**OPEIU pioneered shorter workweek concept**

In using its negotiating and persuasiveness powers in behalf of a workweek of four eight-hour days, the Office and Professional Employees International Union speaks with the authority that comes of long involvement.

On March 28, 1962, in an address to the Manufacturing Forum of the American Management Association in New York City, OPEIU President Howard Coughlin called for the establishment of a four-day workweek. In that speech 10 years ago, he stated: "Management can take the lead in making proposals to better the workers' lot in life. It does not always have to sit back and adopt a defensive position."

Coughlin then inquired: "What is wrong with the possibility of American management reducing the workweek and making such changes feasible? For example, it may be possible to work the office employees' historic eight-hour workweek of 35 hours in four days, as compared to the present five-day schedule. It may be possible to do this and still continue both the plant and the office on a five or a six-day basis."

Even in that speech a decade ago, Coughlin pointed to the fact that the computer industry had moved through the five-day workweek and the four-day workweek will be succeeded by the four-day workweek."

He also quoted Thomas J. Watson, President of International Business Machines, as stating: "In addition, we may have to be willing to consider shortening the workweek."

In an article published in the New York State Department of Labor's Industrial Bulletin in February 1967, the OPEIU President once more outlined the need for a four-day workweek.

As a fraternal delegate to the Canadian Labour Congress Convention on May 8, 1968, Coughlin said that with the end of the war in Vietnam, increased automation and technological change, it will be incumbent upon the labor unions of Canada and the United States to be in the forefront for the establishment of a shorter workweek. He pointed to a published year-long study (Continued on page 2)

**Education Conferences Set**

Director of Organization Art Lewandowski urges all locals to name as soon as possible the delegates who are to attend the forthcoming OPEIU Regional Educational Conferences scheduled for September through November. The conference areas, dates and host cities follow:

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<th>CONFERENCE AREA</th>
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<td>Sept. 16-17</td>
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<td>Erie</td>
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<td>Northwest &amp; Western</td>
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**170 Perot employees vote to join OPEIU**

Computer tycoon H. Ross Perot's ban on boards and muslaches, mini-skirts and mod fashions among his employees boomeranged in the Electronic Data Systems' office in Oxnard, Calif., where 170 EDS employees voted 82 to 70 for the OPEIU in an NLRB election, choosing Local 29 as its bargaining representative. EDS sub-contracts computer work for Blue Shield of Los Angeles.

The Dallas-based computer firm gained notoriety two years ago when it obtained a sub-contract for New York Blue Shield's computer work in an overnight deal that stunned NAS data processing personnel who had been given no advance warning. Some 250 unorganized Blue Shield computer employees were "trained off" to EDS as "new hires."

Without union representation or a written contract, they lost their seniority rights, vacation accruals, sick leave, hospital-surgical coverage, union security, and their future was a bitter lesson in employer "paternalism." But the New York office did bring to light the maraudist personnel policies followed by the Perot organization.

**Locals gain 650 members**

The Blue Shield computer employees quickly found that EDS was only about one in every 30 job applicants. First (Continued on page 4)

**Big Blue Shield unit votes for the OPEIU**

The OPEIU scored one of its greatest triumphs in its history when Local 3 was chosen in a National Labor Relations Board election as bargaining representative for a 1,700-member unit at Blue Shield in San Francisco. Of those eligible to vote 780 voted for unionism to 664 against. Nineteen votes were challenged, and seven voided.

The arduous six-month campaign was an excellent example of close teamwork between a local and the International Union to achieve a major organizing success. Spearheading the drive were Vice President John B. Kimmick, International Representative Joe McGee, Local 3 President George Davis and Organizer Gerry McCool.

An energetic In-Plant Blue Shield Organizing Committee was active among fellow-employees. The campaign was assisted by the AFL-CIO Califorania Regional Office; staff from Oakland's Local 29 lent a valuable hand.

**Deauville again picked for OPEIU convention—page 3**
OPEIU pioneered concept of the shorter workweek

(Continued from page 1) by the Southern California Retailers Council, a non-profit organization for economic and social studies, which indicated that they would reach an age of leisure by the year 1985. He reported that the study showed we will either work six months each year or do something that we receive a full year’s pay, or shift to a shorter workweek with retirement by age 38.

The articles were published in various newspapers throughout the United States over several weeks, before OPEIU is on record for the establishment of a shorter workweek. In the New York Times Magazine for September 12, 1974, the following paragraph in an article headed “Four Days Shalt Thou Labor?” made this forecast:

1964 forecast

“The four-day workweek would create a real boom in the service industries, especially leisure and recreation. People will travel more, indulge to a greater degree in sports and hobbies, possibly buy more automobiles and even a second house in the country. Howard Cougliah, president of the AFL-CIO Office for Union Growth, points out the present difficulties that a five-day-weeker has today in simply getting to the bank or getting his car serviced. Another day off not only would give him the time to do these chores, but, says Mr. Cougliah, would also tend to upgrade the quality of work in the service industries and even cause a boom in neighborhood-type businesses, such as carpeting, furniture repair and the like.”

In view of the OPEIU’s history in pioneering the four-day workweek, it is particularly gratifying to cite a recent research report on the four-day workweek performed by the American Management Association. Its major highlight is “a rapidly accelerating trend toward a reduced workweek.” The research report is based on a survey conducted by the American Management Association in August and September 1971 and selected from two sources: one from 2,400 questionnaires addressed to randomly selected presidents of companies enrolled in AMA’s General Management Division; and, the second to interviews sent to 600 executives of either known to be operating on the four-day workweek, or who have expressed some definite interest in the subject.

Only 11% of those companies on the four-day workweek experienced higher costs, while 38% reported an overall decrease in their operating expenses. Production rose in 62% of the companies surveyed and declined in only 3%. Efficiency increased in 66% of the four-day companies reporting, with only 3% reporting a decline.

The AWA report interpreted the survey as disclosing “widely experienced discontent among American middle managers.” It considered “economic and social insecurity” at the heart of the transformer workweek, and also cited external factors such as “dramatic changes in life styles” throughout U.S. society.

The maximum complaint by middle managers was that blue-collar union gains outpaced their own. The survey reported complaints of low pay levels and job insecurity, lack of concern for inventory, sick leave, and group health.

Non-unionism is costly

A survey by Business Week reveals that the average salaries of the top officers of 25 corporations increased nearly 10% in 1971, paralleling the rise in corporate profits.” This compares with a manager 2.1% average increase in overall business and professional pay last year, it notes.

With unusual candor, the business publication remarks that not a single of the industrial cardsharks” helped them fare better in the race to stay ahead of inflation than “the armies of white-collar workers that the top men command.”

Meanwhile, The Wall Street Journal reports that management with established maximum rate or ceiling agreed to hold down wages relatively in the general Phase Two guideline of 5.5%, some cutting merit raises (which are allowable) about one-third with “minimal retrenchment” by non-union employees. It quotes a Dallas firm: “The salaried employee is the one who gets the raw deal.”

The OPEIU warned that this would happen in offices where employees are unorganized. In an effort to prevent the actual value of a union card versus a college degree, a Philadelphia Inquirer reporter found these contracts in wages: for college graduates in Liberal Arts, $3.98 an hour; in Economics, $4.43; in Chemistry, $4.76; in Physics, $4.91. All are unorganized white-collar occupations.

But the newspaper found that in the highly organized blue-collar trades the going union wage for laborer is $6.25 an hour, painter, $7.53, bricklayer, $7.74, and plumber, $9.55.

College degree or badge professionals, as they are known, are belatedly discovering that a union card is as valuable as a college degree. As the popular song says about love and marriage, “they go together like a horse and carriage.”

Local 12 Gains 14% in 2 Years

A 14% wage boost over a two-year period (subject to Pay Board approval), plus an additional holiday bonus, were negotiated by Twin Cities Local 12 for its office unit at Consolidated Freightways Corp., in Minneapolis.

Business Manager R. H. Mar- kussen says that the pact calls for 5.5% across-the-board wage boost, plus an additional 11% in the first year, with a similar amount in the second year. If wage controls are abolished in the meantime, it was agreed that the contract will be open for renegotiation of all items.

The OPEIU negotiating team was headed by Markussen. It comprised Stewards June Carl- son, James Buchanan and Joe Filas.
Local 15 scores at university

A major breakthrough in the campaign to organize 1,200 employees of the Medical School at the University of British Columbia has been achieved by Local 15. Vice President Bill Lowe reports that the local has been certified to represent a 50 member clerical-technical unit in the Department of Medical Education.

Despite opposition by the university and another union at a recognition hearing before the Provincial Labour Board, certification was granted for the new OPEIU unit, which also includes draughtsman and centre operators.

"With this certification, we are more confident than ever that other campus departments will heed our message," comments Local 15 Sec.-Treas. Ope. Skilling. She says that the "Vancouver organizing climate was never better."

A bargaining committee was elected to draw up proposals for an initial contract.

Blood bank unit gains

Medical technologists at the Blood Bank of Alameda, Calif., won salary gains ranging from $2,500 to $3,420 per individual in a two-year contract negotiated by Oakland Local 29 with the Contra Costa Medical Association. Retroactive to Feb. 1, the agreement runs to Jan. 31, 1974.

In the second year, salaries will range from $1,045 a month for technologist in the lower grade to $3,130 in the supervisory classification. In 1973, a floating holiday will bring the annual total to nine. Employees will be entitled to five weeks vacation after 15 years starting in 1973.

Other improvements are liberalized bereavement and sick leave clauses. Paid education leave was increased to five days from three, and new language was inserted covering leave of absence, non-discrimination and disciplinary-discharge warning notices. Language was also clarified for past experience and hours scheduling.

The pact was negotiated by Business Representative Bruce Lockey, assisted by Supervisory Medical Technologist Herb Millings.

Increases negotiated for public utility unit

Across-the-board salary increases ranging from $276 to $660 per annum were negotiated for 81 office employees at Public Utility District No. 1 of Clark County, Washington by Portland Local 11, Sec.-Treas. Walter A. Engelbert reports.

The new rates for the lowest office grade starting $518 monthly minimum salary rising to $533 after three months, and a maximum of $644. In the top office classification, the new minimum is $1,093 a month, rising to a $1,231 maximum.

The student scale was increased by $25 a month to $475.

The employer agreed to make full payment of premiums for medical-surgical care into Local 11's Health-Welfare Plan. A joint union-management study of the costs and benefits of a dental plan will be undertaken and that this information will be circulated among the employees.

Improvements were made in contract language covering annual, bereavement and maternity leaves.

The OPEIU team assisting Engelbert, who headed the negotiations, were Business Representatives Gary Kirkland, Chief Steward Ron Beems, Stewards Darrell Bark, Joan Pilger, Richard Denney and Frank Sawyer.

Deauville again picked for OPEIU convention

In a three day meeting in Atlanta, the OPEIU Executive Board chose the Deauville Hotel in Miami Beach for the June, 1974 convention. The hotel helped to make last year's convention a success and has pledged to guarantee a $16 single daily rate again in 1974.

The board made its decision after giving serious consideration to two major hotels in Toronto. One of these hotels was already booked for the convention dates, however, and the rates quoted at both were far in excess of those charged by the Deauville. Nor even these rates were guaranteed.

These were the other actions at the semi-annual board meeting:

- President Couglin reported that the OPEIU had added more than 6,000 members to its bargaining units since the last meeting. (Recent victory at the National Bank of Washington places this figure in excess of 7,000.) He also announced a gain of 692 members in Canada.
- The board directed Couglin and Vice Presidents Ronald Bone and Romeo Corbeil to meet with officers of the Canadian Labour Congress to work out jurisdictional understandings concerning the projected white-collar organizational drive in Canada.
- The board awarded the 1971 Henderson B. Douglas Award to Secretary-Treasurer Walter A. Engelbert of Portland's Local II for organizational successes achieved by the local. Previous winners were George Carney of New York's Local 205 in 1969, and International Representative Jay Porcaro in 1970.
- The board analyzed the Federal Election Campaign Act of 1971 and Title VII of the Revenue Act of 1971 which imposes certain restrictions on all labor unions that collect voluntary dollars for political purposes in connection with campaigns for federal office. It recommended that local unions affiliate with such monies collected through OPEIU's VOTE in order to avoid possible legal problems which are particular issues and also provide time for sight-seeing in host cities.

Variety pack of gains obtained at U.S. Pipe

A packet of wage and fringe improvements valued at almost $4,000 per member was gained by Local 179 in Chattanooga, Tenn., for 55 office and technical employees at U.S. Pipe & Foundry Co., manufacturer of pipe and hydrant valves.

According to Business Representative W. Charles Harris, the three-year pact includes new clauses providing premium pay of 10½ hours for the evening and 1½ for the night shift; three-day bereavement leaves, and provisions covering call-back and reporting pay.

Washington's Birthday was added as a paid holiday, making the annual total 10. A $4 additional monthly wage boost was agreed on in lieu of longer vacations. Other improvements were made allowing employees to observe a legal sick leave; seniority retention in event of promotion or transfer, and overtime pay for Saturday work. The merit rating system was liberalized, speeding up wage progression by 15 months for most employees.

Health-welfare insurance coverage was improved to 365 days (was 120), with semi-private room; the sickness or accident benefit was boosted to $65 a week (was $30), and a $1,000 per year major medical provision was added (none previously).

The new pact also calls for a pension of $6,50 per month for each year of service starting May 1, 1973. As a result, two members scheduled to retire during the life of the current agreement will more than double their pension benefits. The agreement runs to April 30, 1975.

The OPEIU negotiating team assisting Harris included Harold Cloudis, Dewitt Slaton and Genny Perry.
Wage ranges varying from $1,040 to $1,248 per individual over three years of service, and a new dental plan were negotiated by Local 11 for its 700-member Gas Workers Division bargaining unit at Northwest Natural Gas Company in Portland, Ore.

In the second year, the agreement set a 4.6% hourly wage scale in the lowest grade and $5.87 in the top classification, according to Local 11 Sec.-Treas. Walter A. Legoina.

Four new job classifications were established with wage scales ranging from $4.45 an hour to $8.11.

Job posting was extended to seven calendar days (was 5). The company agreed, starting April 1, 1973, to pay 40% of the regular rate for Saturday scheduled work. A ninth paid holiday, the day before Christmas or New Year’s at the company’s option, also takes effect on that date. Vacations were increased to three weeks after eight years of service.

The new dental plan becomes effective on October 1, 1973. The company will contribute $10 a month per employee, while maintaining the existing medical-hospital plan at its present level during the two contract years.

Both sides agreed to make a joint study of the practicality of converting the present company pension plan into the OPEIU Western States Pension Plan.

It was also agreed to revise and update company working rules to establish more equitable tabletime for committee members, to eliminate premium pay in cases of industrial injury, to modify limits of progression and training, and qualifying periods. Supervisors “shall not perform any work of bargaining unit members.”

The OPEIU negotiating team included Jack D. Wiebe, Wayne G. Shelton, John L. Parker, D. Daniel James, E. Sullivan and John T. Bral. The new pact boosts annual salaries in Grade 1 to $9,625 minimum and $11,950 maximum.

Salary increases averaging 6.61% were agreed on in a one-year contract concluded with TVA by the Council of Tennessee Valley Authority Office & Professional Employees, which negotiates for more than 2,700 TVA employees.

The pay increases (subject to Pay Board approval) average 6.24% for the administrative employees; 7.23% for the clerks, and 6.37% for those in the reproduction and communications grades. TVA also agreed to increase its contribution for medical insurance to $13.30 per month for individuals (was $10.70), and to $33.25 for family coverage (was $28.30).

In the administrative section, the new pact boosts annual salaries in Grade 1 to $9,625 minimum and $11,950 maximum.

In addition, the pay raise retroactive to May 7, 2018, with a merit increase of $10,728 shop fund (was $10,728)

In 1972, a seven-hour day pay scale was agreed, at $10,728 shop fund negotiated by the OPEIU and the company.

The new pact also boosts $11,950 minimum and $14,120 maximum.

Wage gains amounting to 15.1% or more than $3,200 per individual, over a three-year period plus an additional paid holiday and three-year premium increases, were negotiated by Toledo Local 139 for its office unit at Southern Union Company in Galveston, Texas.

Business Representative Lu-lie Davenport reports that the wage increase will be based on work performance, conduct and ability, and will be paid on the first regular pay period after No-

Village this year, 5.8% in the second, and 4.7% in the third.

The pact calls for a union arbitrary management rules as odious, and disclosure of their finances as an invasion of personal references, three bargaining references, and three bargaining references. They were also ordered to furnish a list of their savings accounts and investments, and to detail all personal indebtedness.

In addition, they were handed a lengthy mandatory list of “do’s and don’ts” governing male and female attire and office deportment. Regarding these

The Canadian Index

The BLS Consumer Price Index

A white collar organizing fund, from which the OPEIU hopes to benefit, was approved by the Canadian Labour Congress at its biennial convention in Ottawa.

Delegates voted to increase CLC’s per capita to 15c, from 13c, to create a $5-$15 million organizing fund. CLC President Donald MacDonald termed establishment of the five-year fund the most important action at the convention.

The CLC will hire staff for the white-collar organizing campaign this summer and money, as well as manpower, is expected to be made available through new bargaining union agreements. The OPEIU is a CLC affiliate.

Convention delegates condemned the Trudeau government for economic policies designed to fight inflation at the cost of increased unemployment, called for controls over foreign investment and protested U.S. economic policies and trends that, MacDonald said, would have grave consequences for the Canadian economy.

Another recurrent theme was the danger of the spread of restrictive labour laws, including forced arbitration.

In his opening address, Mac-

Donald, who was reelected for another two-year term, spoke out against efforts to stifle the vote.

“The right of organized workers to withhold their labour is, in the final analysis, the only way in which the collective bargaining process can remain viable,” he said.

David Lewis, leader of the New Democratic Party, called for an end to discrimination against women in separate rates of pay and seniority lists. He said Canadian labour had too long neglected women’s status.