, Indiana, took time out from educational sessions to team up with Local 7 volunteers in handbilling of local banks.

[Continued on page 3]

6,300 now on 4-day week

Some 6,300 employees of 27 companies now work on four-day schedules, reports a new study by Burks & Poor, a Massachusetts consulting firm.

The Home Savings Bank in Boston began a four-day 36-hour week for its employees last month. In Denver, C. A. Norgren Co., a small maker of pneumatic products, switched to a similar schedule last August. The Cushing, Okla., division of Dalton Foundries Inc., set up a four-day-on, four-day-off schedule.

"We had to do something to attract new people," says Lawrence Manufacturing Co., a Lowell, Mass., textile concern that made the change last year. Not only are applications up, but productivity has increased 25% says an official. American Launder & Solvents Co., of Florida, finds the shortened work-week reduces absenteeism.
Turn of pros to unionism seen in letters to press

Technical and professional personnel are gradually realizing that they cannot bargain effectively with management as individuals, and that participation in a union can bring home the security that comes from numbers. This observation is supported by letters given wide publicity recently in the popular and technical press. An engineer wrote, in part, to the Chicago Sun-Times:

"The unions reap their financial gains through solidarity and guts. I, an engineer, deal wholly and independently with management. Let's compare notes: I haven't had a nickel raise in 18 months. Many unions have attained $3,000 annual increases in this period. Management shows me 200 applications from degrees and level degree-holding engineers. I am happy to work for $12,000 a year and they also show me hundreds of applications from Oriental engineers should we be asking less than $10,000 a year to work here in the United States. (Already, 30% of our engineering personnel are Oriental.) But unions have union shops and job security which protects them against imported cheap labor.

"Envious as I am of labor unions' great financial gains, I support them wholeheartedly."

As employers see it

Unions are "stepping up their white-collar offensive," a Conference Board analysts points out. They hope to "capitalise on the deprofessionalisation of white-collar jobs, mounting employee concern over job security, and continued pay gains by unionized workers," the board reports.

It says even more corporate officials now concede that most office employees will eventually be unionized.

As employers see it

Local 44's merry-go-round takes parade float award

A gayly decorated miniature Merry-Go-Round, entered by Local 44 in the annual AFL-CIO sponsored Labor Day Parade in La Crosse, Wisconsin, was chosen as the award-winning float.

It had eight miniature horses, four going up and the down in time with the actual horses, equipped in its P.A. system. Power was provided by a portable generator.

Local 44 President Don Mickelthwait and Marcie Holthusen originated the idea to stimulate white-collar organizing in the area. The float carries the message: "Present Conditions make YOU feel like YOU'RE on a Merry-Go-Round... Get Off... ORGANIZE!"

These absurd were white hats symbolizing "Good Guys." Dressed in black with a black mustache and cracking a whip (Black Bar). Secretary-Treasurer Linn Weaver marched behind the float with a sign on his back reading: "HOSS."

In the Belhelveille, Ill. Labor Day Parade, St. Louis, Mo. Local 13 again participated with a float, President Dolores Lycowski reports. For the second year in a row, an OPEU candidate for Labor Day Queen, Frances Scott, was declared the winner. Last year's title winner was Marion Steinhauser, also a Local 13 member.

Local 13 recording Secretary Doris March was named Labor Woman of the Year by the Belleville Tidlands and Labor Assembly on Labor Day.

Members of Local 2, Washington, D. C., were among speakers at ceremonial topping off of a wreath before statue of James Cardinal Gibbons on Labor Day. From left are Bishop William Hesner of Bombay, India; Bishop John S. Spruance; Local 2 member Lawrence Cola, chairman of ceremonies; Local 2 staff representatives H. Robert Burton and John Hurl, wreath bearers; Patrick Cardinal O'Boyle and Bishop Edward J. Hermann. Local 2 President Business Manager John Cahill was server at Mass preceding wreath-laying.

U.S. Price Index

Canadiam Price Index

Award-winning float gets Local 44 montage across to office employees in La Crosse, Wisconsin. In main cartoon are Marcie Holthusen, Kathleen Sorensen, Darlee Joens, Pam Robinson, Barrie Meldie, Jane Dierkeske, Mary Chemlowsen, Ken Williams, Kathy Nicklait, Curt Naukter, Karen Shumaker, Florence Strecker, Linn Weaver, Don Mickelthwait and Dave Kline.
From the desk of the president

The 4-day week: it's here and it works

By Howard Coughlin

The OPEIU since 1962 has reported itself in favor of the 4-day week. We have often warned that with the end of the Vietnam conflict, improved technology and increasing rate of automation, our country will cut back on guaranteed wages which can be solved only through a shorter work week.

We have long contended that the forty-hour work week is not sacred and we pointed out that the work week has been shortened by three hours per decade since the turn of the century. We stated that the work week has already been shortened to 35 hours for while collar workers in the northeastern and north central states. The white collar national average is approximately 37.7 hours per week.

On each occasion when we contended our belief in the eventual establishment of the four-day work week, numerous representatives of employee and employer associations opposed our point of view. They used the usual hackneyed arguments against it which worked every time. It was used to argue that if the four-day work week were used in the early part of the 20th century against the eight-hour day work week.

It came as a pleasant surprise to read a feature article in the Wall Street Journal on October 15, 1970 headlined "Firms, Workers Cheer As The Four-Day Work Week Makes Some Strides."

William M. Carley and Tim Mez, staff reporters of the Wall Street Journal quoted a number of employers who found that productivity and morale were increased and the workers were encouraged to reach their full potential.

From page 1

The Tax Foundation sketched how "Charlie Green," an imaginary but typical white-collar worker, fared over the last decade.

It found that earning $1,000, Charlie is no better off today than he was in 1960, when he made $7,500 a year.

In 1960, total taxes took 23% of his pay. Today they are 34%.

And the rest of his salary increase has been eaten by price inflation.

The foundation figures that Charlie's taxes are more than doubled over the decade, jumping to $3,475 from $1,700. His state income tax bill is up 161%, and local taxes are up 108.

In 1960, federal income taxes took 11% of his income. This year, they will run almost 14%. In fact, this year the Greens will spend 40% more on government than on food.

Seniority clauses provide that if an employee meets the basic requirements of the job he seeks and has seniority, he cannot be deprived of his promotion rights if he has not received proper training by the company.

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d and get nowhere, but now we run an ad saying 'Work Four Days, Get Paid for Five' and we get an overwhelming response." The employees of Interstate work so hard in the four days that the company returns its labor costs have been cut to 14% of sales from 16%.

Jerry Silverman, General Manager of the John Hancock Mutual Insurance Company says it is seriously studying the four-day work week for its 7,500 employees.

The C. A. Norgren Company, a Littleton, Colorado maker of valves, filters and other products, inaugurated the four-day work week last month. Albert Lewis, Director of Industrial Relations for Norgren, said "It's the coming thing."

The George H. Ballard Company of Wexborough, Massachusetts, a producer of abrasive products, went to the four-day work week last year. Before then, absenteeism was averaging about 10% on Mondays. Now, it has virtually disappeared, Kenneth Ferguson, general manager of the company, stated that workers are working harder than ever before and productivity has increased 10.2%.

Ed Walsh, President of the Flex Paper Box Company in Braintree, Massachusetts, cited another advantage of a four-day work week. He stated that turnover has practically been eliminated. His 65-man work force has become very stable. The company is saving approximately $25,000 per year on spoilage because experimentation with mistakes is made.

Workers, on the other hand, are finding numerous advantages. In addition to increased leisure time, maintenance costs have been cut 20%, child care less expensive and workers are finding time to visit the doctor and the dentist or have the car repaired on normal days or rather than exploit sick leave for such reasons.

Experience gained thus far by companies introducing the four-day work week bears out the arguments advanced by the OPEIU. We are happy to see that more firms and unions are agreeing with our position.

We feel that the shorter work week is inevitable and should be introduced immediately in collective bargaining negotiations, not only for morale purposes but also to ease the impact of growing unemployment in the United States and Canada.

Gains all along the line negotiated for mill unit

Eastern Canada contract brings $2,000 advance

(Continued from page 1)

The pact sets a 36-hour work week—40 hours for camp clerks and seekers in the woodlands unit. Overtime is to be paid after 60 hours with time-and-a-half for Sunday work and two and-a-half for work on statutory holidays. Hourly rates are scheduled on a five-day consecutive basis.

With premiums are $4 per week for the first, and $6 for the second shift.

Seeker and seeker assistants will receive $1.35 per hour for the first shift and $1.75 for the second shift.

Sea wage is paid as follows: 1% to 2% of total employee's earnings. Employees are covered by long-term disability insurance providing 50% of salary to 85 (retirement age) at a cost of $2 per month.

What now, Charlie Green?

How fares the office worker? He's in a rut, with higher pay but increasing taxes and inflation.

The Tax Foundation pointed out that Charlie Green, an imaginary but typical white-collar worker, fared over the last decade. It found that earning $1,000, Charlie is no better off today than he was in 1960, when he made $7,500 a year.

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Signing Crown Zellerbach's contract in Bogalusa, La. are, from left seated, Local 89 Vice-President Lorraine Latino and President S. A. Norgren, Resident Managers L. A. Kukos and R. L. Matherly, and Office Manager E. L. Deal. Standing from left: Personnel Director K. Verne; Local 89 Secretary-Treasurer J. W. Bradstreet, L. H. Miller, Trustee, and Recording-Secretary Lowell Miller, and R. E. Davis, Industrial Relations Supervisor.

Improved fringe benefits plus first-year wage gains of $43 per month were obtained for 90 clerical employees at Crown Zellerbach's Gaylord paper mill in a new three-year contract negotiated by Local 89, Bogalusa, La. The agreement provides for second and third year increases of 6% per.

Local 99 President S. A. Mayor reports several individuals, and a special $4 per month wage adjustment for employees who were in the maximum pay scale for their grade.

Fringe benefit gains include Good Friday as an additional paid holiday and six weeks' vacation after five years of service. Henceforth, overtime will be paid after 4 hours' work as well as for "call time" for those working after their scheduled hours.

Improvements were also made in the retirement and health-welfare plan. Language changes clarify and improve seniority clauses. Three jobs were added to the bargaining unit.

The OPEIU negotiating team was headed by Local 89 President Mayor, and comprised Lorraine Latino, Lowell Miller, J. W. Bradstreet and John H. Miller, assisted by OPEIU Vice President J. Oscar Bloodworth.
$464 monthly minimum set for hospital unit

Wage gains averaging $900 a month and vacations new for 27 office employees at a two-year contract negotiated by Oakland Local 29. Next July 1, the minimum starting salary for an individual worker will reach $464 per month. The pact calls for across-the-board raises of $25 per month, retroactive to July 1, $30 per month after the first year, and $35 after the second. On Jan. 1, 1971, employees will get an additional across-the-board raise of $15 per month, and a further $30 a month on July 1, 1971, according to Business Representative Frank Mullaney. On Jan. 1, 1971, the night shift premium will go to $30 a month from the present 25c.

2-year raise of $1,200 won at American Bridge

Wage boosts averaging about $200 a month and an additional paid holiday were gained in a two-year contract negotiated at the American Bridge Division of U.S. Steel Corp., in Elmore, N.Y., by International Representative Justin F. Manning reports. The larger clerical-technical group won raises ranging from 25c to 32c hourly in the first year, and from 17c to 31c in the second. The smaller industrial engineering group secured flat 29c and 25c hourly raises.

Manning says that the majority of the clerical-technical group under the new pact will earn $155 plus a 27c per week, with the industrial engineering group averaging about $166 per week higher.

The new pay schedule sets a minimum of $119.90 per week in the lowest clerical-technical grade for a 40-hour week, with $169.99 for the highest class.

65 set pace in B. C.

Sixty-five determined OPEIU office employees, members of Local 15 in Vancouver, won a better percentage deal at MacMillan Bloedel's pulp mill in Port Alberni than the 11,000 blue collar workers the pulp and paper industry. Without a strike, the lonely 65 in the giant forest company's only Local received $90 additional per month from their powerful industrial unions with a 25c salary boost in a new 18-month agreement.

"These were among the highest for office people in B.C.,” Business Representative Bill Swanson said. The three industrial unions recently accepted a 22.5% wage boost. Clerical rates move from a $431-$493 monthly range retroactive to July 1, to $497-$570 in 1972. Drafstmen go from $775-$900 this year, to $805-$1,041 in 1972. Office messengers—mostly youngers fresh out of school—will earn $464 a month. The first-year increase averaged 26.5%. The settlement was hammered out under mediator Carlswich Stewart after the office employees voted to strike—a threat which the company had to take seriously.

In 1968, when they negotiated their first contract, the office workers struck for seven weeks, effectively shutting down virtually all of MB's Alberni Valley operations. Local 15 has also signed a two-year contract with Scott Paper Company in Port Alberni providing a minimum wage boost of $30 per month for a 35-hour week.

Vacations were improved to three weeks after four years, with additional time off after 10 years' service. A 12% across-the-board wage boost, 6% retroactive to July 1 and the other 6% effective Nov. 1, and numerous new or improved fringe benefits, were won for Local 397's unit of 480 office employees at the Saskatchewan Government Insurance Office in Regina, Canada.

Business Representative Ron A. Schaffer reports that a novel feature of the two-year contract encourages trips overseas. Employees now get three weeks vacation after one year. Next July three more will be entitled to four weeks. Those planning a trip outside the United Kingdom are to receive $250 per week. At the end of 30 years employment, permanent employees to be granted four months leave of absence in case of maternity. For the first time, leaves of absence with pay will be granted for personal emergencies, for taking exams for approved educational courses; and for jury duty or other appearances.

Another new clause calls for 2½-times regular pay where an employee is required to work on a holiday.

Have contract, will travel written into Local 397 pact

A packet of wage gains and fringe benefits valued at 9.44% was secured by Local 397 in one-year contract covering 254 office employees at Northern Electric Limited in Port Edward, Wisconsin.

"The settlement also provides for an across-the-board wage boost of $169.99 for all workers with an increase ranging in the second year from 27c to 32c per hour. The pact also provides for a 50c to $1 an hour boost for employees given on-call hours for pay. Effective last June, employees eligible for early retirement may now exercise this option at age 62 with no actuarial reduction in benefits, subject to re-estimated appraisal.

The OPEIU bargaining team was headed by Donald D. Dix, chairman, and Arnold Bro, vice chairman. Members included Local 95 President Richard Neufitser, Larry Dichert, Marvin DeWitt, Bob Klein and Norm Leiser. They were assisted by Meissner.

UK travel stipends offered in Canada

The Canadian Labour Congress announces that two Nuffield Foundation Travelling Fellowships are available to Canadian trade unionists between ages 30 and 45. They will enable recipients, men or women, to spend two to six months in the United Kingdom in study, observation or inquiry "to improve their efficiency to their organizations.”

Applicants for next year's Fellowships must be submitted to the Association of Universities and Colleges of Canada by Jan. 1, 1971. Inquiries should be directed to Joseph Morris, Executive Vice-President, Canadian Labour Congress, 100 Argyle Ave., Ottawa.

Fellowship includes return travel by air, approximately $290 per month, $435 if accompanied by wife or husband, and an allowance of $240 for travelling in the U.K. It is expected that employers will grant recipients leaves of absence on at least half-salary basis.