Employees of Hudson Trust Company in Union City, N. J., scored wage gains averaging some $1,200 per member in a two-year contract negotiated by Local pension and vacation clauses were improved.

Covering 140 bank employees, the agreement provides a 55 weekly across-the-board wage increase in each year. Initial cost-of-living adjustments ranging from $2.90 to $5.25 per week (averaging $3.15) were effective last March 1. Adjustments are based on the New York metropolitan BLS figures.

Part-time employees are eligible for the cost-of-living adjustments, which will be computed at six-month intervals.

Local government employees in Clark County, Washington, have voted by a decisive margin to join OPEIU Local 11, based in Portland, Oregon. In an election conducted by the State Labor Relations Board, 60 voted for the union, 24 against. The announcement of the success, Local 11 Secretary-Treasurer Walter A. Engelhardt said that negotiation of a first contract for the new unit will get underway immediately.

The Clark County victory is the second Local 11 success in the public employee field. Earlier the union signed up Vancouver, Washington, city employees.

In a preliminary election a week before the final vote, Local 11 defeated a bid by the State, County & Municipal Employees (ASCEM) to represent the Clark County group. Local 11 was just one vote short of the absolute majority required by state law, making the run-off election necessary.

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VOTE drive is under way

The 1971 fund-raising campaign for VOTE is under way.

VOTE—Voice of the Electorate—is the political arm of OPEIU. Contributions of $1 or more are sought from every member of every local union.

Secretary-Treasurer J. Howard Hicks notified all locals in the U.S. of the start of the campaign, informing them that the VOTE national committee has set a quota of 25% membership participation.

VOTE works in close cooperation with COPE, the AFL-CIO's Committee on Political Education. Of course VOTE stresses support of political candidates on the side of white-collar unionism.

"Another important function of VOTE is the education of our union's membership on political issues," the Hicks letter explained. "Money can be contributed from your Local's general fund for this purpose, but none can be used for contributions to candidates."

The letter urges the Locals to begin their VOTE drives early.

The OPEIU Executive Board serves as the VOTE national committee. It selects a Selection Committee and gives guidance to the campaign. For each dollar contributed, 25% will be returned to the Local's VOTE committee if requested—or sent directly to the support of candidates or measures the Local endorses.

Another 25% goes to COPE, and the remaining 50% is used by VOTE to support candidates sympathetic to the white-collar union cause.

Local 13 celebrates 60th

San Francisco's Local 13 celebrated its 60th birthday on April 3 with a buffet dinner, dance and entertainment at the Marine Corps & Standards Hall.

Local 3 meets with John F. Heaning, secretary of the California State AFL-CIO, served as honorary chairman, with Margiall Shallo as chairman, and Anna Marie Grace and Phyllis Mitchell as co-chairmen. They were assisted by a committee which included Ann Alton, Kay Kelly, Margaret "Peggy" Kenny and Dorothy McNulty.

From the desk of the President

By Howard Coughlin

The Twelfth Convention of the Office & Professional Employees International Union will be convened at the Hotel Desautom, Miami Beach, on June 7. Held every three years, our conventions establish the basic policies of the International Union and define the direction of our organization for the next three years.

Approximately 400 delegates, representing almost 300 Local Unions, will deal with a host of resolutions covering a myriad of subjects. These subjects will include proposed constitutional changes, dues and per capita tax increases increasing the strike benefit fund, promotion of the four-day work week, creation of jobs, stabilization of the economy, and election of officers.

Due to the fact that the convention will deal with a multitude of resolutions, in addition to other matters, in five days, all business to be considered will be dealt with by convention committees. The members of the committees, in accordance with our Constitution, will be named by the President of the International Union.

These committees will include: Rules, Resolutions, Constitution, Organizing, Legislation, Publicity, Official Publication, and Officers' Reports. Resolutions submitted by Local Unions will be assigned to the appropriate committees.

Meetings of the committees are scheduled for June 5th and 6th, prior to the convention. It is anticipated that all committees will be ready to report during the first day's session.

We are forwarding a four-page leaflet to all delegates to apportion them of the workings of our conventions, including committee assignments. As each committee chairman reports, delegates will have an opportunity to debate the pros and cons of the committee's recommendations.

The convention will then act to adopt or reject the recommendations. This is usually done by a voice vote. However, any delegate may request a division of the house through a show of hands. One-tenth of the delegates present may demand and obtain a roll call, based on the voting strength provided in the Constitution of the International Union.

Our voting formula is very close to the "one-man, one-vote" ideal. Actually each Local Union in good standing shall have one vote in the convention; for each 100 members or major fraction thereof on which per capita tax has been paid for the 12 months period ending March 31st preceding the Convention. While Local Union delegations will have the right to cast all of their votes for or against a particular resolution, all Local Unions are limited to a total of five delegates.

In accordance with actions taken by the Rules Committee in the past, nominations for the offices of President, Secretary-Treasurer, and Vice-President generally take place on the third day of the convention. Elections, conducted by a committee of delegates who are not candidates for any office, are held on the fourth day. These elections are held by secret ballot. We are proud of the fact that we have had secret ballot elections at all of our conventions since our International Union was chartered by the American Federation of Labor in 1945.

In order to insure representation from all parts of the United States and Canada, Vice-Presidents must be elected from various geographical regions of both countries. Our thirteen Vice-Presidents include two from Canada and 11 from the various geographical areas of the United States. The Vice-Presidents and the Executive Officers comprise the Executive Board of the International Union which operates between conventions.

However, the Executive Board must follow the mandates of the Constitution and the convention.

We believe our Convention to be a model of democracy. We believe it exerts all delegates, representing varying shades of opinion, an opportunity to be heard both during committee meetings and on the convention floor so that all views are heard before final action is taken. We earnestly urge all Local Unions to have delegates present at the Twelfth Convention.
More on the case for unions

The Office of Business Economics, a branch of the U.S. Department of Commerce, asserts that on average unionized employees in 1971 will receive wage increases of 6 to 6½%. On the other hand, non-union employees will have to content with gains of around 3½%.

Not taken into statistical consideration are those hapless employees whose pay will remain the same in 1971 as in 1970, or those who have to take a cut in pay.

As the OBE euphemistically put it: "These estimates indicate a considerably greater responsiveness on non-union wages to the state of economic activity," and non-union pay adjustments are "more sensitive to current conditions than actions taken under union-management contracts, negotiated every two or three years."

In short, non-union employees often have their pay cut at the first sign of an economic downturn.

Unorganized office employees urgently need the OPEIU to protect their own futures and that of their families.

The Chattanooga freeloaders

The epitome of gall of course was that of the youth who murdered his father and mother and then hung the key to mercy on the ground that he was an orphan.

We can't stop this, but we can offer the case of a worker in Chattanooga who refused to join the union in a largely unionized shop (Tennessee is one of those right-to-work states) and then insisted that members of the union be dumped into contributing to a fund to make good losses he suffered when his home caught fire.

The Boilermakers Union had been in the habit of asking members—only a brother had his aid denied, sending letters of appeal in cooperation with management.

To make a long story short, it refused to help the man who had insisted on his independence and refused to join it. The man complained to the NLRB—and won.

We don't pretend to understand the NLRB's reasoning, which we find bizarre. We just think this sort of incident ought to spur everyone to get rid of "right-to-work," which is really a license for free loading.

What's VOTE? Why give?

When Local Union volunteers ask members to give a check to VOTE, they have to expect a variety of responses. The Regulated Individual: "Nobody's going to tell ME how to vote."

The I'm Not Santa Claus type: "What do I need with another gimmick organization?"

And the one who asks: "What's VOTE, anyway?"

VOTE is the OPEIU's Voice Of The Electorate which works with the AFL-CIO's COPE—Committee On Political Education.

Both groups in the U.S. play a major role before elections in registering voters, getting out the vote, endorsing candidates friendly to organized labor, and educating voters at national, state, county and city levels on current issues.

VOTE supports political candidates who favor the cause of the white-collar employee, while COPE backs those friendly to the entire labor movement. Both activities are vital to the interests of the members.

So ... please give a check to VOTE when your Local's volunteer comes around. Organized labor in these trying times needs friends in political offices at all levels.

A princess with a union card

A tip to OPEIU organizers: When you run into a loser who makes plain she thinks joining a union is beneath her dignity, tell her—casually of course—that Princess Christina of Sweden's royal house has just signed up with the government employees union in Stockholm. She is employed in public relations in the Ministry of Foreign Affairs.

The Swedish papers quote the princess as saying that it gave her a great deal of satisfaction to join an organization devoted to helping her and others.

Insecurity viewed as turning office employees to unionism

Pervasive insecurity is why office employees are now accelerating their movement to unionize, notes Columnist John Harling of the Washington Daily News. He writes: "Over the years, the drive to organize clerical employees has had its ups and downs. But quite clearly, it is definitely on the rise."

"Federal, state and local government employees—once the most impervious to unionization—are now balking in unions. And their example is not being lost upon white-collar employees in the private sector. The old prejudice against unions, as being beneath the dignity of high school and college graduates, is being washed away by the better judgment of experience."

In a recent issue of the Harvard Business Review, Dr. Vogel, a former Allegheny Ludlum Steel Company official, supports the view that office employees have come around to recognition of a new reality. As individuals, they realize that they cannot cope with modern job problems or corporate giants. More and more, they feel the need for an office union to bargain for them.

A decisive factor leading to this change in white-collar attitudes, says Vogel, is that any work under circumstances that offer little from factory conditions: "Behind the marble facades and Doric columns of almost any bank or insurance company are huge, bulbous areas inhabited by rows of clerks and paper-pushers. The work itself is fragmented—chill and boring."

The result: the clerical employees feel increasingly cut off and expendable.

So he finds that office employees these days are doing a great deal of comparative looking. They note that unionized white-collar workers have more of these fringe benefits and job security. In fact, very often the minor improvements in non-union white-collar conditions are a direct byproduct of aggressive collective bargaining by blue-collar unions.

But now white-collar employees have reached a point where they no longer wish to rely on such penny pinching. Hence, Vogel's urgent message to a cross-section of American management: the growing dissatisfaction among office employees has made them ripe for white-collar unionism.

The question is no longer whether or not to join a union, but which union to join. Last month's White Collar summarized reports of The Bureau of National Affairs, Inc., annual survey of National Labor Relations Board elections in 1970. It showed that the Office & Professional Employees International Union led all AFL-CIO affiliated, or other private sector unions, in the number of white-collar employees unionized.

In other words, most white-collar employees are choosing the OPEIU to represent them because it is the most experienced and professional office union in the office and professional fields to solve their particular problems.

Unemployment v. strikes

Man-days lost by unemployment in 1970 were 17 times greater than the loss from strikes, an analysis of U.S. Labor Department figures shows.

With joblessness averaging over 4 million for the year, the last man-days of work exceeded a billion. This compared with an estimated 62-million-man-days lost due to strikes.

Revised cost of living clause marks D.C. pact

A unique cost-of-living clause and two annual wage increases of 4 per cent each make for a satisfactory new contract between Local 12, Washington, D.C., and the Hospital Plan of the United Federation of Postal Clerks.

Announced by Secretary-Treasurer Bennett C. Eber- edge, the settlement covers 108 members and is retroactive to Nov. 1.

The new method of computing the successive cost of living increments will increase the members' earnings significantly.

The health plan's maternity benefits are increased from $362.50 to $500.

The employer contribution to the pension plan rose four cents to 14 cents an hour as of Nov. 1 last year and will up to 18 cents this coming Nov. 1. Retirement payments will increase a year later.
Canadian locals sign five paper companies

Spruce Falls Power Kimberley-Clark

Wage increases totaling $194 per month were secured in a three-year contract negotiated by Local 193, Aluminum Foil Div., and Spruce Falls Power & Paper Co., Ltd., and Kimberley-Clark of Canada, Ltd. The two companies make newpaper, crepe and Kimberly-Clark products, respectively.

Rules for emergency leaves were amended to allow vesting at age 45 after 10 years of service.

The pact included Local 166 President Normand Drisdale, 1st Vice-President John Gouldthorpe, 2nd Vice-President Guy Plourde, Secretary-Treasurer Eric Jones, and Recording-Secretary Dian Gagnon. They were assisted by International Representative Wilfred L. Poel.

Alberni Pulp & Paper

Individual wage range gains from $1,542 to the lowest bracket to $3,546 in the highest were achieved for office employees of Alberni Pulp & Paper Ltd., Port Alberni, B.C., in a new three-year contract reached by Local 15, Vancouver, B.C.

Across-the-board wage gains totaling $97.50 per month will bring the minimum starting scale for women from $376 a month in the lowest bracket to $425.50 on January 15, 1973, with a $53.50 maximum.

The minimum starting office scale for men will go from $451.70 to $548.50 on the same date.

Domtar Woodlands

A 40% wage boost over a paid holiday and an improved Health-Welfare plan were won in a new contract negotiated by Local 322, Vancouver, for office employees at Domtar Woodlands, Ltd., engaged in pulp and paper logging.

The agreement, which is retroactive to Sept. 1, 1970, raises the minimum starting wage from $376.50 per month to $549.50. The minimum starting scale for office employees is $425.70.


The OPEU negotiating team included Jean M. Fillmore, Paul A. Plourde, Daniel Harvey, Pierre M. Tremblay, Marie Claire Chapron and Jean P. Ménard.

Price Brothers

New maternity and bereavement leave clauses, plus substantial pay boosts, are written in a three-year contract covering 88 office and warehouse employees at Price Brothers & Co., Ltd., pulp and paper mills in Chicoutimi, Que.

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Meet Marie Metcalf: shop steward, artist

Marie Metcalf, a Local 106 Shop Steward for five years and member of its Scholarship Committee in New London, Conn., wields an artist’s brush with dexterity and is equally talented in swinging a golf club or a baseball bat.

She is an artist at heart. Her versatility as an artist was recently displayed at a New London bank in the form of seven oil paintings on exhibit in the lobby. A native of New London, Mrs. Metcalf has been drawing since childhood and for the past four years has been an art student.

She is employed in inventory control at Electric Boat. She is a member of a champion softball team and is noted for her prowess on the golf course.

With her husband Charles, Mrs. Metcalf lives in Mystic with their three sons and one daughter.

Irene Boyce feted

Irene Boyce, a charter member of Office Employees International Union, Local No. 11775, predecessor to Local 2 in Washington, D.C., was honored at a party celebrating her fifty years of service with the United Association of Journeymen & Apprentices of the Plumbing and Pipe Fitting Industry.

The party was attended by the general officers and executive board members of the Plumbers’ Union, employees at headquarters, and a host of friends including AFL-CIO President George Meany.

Mrs. Boyce began her career as a relief operator in the early 1920s at the United Association’s Chicago headquarters. Since then she has served under four general presidents and in five local associations.

The highlight of the evening was Irene Boyce’s retirement. She had been computer operator at Durkee’s Famous Foods for thirty years.

URW and OPEIU earnings to go up together in ’73

The first contract reached in 1973 between the United Rubber Workers and one of the four industry giants will determine the third-year increase coming to 100 members of Local OPEU Local 339 under an agreement just reached with the URW. The URW raise will be the OPEU rate. The increases for the first two years are set—26 cents an hour each year, or $1.62 per member.

The employees of the URW international office in Akron, Ohio, also get an additional holiday, Washington’s Birthday, and improvements in the Hospital-Surgical Medical Plan. A Prescription Drug Plan starts July 1.

A report of the settlement by Stewart Jeans Wilson says that life insurance coverage was increased to $7,000 per employee, with double indemnity, and extended to employees on leave of absence with the employer to bear the cost.

The pact also calls for a Disability Pension of $15.50 per month per year of service and improvements in the normal retirement plan. For present retirees, pension benefits were increased by $2.25 to $7.75 per month.

The plan further provides an unreduced early retirement benefit after 37 years of service at the $7.75 rate.

Gallup poll shows sexes divided on 4-day week

The four-day, 40-hour work week has widespread appeal to America’s male population, particularly younger men, but the idea is strongly opposed by women, according to a Gallup Poll.

The survey shows that 45% of men of all ages would like to make the switch from the present five-day, 40-hour work week to a four-day, 40-hour week.

Married women, among the two-to-one majority against the change, said a 10-hour work week would be ‘too long’ for their husbands, or if they worked outside they would not have sufficient time for household chores.

The favoring the change gave such reasons as: the shorter work week would give a longer weekend; families would have more time together, and the change would increase job efficiency and morale.

About 100 small companies, mostly nonunion, are now on a four-day working week.

Among men, the poll showed 45% were for the four-day work week of 1969. Her job required six hours on her hands, or if they worked outside she would not have sufficient time for household chores.

The Gallup interviews show that Coughlin’s conviction that the 10-hour day is too long is widely shared.

The number of hours aside, the four-day week offers distinct advantages in the opinion of both employer and employees surveyed by the Bureau of National Affairs.

Employers made such comments as:

- Increased productivity “productivity up almost 20% with much less overtime”; “running time of machines up 60 to 70%.”
- Less absenteeism — “Absenteeism on Monday has dropped from 10% to virtually none.”
- Lower turnover — “Turnover decreased.”

Durkee’s Famous Foods yields $3,960 in 3 years

Wages advancing totaling $3,960 per individual and an improved Health-Welfare program were achieved for office employees at Durkee’s Famous Foods in Berkeley, Calif., in a three-year contract concluded by Oakland’s Local 29.

The pact sets a minimum hiring rate of $3.55 per month in the lowest office grade next August 1, and a $3.76 maximum. In the top grade, the salaries are $603 and $711. Next year, the office grade pay scale starts at $608, rising to a $726 maximum, with the top grade scale running from $653 to $761. The first $60 per month across-the-board pay boost is retroactive to August 1, 1970.

Local 29 Business Representative Louis A. Ceylala reports that new clauses provide one day sick leave per month to a 25-day maximum; three days leave for death in the immediate family; and differential pay for jury duty. The seniority provision was improved.

The employer agreed to double the Health-Welfare contribution to $36.48 a month per individual and to increase this by $1.73 in each contract year.

$2,294 in back overtime awarded Local 8 member

Local 8 has made whole a computer programmer whom an employer union tried to deny accumulated overtime. In arbitration, the arbitration board decided in favor of the employee union member.

The case centered around a $2,294 overtime award with an additional $60 in attorney fees.

Carol A. Pederson had been employed at the Welfare & Pension Funds of the Restaurant Employees, Bar tenders & Hotel Service Union under an OPEU contract from Oct. 2, 1967, to Dec. 3, 1969, and was required overtime which the employer instructed her to record on the time clock so that she could later receive compensatory time off.

Mrs. Pederson compiled, but failed to receive her time off prior to her job termination over rate is down from 23 to 3% on a per month.

- Easier recruiting — “Recruiting to help wanted ads was about five times heavier than normal.”
- Less start-up and close-down time due to elimination of fifth day.
- Less time consumed in lunch periods.
- Fewer distractions and reduced noise where the four-day work schedules are staggered to allow the company to open five, six, or seven days.

Reactions of employees

Employees generally reacted favorably, “I only have to get up four days a week,” one said. Others cite savings in commuting and baby-sitting expenses, as well as the fringe benefit of avoiding rush-hour travel.

The working mother may find it permits her to catch up on housework and do errands when the kids are in school.

Others found they can take greater advantage of recreational facilities, such as beaches and golf courses, on days when they are less crowded.

As one employer expressed it: “Having a weekday for shopping in relatively uncrowded stores, making doctor’s appointments, etc., means that I don’t have to rush around like a manic on Saturdays.”

AFL-CIO President George Meany, an old friend, greets Irene Boyce at Washington, D.C. party celebrating her golden anniversary with plumbers’ union.

cause when General Secretary-Treasurer William Dodd presented her with an honorary lifetime gold-card membership in the United Association.

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