Organizing score

Expanding bank drive scores again

Local 2 in Washington, D.C., has won representation of 250 clerical employees of the Group Health Association. It gained a 3-to-2 majority in an election conducted by the National Labor Relations Board.

The OPEIU scored its third victory in a row in its nationwide campaign—backed by the AFL-CIO—to organize the banking industry when 54 employees of the First Northwest Bank in St. Ann, Mo., a St. Louis suburb, voted for Local 13 to represent them, President Delores Lysakowski reports.

The union gained a 3 to 2 majority; the National Labor Relations Board conducted the election.

It was Local 13's second victory among Missouri banks within a month. On Sept. 3, it won an NLRB election for an 81-member unit at North County Bank & Trust Co., in Jennings, Mo., the first bank ever organized in the state.

The current series of bank victories was started by Local 11 Portland, Ore., which won a 43-member unit in an NLRB election at Northwest Federal Savings & Loan Assn., Vancouver, Washington.

Meanwhile, New York's Local 153 broke the anti-union wall on Wall Street when it gained management recognition, after a court check, for a unit of brokerage employees at Dewey, Johnson & George, a Wall Street over-the-counter investment securities house.

Secretary-Treasurer John Kelly has assigned Business Representative Matthew Thompson, the organizer, to negotiate a first contract. Kelly said that, to his knowledge, this will be the first contract covering brokerage employees ever negotiated anywhere in North America.

The OPEIU message calling on bank employees to join the growing white-collar union movement was brought to Las Vegas, Nev., with success during the Northwest, Western and Southwest Education Conference.

Handhills Las Vegas Bank

Personally led by President Howard Couglinh and Director of Organization Art Lewandowski, conference delegates and volunteers from Local 445, Las Vegas, took the streets to handhilt employees of all banks in the city.

Lewandowski said that the mass handhiling technique is making more and more bank employees conscious of white-collar unionism and their need for collective bargaining and that reports from the field indicate that it is especially effective among employees of smaller banks.

"Once the smaller banks unionize," he declared, "we will try the groundwork to organize the big ones in the larger cities. This technique is illustrated by the fact that the two Missouri banks just organized are affiliated with a third through common stock ownership.

"All three have the same chairman, Joe Simpson, who also is president of Tiffany Industries of St. Louis.

Informally, they are known as the 'First Family of Banks' and have applied to the Federal Reserve Board to form a multibank holding company—Sure Bancorp of St. Louis.

"The biggest is State Bank & Trust Co., of Wellesley, Mo., while Local 13 hopes to bring into the OPEIU fold in the not too distant future."

Local 411 in drive

In Springhill, La., Local 411 petitioned successfully for an election among 22 employees of the Springhill Bank & Trust Co.

Management contended that NLRB lacked jurisdiction, because the bank was not involved in interstate commerce, but at a hearing held in Shreveport, NLRB Regional Director Charles M. Paschel, Jr., brushed aside management's claims and ordered an election held. It is believed that there is no unionized bank now in Louisiana. Local 411 President Formby Carroll is leading the Springhill drive.

Local 411 now represents approximately 100 members in three contracts with International Paper Company's Container Division and its employee Credit Union.

Lewandowski said that added impetus will be given to the nationwide bank organizing campaign in the coming months, with mass handhilities scheduled in Columbus, Ill.; Cleveland, Ohio; Lafayette, Ind.; New York City, and Atlanta, Ga. Active campaigns in many states are now under way. International Representatives Justin Manning and John Fitzmaurice have expanded the campaign to New Haven, Bridgeport, and other Connecticut cities.

First contract brings hike, many benefits

Medical technologists at the Blood Bank of Alameda Contra Costa Medical Assn., individual wage gains averaging more than $1,000 a year in addition to major fringe benefits in their first contract negotiated by Oakland's Local 29, Sr. Business Representative Joe Nedham.

The new California unit's contract took effect July 15 and runs to Jan. 31, 1972. It sets a minimum hiring rate of $780 per month for a Technologist, rising to $865 (a 39% gain); $900 for Sr. Technologist rising to $970 ($105 gain); and $1,015 for a Supervisory Technologist, rising to $1,095 a month ($140 gain).

The agreement calls for a 1/4¢ an hour differential for shifts changing at or after 2 p.m. Other gains are two weeks' vacation after one year; three after three, and four after five; 8 paid holidays (an increase of one); three days per year education leave, and 12 sick leave days per year (was 8), cumulative to 45 days (was 20).

The contract also includes Health & Welfare; insurance benefits and a retirement plan. Business Representative Richard Delaney assisted in the negotiations.

"Downright immoral" bank wages

Stanley Knowles, New Democrat M.P. for Winnipeg North Centre, told the House of Commons that the subsand wages paid by Canadian-chartered banks—whose dollar profits are in the millions—are "downright immoral." He was speaking on a bill to increase the federal minimum wage to $1.65 an hour.

Referring to a June, 1968, report by the federal labour department, he noted that of the 20,747 people earning at the time less than $1.65 an hour, 8,000 were employees of chartered banks.

Knowles proposed an amendment to raise the federal minimum wage to $2. It was defeated 148 to 33.

While there is no unionization of Canadian bank employees, OPEIU leaders point out. For example, the latest OPEIU contract signed with the Montreal City & District Savings Bank won a new 15% increase in wages and fringe benefits, making those unionized bank employees the highest paid in Canada.

This pact sets a minimum wage of $3,375 annually for a Junior Clerk, and a maximum of $11,575 for a Senior Head Office Clerk.
In the U.S.

A U.S. Bureau of Labor Statistics survey shows that in seven equivalent office classifications in Washington, D.C., area men earned an average of $20.71 per week, whereas women doing the same work earned the equivalent of $9.60. The survey found that in four similar office jobs, men's earnings averaged $17.25 more than their female counterparts.

In Canada

The discrimination against women in Canada is reflected in these facts:

- In 1967, the average income was $2,503, against $5,331 for men.

From the desk of the President

Our votes can save jobs

By Howard Coughlin

Unemployment in the United States has reached a high point of 5 percent and the forecast is for a further increase. The tight labor market is a sign of progress. But, when Americans are faced with loss of jobs—the true word is crisis.

While the national unemployment rate is slightly in excess of five percent, there are many cities in which the percentage is higher. An unemployed American worker is not satisfied to hear administration spokesmen state that an increase in unemployment is a necessity if inflation is to be successfully curtailed. If unemployment increases, the poor cannot pay their rent and buy food with such reasoning.

The political leaders of our nation agreed on a tight money policy as a solution to our economic problems, knowing full well that an increase in unemployment would result. In effect, therefore, this was a political decision, not just an economic one.

Political leaders created the policies and political leaders can undo them.

Power of the ballot

The November 3 elections are fast approaching. Our members and other workers can voice their rejection of policies that threaten their jobs by voting for candidates who will reverse the swift decline towards economic catastrophe.

Workers can use their vote to help preserve their jobs by casting ballots for candidates for the House of Representatives and the Senate who are endorsed by each state's AFL-CIO Committee on Political Education. The records and programs of each candidate have been carefully studied. The candidates endorsed by COPE have earned the support of working men and women through their examination of the records for these candidates is a vote to preserve jobs and the creation of a peacetime economy.

Recently President Nixon addressed letters to labor leaders in which he stated that, due to a shift from a wartime to a peacetime economy, there are regretfully faced with increasing unemployment. He said that the "aim of my administration is to achieve price stability and full employment in a peacetime economy — and we believe we are now on the way to that goal." His letter closed thus: "I want to assure you that the Nixon administration is doing everything it can to wage an effective fight against unemployment — and we fully expect that our efforts will be successful."

Jobs down the drain

The facts, indicate, however, that 75,000 additional jobs have been lost each month since January 1969. We see nothing in the policies of the national administration which will successfully combat unemployment. If anything, with the Indo-China war being planned out, we will be faced with a decrease in jobs and an increase in workers available for employment.

Obviously, there are other issues which will determine the votes of workers on November 3. In our opinion, however, jobs and the fight against unemployment rank higher.

Why women are exploited

As the facts reported in the article at left prove conclusively, women in office jobs are being discriminated against in pay, benefits for their sex, by employers in both Canada and the United States.

Canadian government figures show that women there earn less than half of what men are paid. Moreover, more than half of Canada's female work force is relegated to low-level clerical or service jobs.

The U.S. Bureau of Labor Statistics finds that in various cities: now anywhere from $1.50 to $2 a week less than men doing the same work in identical office classifications.

The basic reason for this discrimination based on sex is that very few women working in offices are unions. If female office employees unionized these pay disparities would vanish almost overnight.

Unions members know that unionism pays. But millions of non-union office employees are unfamiliar with what they can gain from union membership. As members, we all can help to educate them by bringing them the OPEIU message.

We have urged you repeatedly to pass along your White Collar to a non-union friend or acquaintance when you have read it. By doing this you can help our educational program along. The gains made in OPEIU contracts, reported in each issue, are compelling arguments for non-union office employees.

In a very real sense, we should accept this little clause as a great responsibility. It should be obvious to every OPEIU member that one way we can protect the contract gains we have achieved is to organize the unorganized offices in all of our local jurisdictions.

Unorganized office represents a danger to the standards which the OPEIU has established. Lower standards, which characterize non-union offices, also represent an unfair competitive advantage for the non-union employer. Thus, we have a double obligation as well as a responsibility.

Union pension funds offer real security

Too many retirees have found illusory the promise that private pension plans offer more security than they could ever enjoy under public relief systems. Senator Eagleton (D-Mo.) told the American Bar Association's Section of Labor Relations Law at its annual meeting.

He prefaced his remarks with testimony before a Senate Committee by Thomas R. Donahue, Assistant Secretary of Labor under President Johnson:

"In all too many cases the pensions shrivel to this: 'If you remain in good health, your pension is all right. If you are re-

grettably faced with increasing unemployment. He said that the "aim of my administration is to achieve price stability and full employment in a peacetime economy — and we believe we are now on the way to that goal." His letter closed thus: "I want to assure you that the Nixon administration is doing everything it can to wage an ef-

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in excess of 65 years old, and if the company is still in business, and if your department has not been abolished, and if you haven't been laid off for two long periods, and if you are still working in the company, and if that money has been prudently managed, you get a pension.'

"It is utterly indefensible in a society as affluent in ours as an individual's economic security in his later years should rest on such a flimsy foundation and be so endangered by such an incredible list of ifs' and 'buts'"

The Senate Labor Subcommittee, of which Eagleton is a member, is now considering general pension reform. This includes proposed legislation to fix minimum vesting and funding requirements, to establish the fiduciary responsibility of fund administrators and directors, and to provide a system of reimbursement to avoid loss of benefits in cases of plan termination.

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550 move ahead $1,800 under master paper pact

Wage gains totaling about $1,800 per member together with greatly improved fringe benefits, highlight a new three-year OPEIU master contract covering some 550 office and plant clerical employees concluded at the 10 Southern Kraft Division mills of International Paper Company.

The new agreement, reported by Vice-President J. Oscar Bloodworth, provides an initial 22c an hour increase (retroactive to June 1) with an extra 22c an hour for employees in the sixth and last step of each classification. Additional 6½% wage boosts (estimated at 30c an hour each) are due in June, 1971 and 1972.

The starting rate for new employees goes to $355 per month with the first increase, Top-classified accountants now receive $1,148 per month. The pact adds a ninth paid holiday (employee's birthday), and substitutes Labor Day Sunday for Easter Sunday (the mills operate seven days a week). The company's contribution toward Blue Cross/Blue Shield coverage for dependents will go from $4 per month to $5 on June 1, 1971, and to $6 in 1972. The Joint-Dominated Pension Plan is switched from contributory to non-contributory.

A similar contract was negotiated by Local 411 for office employees at the company's Gainer Division in Springfield, La.

Local 437 wins raises and dispute

Wage increases totaling 11½c per hour, reopener clause to determine the gains by Local 437 in Ponca City, Okla., for 125 computer operators employed by the Continental Oil Company.

The agreement calls for a 6% increase across-the-board in the first year, and a 3% increase in the second year. The negotiating committee was headed by Local 437 President and former Oct. 1970 recipient Karl E. Newman, and included Elvin L. Gardner, Charles C. McKinzie and Tom J. Atkinson. They were assisted by International Representative Jack Langford.

An arbitrator has upheld Local 437's complaint that the company violated its OPEIU contract when it promoted a computer operator without giving her a raise. The operator was promoted in the first two years, with a small amount for the third year, were counted against two other bidders with equal qualifications to the job of Sr. Computer Operator.

"The promotion in this case is a promotion within the bargaining unit, from one production job to another, and the promotion was made for organizational unit supervision," said Ralph C. Barmhurst.

He said that the computer operator was most seniority was entitled to the job and should receive back pay differential to remove the claim.

White-collar job growth

More than 2.5-million new clerical jobs were added during the 1960-67 period, the largest expansion experienced by a broad occupational group, says the U.S. Bureau of Labor Statistics. With the exception of agriculture, all major industry divisions recorded gains in clerical employment during the 7-year period.

For the largest and most rapid increases were centered in the service industry division where clerical employment jumped by one million, up 60% over the 1960 level.

The employer agreed to pay an extra $3.50 per week for a typist to a talk about the Union's campaign for a pension plan.

Local 331 adds Easter Monday

A two-year contract negotiated by Local 331 for office employees at National Biscuit Company's cartoon factory in Minneapolis, Minn., won $936 in wage gains per individual, plus an additional paid holiday and other improvements. International Representative Bill Adams reports.

The pact calls for a 59% per week across-the-board wage boost in the first year and a similar increase in the second. Easter Monday was added as a second pay day.

During the negotiation team included Roger Combs, chairman; Pat Ward, secretary-treasurer, and Jack Lepore. They were assisted by Adams.

Falls top cause of job injuries

A five-year study finds that falls are the greatest single cause of disabling injuries among office workers, with those under 20 the most prone to accidents, says the Institute of Life Insurance.

Ruling for Local 9 brings $300 Checks

Office employees of UAW Local 72, represented by Milwaukee's Local 9, won an arbitrator's award in a grievance dispute with the auto union over interpretation of the cost-of-living clause in their contract, Business Representative Edward B. Kibbiick reports. He says back salary payments will be about $300 for each employee.

Arbitrator Philip G. Marshall, of Milwaukee, upheld Local 9's argument.

Delegates to the busy Northwest-Western-Southwest Educational Conference in Las Vegas. In addition to taking part in regular proceedings, delegates handed out job-mission leaflets to the city's bank employees.

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$2,808 parcel wrapped by Cincinnati local

Wage boosts averaging $2,808 a year were available in Cincinnati, Ohio, according to Local Representative Robert A. Pierce. The settlement calls for a 60-hour increase in the first year, 32% in the second, and 20% in the third. Fringe gains include: one more paid holiday, bringing the total to seven; liberalized bereavement leave; reduction in vacation eligibility requirements; and improved scheduling with a bonus of five hours extra pay for each week's vacation pay. New classes provide holiday pay for part-time workers; lateral bidding for job vacancies; and leaves of absence without pay or loss of seniority. The union negotiating team comprised Pete Tormer, Lou Burton, and Charles Laite, assisted by Pierce.

Arbor gives Local 95 new job classification

NLRB Regional Director George Squillacote ruled for Local 95, as intervenor, and the Nekoosa Edwards Paper Co., Port Edwards, Wis., when he declined to include clerical jobs in the acknowledged representative of plant clerical employees. Squillacote found that placement of the new job was determined on the basis of the "work and working conditions of the employees involved, and the scope of the units of the respective labor organizations." He ruled that the job is definitely plant clerical in character, per person, plus a new cost-of-living clause with a 1¢ per hour ceiling and improved fringe benefits, were won in a new 30-month contract negotiated by Local 388 for its 47-member unit at United Parcel Service in Cincinnati.

Utility yields 13% increase

A one-year contract bringing a 13% wage gain, ranging from 27¢ to 39¢ an hour, has been negotiated by Local 167, Lin- coln, Ill., for its unit of office employees at Commonwealth Edition Co. The new rates are retroactive to April 1. Other improvements are two additional paid holidays and Health & Welfare gains amounting to $26 an hour.

The union negotiating team included Bernard Hoinacki, chairman; Forrest Harlow, Leona Brock and Eileen Ey. They were assisted by International Representative Bill Adams.

Canada OPEIU asks CLC to get into bank drive

The Canadian Labour Congress in the 1970s should give top priority to unionizing banks, OPEIU Regional Director Romeo Corbeil told a meeting of the National Committee on White-Collar Organizations, Canada.

He cited the proposed OPEIU organizing drive at La Banque Provinciale in Quebec as exemplifying the huge task involved. This bank has more than 2,500 employees in 230 branches in four provinces. He pointed out that six other Canadian banks, employing 85,000, are even bigger.

Staff of new tax service forms new OPEIU local

Local 1040 has been granted an OPEIU charter by President Howard Coughlin to represent some 40 income tax professional and office employees of Systematic Tax, Inc., a recently organized company providing a computerized tax service in the preparation of Form 1040 or other income tax returns for individuals and their families. Membership is expected to grow rapidly. The company has commenced operations in New York City and Chicago and is expanding to other metropolitan areas. Each office will be handled either completed by an ex-Internal Revenue Service agent or equally qualified persons and will be staffed by experts in all city, state, and federal income tax laws.

Pay-preparer personnel predominantly will be advanced accounting students from colleges and universities, specially trained to gather a maximum amount of data from the individual so that the tax return can be prepared properly and the tax payment held to the minimum.

The tax data is gathered, it is transmitted to a computer which figures the tax and prints out the tax returns. It is anticipated that this process will reduce the 8% margin of error, attributable to manual operation, to less than 1%.

The service fees will be competitive with those of major union tax service companies, whether computer equipped or manually prepared. The service also guarantees against penalty or interest resulting from error by its tax-preparer personnel.

Work never done for 4 million

Multiple jobholders, or "moonlighters," totaled four million in May, 1969, according to the U.S. Department of Labor survey. This was 5.2% of all employed workers, a rate somewhat higher than that in 1966—the time of the last survey. The net increase was 400,000.

Married men in the 25-54 age bracket had the highest rate, 8.5%. They worked an average of 13 hours weekly in their secondary jobs. Among men, the rate for teachers was more than double that for all men. Suit and local government employees and postal workers had the highest multiple jobholding rates, 11% and 10%, respectively. The women's rate, at 2.3%, was about the same as the 1966 rate.

Four of every ten moonlighters said their main reason for holding two jobs was to meet regular expenses, one in ten was paying off debts. The remainder gave various reasons, saving for the future, getting experience in a different occupation, building up a business, liking the work, work for extra or helping friends and relatives with their work.

In industries in which the greatest number found secondary jobs were in service and finance, agriculture and retail trade. Together, these provided 64% of the secondary jobs. Only about 43% of all moonlighters held a primary job in these industries.

President Howard Coughlin sign charter of new Local 1040 and felicitated Chay Porter, right, chosen its first president. Company Director John Roosevelt is at left and Secretary-Treasurer William J. Reinhart and President Julius Frank of firm in rear.

U.S. Price Index

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Canadian Price Index

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If you move, send your old and new address, including zip code to:

J. Howard Hicks, Sec-Treas.
1012-14th St., N.W.
Washington, D.C. 20005