Christmas and New Year Greetings

Although the year just ending saw rising inflation and unemployment in the U.S. and Canada, collective bargaining safeguarded the living standard and jobs of our members in both countries.

The labor movement as a whole faces difficult problems such as the growth of multinational firms using cheap labor; the U.S. wage-price freeze together with a 10% surcharge on imports, including those from Canada. The OPEIU promptly protested this as unfair to Canada and urged its repeal.

Despite adverse factors in both countries, the Office & Professional Employees International Union continues to grow, adding to our ranks white-collar employees (including office women) who see our union as a bulwark of strength in these troubled days.

Labor solidarity is needed now more than ever in our common fight for social justice for all who must work for a living. We are also certain that this solidarity will prove victorious in the future.

With a firm faith in the future, in this joyous season we offer to each OPEIU member everywhere—those retired as well as active—our heartfelt wishes for a very Merry Christmas and a bright and prosperous New Year.

Howard Coughlin
President

Organizing report

B.C. campus drive off to a fast start

The OPEIU has launched a drive to unionize some 1,100 office clerical workers on the University of British Columbia campus in Vancouver, B.C. Vice President Bill Lowe, in charge of the campaign, reports that some hundreds of authorization cards already have been signed. Union enthusiasm is said to be mounting as the drive progresses.

A successful campaign at this university would make it the second in Canada to be unionized. Lethabie University in Ontario was the first. It would also mark the sixth in the U.S. and Canada where campus office employees enjoy union contracts.

Already unionized are Roosevelt University in Chicago, Fordham University and the Albert Einstein School of Medicine, both in New York City, and librarians at Wayne State University in Detroit. The OPEIU is now negotiating a first contract for the professional teaching staff at Foreigners School in Westport, Conn., where it was recently chosen OPEIU members.

As these campaigns proceed, Local 15 reports that it has been certified as bargaining agent for two office units in Vancouver, B.C., and has filed application bargaining agents.

Unification of campus clerical staffs in both the U.S. and Canada is now showing new life although it still lacks behind that of faculty members. In the past few years, professors at 133 of some 2,500 colleges and universities in the U.S. have voted for collective bargaining. Campus clerical staffs are now following the lead of faculty members in joining the growing white-collar union movement.

4 Blue Cross Drive

Meanwhile, OPEIU field staffs in four large metropolitan areas are busily campaigning to unionize Blue Cross office staffs in Oakland and San Francisco, Detroit and New York City. These four campaigns alone involve some 10,000 potential for a third with the B.C. Labour Relations Board.

These certified are a 30-member unit at Noranda Metal Industries and a 45-member unit at Wire Rope Industries of Canada. Certification is sought for a 75-member unit at the Granduc Operating Company where some 80% of the employees have signed authorization cards. They comprise the office and technical staffs of this $200-million mining complex in the Vancouver area.

In New York City, Local 153 won a National Labor Relations Board election for an office unit at Cellu-Craft, Inc., a packaging firm in New Hyde Park, N.Y., and in Kansas City, Mo., Business Manager Larry Green reports that Local 320 won an NLRA election to represent a unit of 25 telephone secretaries at WUL/TAS Inc.

Local 14 Wins $40 in 3 years at Eaton Co.

Wage gains over a three-year period totaling $40 a week per individual with an extra $2 inequity adjustment in some classifications were secured by Philadelphia's Local 14 in a contract negotiated with the Eaton Company (Industrial Truck Div.), formerly Yale & Towne Mfg. Company, Business Manager John McClellan reports.

The shift premium is increased by 10c an hour to 25c. A new clause provides differential jury duty pay. Bereavement leave is also liberalized. Other gains are an additional paid holiday for a total of 11 and a vacation bonus for employees after 20 years' service.

The employer also agreed to increase health-welfare contributions, including health, sick and accident insurance and Blue Cross coverage, and to boost pension plan contributions by an additional $1.50 per month per employee—50c in the first year, 25c in the second, and 50c in the third.

Convention adopts 3-point policy, defends validity of all contracts

The American labor move-ment "will not permit itself to become the scapegoat for Ad-ministration policies which have brought this nation to the brink of disaster," the AFL-CIO biennial convention declared at Miami Beach, Fla.

The convention instructed labor members on the Pay Board to vote only in order to achieve union demands. It also approved support of member unions that defy the board's decisions.

The AFL-CIO Executive Council declared in a statement:

"We flatly reject the concept that anyone—be it the Pay Board or President—had the power to abrogate any legal col-lective bargaining agreement or any contract voluntarily and legally entered into by American citizens—we would be subject to abrogation in similar fashion, a concept we reject without equivocation.

There is little hope that eco-nomic justice can be achieved by this board, the majority of whom are guided by the dictates of the Administration or the in-terests of big business."

The Executive Council's three recommendations were adopted by the convention:

1. That labor representatives remain on the Pay Board only so long as a reasonable hope exists of securing recognition of the validity of contracts and of achieving justice for working people—including, most particu-larly, those with low or sub-standard incomes and those without strong bargaining representatives.

2. That AFL-CIO unions insist at every level on the valid-ity of their contracts in all their terms and in all their particular-ities, and that they take every lawful action at their command to insure that their contracts are honored.

3. That the AFL-CIO con-tinue the legislative effort in the Congress to protect the validity of contracts.

As this issue went to press, the Senate had approved retro-active payment of wage increases blocked by Phase One.
Support the Long Amendment

The OPEIU has long sought to right an injustice to working mothers by allowing them to claim income tax deductions for child care expenses. Last June our Miami Beach convention again unanimously adopted a resolution urging Congress to enact such legislation. Victory may now be in sight.

Senator Russell B. Long (D-La.), chairman of the Senate Finance Committee, has introduced an amendment to the income tax bill which would enable employers to claim a deduction for any child care expense incurred by a worker so long as the care is provided by someone to look after the child, provided the parent was single, widowed, divorced or separated from her husband. A man who is similarly spaced would also be eligible.

The $400 a month added up to $4,800 a year—a substantial tax benefit. Any parent who meets the criteria could receive the benefit regardless of income.

We suggest that all OPEIU members write to their Representatives and Senators urging support for the Long Amendment.

A low Dun & Bradstreet rating

Dun & Bradstreet could not convince the National Labor Relations Board of any discrimi­nation against its employees which would cause "irreconcilable conflict of interest" and obstruct the free flow of commerce by casting doubt on the confidentiality of information needed for credit reports.

The NLRB panel notes that the employer's arguments are based on the assumption that loyalty to a union would cause credit reporters to violate its rules on confidentiality and to divulge "privileged" information to the union. The panel says that the arguments are in the nature of a blackballing or the assumption on which they are based. The law has clearly rejected the notion that membership in a labor organization is in itself incompatible with the obligations of fidelity owed to an employer by its employees.

The employees are placed in positions of trust by their employers in a wide variety of financial activities have exercised their fundamental rights guaranteed by the (Taft) Act without raising the specter of conflict or compromised trust.

This case is a classic example of the devious logic used by some anti-union employers to delay or deny the rights and benefits of collective bargaining to their employees.

More women join unions

More women in the U.S. and Britain are now joining unions. A Bureau of Labor Statistics study finds that membership in trade unions and professional associations rose by 54,000,000 between 1967 and 1970. Significantly, women members accounted for 324,000 of this increase. Over the two-year span, the ratio of women to men was 342 for every 200 men.

The new trend can be explained in part by the growing proportion of women in the national labor force, particularly in office occupations. But it also reflects their dissatisfaction with the way unions are run and their desire for sex equality, because of sex, it comes to equal pay and equal opportunity for promotions.

More and more women are now beginning to realize that the quickest way to end sex discrimination is to join a union and, through collective bargaining, spell out equal pay and equal opportunity in a union contract.

British women, like their American sisters, also are beginning to see the light. Over there an Equal Pay Act becomes fully effective in 1975 to women are unionizing to reap its full benefits. The majority of British working women earn only about 50% of what men are paid for doing similar work. In this country, the difference often runs as high as $2,500 a year or more.

Working women are treated unfairly on both sides of the Atlantic. But it is encouraging to note that they are realizing that the best bargain they can find today is a union card.

Phase II Controls: an official O and P

Here are the questions and answers issued by the Pay Board as explanations and guidelines on Phase II economic controls:

Q: What pay adjustments are affected by the new 5.5% general wage and salary standard?

A: Those for overtime general wage and salary increases applies to labor agreements entered into, or on and after Nov. 14, 1971. It also applies to other pay adjustments made after that date whether or not reflected in a formal agreement.

Q: What about wage in­creases during existing contracts and pay practices?

A: Pay adjustments under contracts and pay practices are being at Nov. 14, 1971 are allowed to go into effect. If they affect more than 1,000 employees, they must be re­ported to the Pay Board in accordance with regulations to be issued by the Pay Board. How­ever, they are subject to review by the Pay Board, if challenged, to determine whether any increase is unreasonable incon­istent with criteria established by the board. The employer may continue to pay the in­creased wage or salary until such determination of the challenge is made by the Pay Board.

Q: Can retroactive wage increases be paid?

A: Pay Board approval is required for any retroactive in­creases coming into effect during the freeze pe­riod. This approval is not auto­matic.

Q: What is the definition of wages and salaries?

A: Wages and salaries is broadly defined to include cash payments, equivalent in value of all forms of direct and indirect remuneration. The definition does not include items which are not reasonably subject to valuation or payments made under public plans such as Social Security.

Q: Are any employees excluded?

A: Federal employees whose pay is governed by federal law and employees placed at least 25% below the federal minimum wage standard, currently $1.60 an hour, are excluded from the applica­tion of the wage and salary standards.

Q: Does the 5.5% standard apply to each individual?

A: No. It will apply to the average increase granted in an appropriate employee unit.

Q: What is meant by appropriate employee unit?

A: The appropriate employee unit for the measurement of changes in wage and salary levels is the group of employees in a bargaining unit or recognized employee category in a plant, branch establish­ment, or in a department thereof, or in a company or an industry, as best adapted to preserve contractual or his­torical relationships.

Q: Are longevity increases counted as part of the 5.5% standard?

A: Longevity increases and automatic progression within a pay range are to be taken into effect after Nov. 14, 1971, according to the terms of plans, agreements, or contracts in effect prior to Nov. 14, 1971, without regard to the 5.5% general wage standard.

Q: Are salaried employees required to get Pay Board approval before putting wage and salary increases into effect?

A: Pay adjustments involving less than 1,000 employees do not require prenotification or approval by the Pay Board. However, the em­ployer must adhere to the 5.5% general wage and salary standard in granting increases.

Q: My employer doesn't have to report wage increases, how will IRS know what's happening?

A: First of all, you're trusted. Second, IRS has access to your income tax return.

Q: Do pay rules cover fringe benefits?

A: Yes, they cover wages, salaries and other cash payments, the cost of vacations, pensions, stock purchase plans, etc.—just about all forms of remuneration.

Q: In other words, a company can give a 5.5% raise in wages and also provide a similar boost in pension, insurance and other fringe benefits.

A: That's right. Actually, the 5.5% standard allows leeway in apportioning increases between basic pay and fringe benefits. Say a worker now is paid $10,000 a year and has fringe bene­fits with a dollar value of $3,000 for a total wage-and-fringe package of $13,000. He's entitled to a total increase of 5.5% of $13,000, or $725.

One way to give him the in­crease total: A 5.5% increase in wages, or $550, plus a 5.5% increase in fringe, or $175. Total boost: $715.

An alternative: The worker could get a wage boost of $650, or 5.5%, if his fringe benefits were raised only $65, for a total boost of $715 in the package.
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Canadian Price Index

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Local 12 upheld on holiday pay by St. Paul board of arbitration

A Board of Arbitration in St. Paul, Minn., upheld Local 12 when it granted a NPEIU member a holiday pay after he was disqualified from his job because he violated company rules. The union had been scheduled to work the previous week but was not present due to illness. The board ruled that the employee was entitled to holiday pay as provided in the contract.

School leaders favor unionism

Unions are heavily favored by the leading achievers in high schools, according to a survey by the Merri Publishing Company. Of 8250 high schoolers selected by their principals as high achievers in scholarship, performance, and awards competitions, 75% answered "Yes" to the question "Are you in favor of unionism?".

Labour's own college asks help

The Labour College of Canada, in Montreal, announces that its tenth anniversary residential term will commence on April 30, 1972. The college asks the assistance of all Canadian Locals to provide funds and scholarships and to recruit students. It's programs are designed to enable graduates to become more capable and active in the labour, community and political life of the country.

Professional jobs scarce in Canada

Accountants, engineers, scientists and other professionals in Canada are having as much trouble finding jobs as blue-collar workers, according to an industry-operated Toronto non-profit placement service.

Canadian unions grow

The Canadian Labour Congress reports that during 1970 Canadian union membership increased "at an encouraging rate," especially in the white collar and service fields.

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Official statistics show that as of January 1970, there were 2,173,000 Canadians who belonged to unions, 4.7% higher than the previous year. During 1970 there was "extensive new organization," especially among nurses and teachers.

It is expected that the Canadian labour force will increase by 4.4% during this year. CLC says unions are "making strong and encouraging efforts to keep up with this growth."
The Hartke-Burke bill—
a curb on multinational firms

We have called the attention of our readers to theills generated by multinational firms throughout the world. We have pointed out that a majority of these multinational corporations which export money and technology to shift American jobs to low wage areas overseas are American. The activities of these firms have, to a great extent, brought about the reaction of President Nixon to the point where he imposed a 10% surcharge on goods produced by foreign nations. We are not certain that this is the best answer. A bill that would, without building high tariff barriers, have as its purpose stopping the outflow of American jobs, capital and technology, but steering clear of economic isolationism has been introduced in both Houses of the Congress. The measure is co-authored by Representative James A. Burke, Democrat of Massachusettts, and Senator Vance Hartke, Democrat of Indiana.

The former’s bill is HR 10914 and the Senate counterpart is S-2592.

The bill would eliminate financial incentives that at present encourage development of multinational corporations. It would also plug tax loopholes that make this profitable. The Hartke-Burke bill includes the following provisions:

1. Repeal of tax incentives that encourage establishment overseas of production facilities by American firms.
2. Set up a three-member independent commission to regulate U.S. foreign trade.
3. Empower the commission to set quotas for imports except for products already entering this country under quotas or voluntary agreements and items not produced in the United States. The quota could be set to 1965-69 imports, which could rise as U.S. production expands.
4. Update the 1921 Anti-Dumping Act to speed remedial action where dumping are not exploited.
5. Require labeling of foreign-made components in goods sold in this country.
6. Empower the President to ban or regulate the flow of capital overseas that he determines U.S. employment would be hurt by it. He would also be able to ban a U.S. patent holder from producing the patented product overseas or license a foreign firm to make it.
7. The tax incentive would make the tax on profits earned in foreign operations the same as on domestic profits.

Corporations would be permitted to deduct foreign taxes from U.S. taxable income, but they would no longer be able to subtract the full amount of their foreign taxes as a credit against their tax bill in this country.

This provision would also eliminate the foreign tax credit on payment of royalties received by American firms for use of patents outside this country and thus discourage export of our technology.

The Hartke-Burke Bill combats theills of multinational firms in a more realistic manner. If this Bill is passed, the President could and should eliminate the 10% surcharge which may create havoc with the United States’ position in world trade. The Hartke-

Burke Bill, if enacted, will accelerate employment in the United States, particularly in industries which have been hurt by American owned multinational firms which exploit low paid workers in under-developed countries of the world.

Unions continue to grow, latest U.S. survey shows

Membership in trade unions and professional associations with headquarters in the United States is still increasing, according to a U.S. Bureau of Labor Statistics survey which reports that it rose by 342,000 between 1968 and 1970 to 22.5 million.

The survey disclosed that more women than men were joining unions, increasing their number by 342,000 over the two-year span to a total of 4.3 million. While collar members, totaling 3.4 million in 1970, rose by 177,000 from the 1968 figure.

Of the 1970 total reported, 20.7 million were members of trade unions and 1.9 million belonged to employee associations. The greatest gain was among trade unions, which had 20.2 million members in 1968.

In 1970, union and association membership represented 24.7% of the total labor force. This was the same as 1969 but a drop from the 25.2% level of 1968. Union members in non-farm employment, however, rose from 29.6% in 1969 to 30.1% in 1970. It was 30.5% in 1968.

With a gain of almost half-a-million members, organized labor was at an all-time high in membership. However, the growth pace was not as rapid as that made between 1964-65 when membership grew by 1.1 million, or for 1966-68 when the increase was one-million.

The BLS 1970 study included for the first time professional associations which now engage in collective bargaining. To be included, employee associations also had to represent members in more than one location.

Membership in the manufacturing sector, where unionization has been strongest, declined by 44,000 between 1968 and 1970. During the same two years, approximately 360,000 employees in non-manufacturing industries were added to union rolls, and membership among state and local government employees increased by 143,000.

The information reported in the BLS study was based on data provided by 185 national and international unions and by 22 professional and state public employees associations.

Increases and benefits gained at Grand Prairie

Across-the-board wage boosts totaling 13% together with improved fringe benefits were gained by Fort Worth Local 277 in a three-year contract negotiated for office employees of ARA Manufacturing Co. and Transtem Corp., in Grand Prairie, Texas.

The agreement provides a 3% wage increase in the first year and 4% in each of the following two years.

Employees will receive two weeks vacation after one year of employment and three weeks after five years. They will get eight paid holidays with an extra half-day at Christmas.

The employer agreed to pay 521 per month for each em-

ployee into a Health-Welfare Plan. Other gains are 20 days of sick leave per year, three days bereavement leave and unlimited time off for jury duty.

Local 277 President and Business Manager J. B. Moss headed the OPEIU negotiating team which included Jean Cor- nellius and Barbara DeHay.

Lewandowski at podium

Organization Director Art Lewandowski was guest speaker at an in-service course on “Lab-

or and the American Econ-

omy,” conducted by the New York City Council on Economic Education, Inc., for teachers and students seeking college credits in this field. His topic was: “Organizing the Civil Serv-

ant and the White Collar Work-

er.”

In a letter thanking him for an “excellent presentation,” Council Executive Director Al-

bert Alexander said: “Your ex-

pertise in this field was most welcome in supplying an added dimension of applied economics for the training of our teachers and in providing them into areas requiring some fundamental re-

thinking.”

Five from three locals took university courses

Five OPEIU officials of three Missouri Locals completed study courses provided by the Labor Education Division, University of Missouri, in Columbia, during the past academic year. The courses are designed to increase the effectiveness of trade union leaders.

The union officials are President Larry L. Jeffries and Sec.-Treas. Catherine C. Franks of Local 185, Springfield, Mo.; Business Representatives Larry O. Green and Jerry Sevitt, then of Local 320, Kansas City, Mo., and Business Representative Tom O’Brien of Local 13, St. Louis, Mo.