Organizing roundup

Mid management unit votes union 4 to 1

An historic three-year legal battle by the OPEIU to gain union representation rights for a unit of some 250 middle management supervisors at the Massachusetts Bay Transit Authority, in Boston, ended in a ruling 8 to 0 victory when the supervisors were finally allowed to vote. The count was 155 to 100.

This may have been the first time anywhere in the nation that supervisors have been legally allowed to choose representation, according to International Represenative Justin F. Manning who guided the long-drawn-out campaign. He said the MBTA supervisors earn from $12,000 to $20,000 annually, their primary goal in unifying being job security.

The organizing campaign was started four years ago under an existing state law in Massachusetts, the vague wording of which had never been tested in the courts. After a majority of the supervisors signed designation cards, the OPEIU filed for an election.

The petition was promptly challenged by the MBTA before the Massachusetts State Labor Commission for a determination on a technicality. Entitling the help of Jim Broyer, AFL-CIO legislative director in Massachusetts, who brought on the state legislature to clarify the law. This opened the way for an OPEIU appeal to the state's Supreme Court. Following a hearing lasting months, the court ordered the State Labor Commission to set a date for the election.

Manning credits the long-delayed victory in great measure to the "in-house" organizing committee of MBTA supervisors, particularly the late Francis X. Sheehan, one of the group, who died of a heart attack shortly after the court's decision was handed down. "The ensuing victory sounded as a memorial to him because he never doubted eventual success," Manning says.

Others active in the campaign were International Representative John P. Fizmaurice, AFL-CIO Regional Director Franklin Lawrence, who offered his office for meetings and gave every assistance possible, and Robert Manning, Boston labor attorney, who handled legal proceedings for the union.

Representative Manning says the organizing lead was originally developed by Local 6 Security, At Fatzer and Business Manager Jim Mihone.

The new unit is the 28th now having collective bargaining rights with the MBTA.

Denver Local 5 reports winning (2 to 1) the pending round, one in a National Labor Relations Board election among office employees at the Harry H. Post Co., Inc., where the campaign was assisted by OPEIU Vice President John B. Kinnick, and the other at Glusburn & Green. Both firms are in Denver.

International Representative Dan McBain reports a victory in an OPEIU election among office employees at General Re- tantors in Baltimore, Md.

Wage increases averaging $2,100 per member over two years in addition to another paid holiday, improved vacation and other fringe benefits were gained in an initial contract negotiated by Local 15 for its new unit at Atlas Copco Canada Ltd. The package will bring services and rents equipment in Vancouver, B.C.

Business Representative Bill Swanson reports that the clerk typist scale will rise to $500 per month after 24 months, against a pre-union scale of $336. In the top grade, the scale will go to $915 per month from $815. In pre-union days, overtime was paid at time and a half. In the future, doubletime is called for after the first hour as well as for work on Saturdays, Sundays of holidays, which now total 13.

Other improvements are three weeks of vacation after three years (was 5), and four after nine. The unit also provides up to 13 weeks severance pay (none previously), and continues the present pension plan. It also provides job security, grievance and arbitration procedures.

Business Representative Barry Hudson and Chief Stew ard Berno Belanger assisted Swanson in the negotiations.

Wideing gap between wages of women and men

Salaries of women workers are not only lower than those of men, but the gap between them is widening, Mrs. Elizabeth D. Koontz, head of the Women's Bureau, U.S. Department of Labor, told a meeting of the American Association for the Advancement of Science in Washington, D.C.

Outlining a "grim picture" of the latest federal statistics, Mrs. Koontz said that a woman working full time in 1970 made only 57 percent of a man's income, down from 64 percent in 1955.

"Women with one to three years of college education had lower incomes in 1971 than men who had completed only eight years of school," she said.

The association also heard a panel of professional women complain of being discriminated against by men. Their theme was that men are afraid to share social and familial power and responsibilities with women, and by not doing so only work themselves into their graves by carrying either most or all of the financial burdens.
**Phase 3 and A**

Here are questions and answers about the new Phase 3 system of wage and price restraints under the Executive Order abolishing the Pay Board and Price Control Division.

**Q. How will the new system affect my chances to get a pay increase?**

Although the Pay Board is abolished under Phase 3, its general standards including the 5.5% guideline on average earnings will continue to be in effect until modified by the Cost of Living Council. A labor-management committee has been established to develop the guidelines. A report is expected before the big round of 1973 labor negotiations begins in a few months.

**Q. Can one now qualify for a merit increase?**

If he employer can manage it without violating present Pay Board standards, the answer is yes. Otherwise, one will have to wait.

**Q. Will rents be increased?**

A. Federal rent controls are still in effect. The executive order outlaws renegotiation provisions in leases and the normal annual adjustment to the price system. Also, it doesn't affect rents subject to state controls, as in New York.

**Q. What happens if a company wants to raise its prices or wages?**

A. The government will monitor price and wage developments and will take action when voluntary behavior is out of step with the guidelines of the anti-inflation program.

**Q. What action can the government take if a company violates the price-wage guidelines?**

A. The Cost of Living Council has been given authority to block proposed wage and price increases, to set binding price or wage ceilings, to order price or wage reductions, or to order it to expand its agreement to control wage and price increases already in effect. Moreover, the economic stabilization act permits fines of up to $5,000 for each violation outside the guidelines. Wage boards may be established or existing ones expanded.

**Q. Have wage boards been created?**

A. Yes, according to an official of the Cost of Living Council. However, the companies may not make retroactive price increases or pay raises to cover the period of the Pay Board's ban and the January 11 executive order ending mandatory wage and price controls. The only increase that would be challenged by the government if deemed in flagrant violation of the standards.

**Q. Are companies required to make any reports to the government?**

A. Yes. All companies with annual sales of $250-million or more (about $800) will be required to make quarterly reports to the Cost of Living Council or Internal Revenue Service. Reports contain information about sales, cost, profit margins. Companies with sales of between $50-million and $250,000 (about 3,500) will be required to make quarterly reports and production on them to the Cost of Living Council or Internal Revenue Service.

**Q. When does Phase 3 take effect?**

A. It took effect January 11 with issuance of the executive order.

**Q. How long will Phase 3 last?**

A. The economic stabilization act permits the government to operate the program for 18 months, and Congress may extend the law.

**235 Texaco obtains package of improvements**

A 6% general wage increase in the first year and 47 per month across-the-board in the second, plus larger employer contributions to the hospital-surgical and pension programs, were gained in one two-year contract negotiated by Local 66 for its 230-member office unit at Texaco Company's Plant and Terminal in Port Arthur, Texas. Under the existing contract, minimum and maximum month-by-month rates for a clerical worker were $94.50-$1,062.50; clerk, $74.50-$594; senior stenographers and machine operators, $732-$880; stenographers and machine operators, $576-$732, and office workers, $494-$552.

** letras sobre programas de ahorro y mutualidad**

En el mes de setiembre se celebra el Día Mundial de la Solidaridad, una fecha que marca el Día Mundial de la Solidaridad. Durante esta fecha, se realizan distintas actividades y mesas redondas en todo el mundo para discutir sobre los problemas de la humanidad y encontrar soluciones.

En el marco de estas actividades, el White Collar Office of Professional Employees International Union, afiliada con la AFL-CIO, ha decidido celebrar el Día Mundial de la Solidaridad con un programa de discusión sobre los problemas de la humanidad y encontrar soluciones.

El programa de discusión se realizó en la sede del White Collar Office, ubicada en la planta 610 de la calle 14 y 42nd St, N.Y., N.Y. 10011, el 11 de setiembre de 1973.

El tema central del programa fue la solidaridad en el ámbito laboral, destacando la importancia de los programas de ahorro y mutualidad para mejorar la calidad de vida de los trabajadores.

El presidente del White Collar Office, Howard Hicks, abrió el programa con una intervención en la que destacó la importancia de la solidaridad en el ámbito laboral. "La solidaridad en el ámbito laboral es esencial para mejorar la calidad de vida de los trabajadores. Los programas de ahorro y mutualidad son herramientas fundamentales para lograrlo." indicó Hicks.

A continuación, se realizaron varias intervenciones de expertos en el ámbito laboral, quienes destacaron la importancia de los programas de ahorro y mutualidad para mejorar la calidad de vida de los trabajadores.

Finalmente, el programación terminó con una discusión entre los participantes, donde se abordaron diferentes aspectos del tema y se buscaron soluciones para mejorar la situación laboral de los trabajadores.

En resumen, el programa de discusión organizado por el White Collar Office de Professional Employees International Union, afiliada con la AFL-CIO, fue un éxito, donde se destacaron la importancia de la solidaridad en el ámbito laboral y la importancia de los programas de ahorro y mutualidad para mejorar la calidad de vida de los trabajadores.
A Canadian view of continental unionism

The following article is condensed from the Labour Gazette, a Canadian government publication. The author is the Director-General of Research & Development in the Department of Labor.

By Harry J. Walsglaw

Continental unions have a significant historical role for Canada. Although their contributions have been substantial. The costs of their activities in Canada, however, have not always been justified by their successes, and I suspect that the Canadian drain on their treasuries is a concern at many of the headquarters of continental unions.

Common usage refers to these unions as “international,” which, I think, is not fully appropriate because it conveys the misleading impression that they are worldwide organizations.

The Canadian union movement is distinguished by the predominance of continental unionism, unions with memberships in both the U.S. and Canada, and to a lesser extent, for some of them, in Puerto Rico and other parts of the continent. Unfortunately, the national versus “international” controversy has displayed an excessive tendency to focus on the forms and structures of the unions at the expense of the more fundamental and important questions about their policies and programs. It has to be remembered that continental unions must rely on size of membership, and the efficiency and effectiveness with which they carry out their functions of organizing within their jurisdiction, training, representing and leading, and representing and serving the membership.

Size is an important factor because the larger unions can more readily afford to organize and service the small and isolated unions that might otherwise not only be unwilling to join but unable to pay the cost of a full-time representative. In some cases, the union can more easily afford specialized and expensive research, education, industrial engineering, legal, legislative and public relations services.

Of the 69 continental unions with members in Canada and the U.S. in 1971, 85 were affiliated with both the AFL-CIO and the CLC. Four with the CLC only, and six were not affiliated with either central labor body.

Although size has an important bearing on what a union can afford to do, I do not suggest that size is a better criterion than nationality for evaluating a union. Nevertheless, it seems likely that both the national unions and the continental unions have increased their efficiency and effectiveness faster than the smaller ones because they are more effective and efficient. But how should one judge the efficiency and effectiveness of a union?

One way is to consider it from the point of view of its members and potential members. By and large, workers will join and support the union that best serves their interests. In some cases, it will be a national union and in others a continental union. The job of a union is to organize the unorganized workers toward self-determination, to support their wages and conditions of employment, but also to attain integrity, dignity, self-reliance and autonomy as persons.

This calls for responsible leadership and democratic procedures, neither of which might be determined either by the union’s size or the degree of its national autonomy. The large unions, both national and continental, face the same problems of balancing the requirement of responsiveness to local needs against the opportunities for maximum efficiency, for immediate efficiency that result from centralized authority.

But that does not imply that a small union, which does not have the same problems of membership concentration, possibly might not be as autocratic. Furthermore, there is no assurance that Canadian autonomy might not be accompanied by autocratic rule.

Among other criteria, the adequacy of services provided, the calibre of responsible and responsive leadership, the extent of democracy in union political processes, and the degree of integrity in the management of union funds are not strictly at issue in the continental controversy.

Both the continental and national unions generally face the same demands from their members—better wages, more fringe benefits, and improved job security. Most members want more vigorous presentation of grievances. And both the continental and national unions are confronted with more or less concerns such as the size of contracts and assessments, language rights, ethnic and racial relations, the conduct of elections, and the nature and extent of political and legislative action.

There seems to be a consensus that the continental unions with large Canadian memberships do not make a rule that there will be no autonomy. Some unions might be more or less autocratic if the administrative autonomy were without the substance, whereas others may have the substance without the forms. In either event, there are some workers who will feel “captured” in one union until they could succeed in persuading the majority of its affiliated unions to change their allocations. But that could be in national as well as continental unions.

I suspect, however, that there may be at least a few continental unions that might welcome the complete separation of their Canadian sections, if only for financial reasons: they may not mind giving up the privilege of subsidizing Canadian union activities.

Some unions, if they are to be faced with the prospect of having to take some action that requires a larger value and importance of their Canadian sections, might set their costs against their benefits. Some might find that the Canadian section had costs and influences in excess of its benefits to thousands of its members. Out of the 108 continental unions operating in Canada in 1967, 10 had less than 1 percent of their members in Canada, 70 of them had less than 10 percent, and 101 had less than 10 percent.

The CLC criteria call for minimum standards of self-government to include: election of Canadian officers by Canadians; investing in them the authority to speak for the union in Canada; and determination by elected officials and members of policies dealing with national affairs.

The functions of the CLC, the provincial federations and local labour councils are concerned with a wide range of activities, including concentrating on mainly on educational and legislative activities, national and international affairs, human rights, housing, regional development, and other political programs concerning relationships with governments at all levels.

The responsibility for policies and activities concerning collective bargaining and relationships with employers are largely performed by the respective locals residing in the local unions and in the Canadian or regional headquarters of the national and continental affiliated unions.

There is considerable evidence to indicate that the Canadian central labour bodies—aborted by a high degree of participation, involvement and leadership from both national unions and the Canadian sections of continental unions—have pursued independent policy courses often very different from, and at times in conflict with, the policy of their U.S. counterparts. To the extent that the Canadian union movements have been able to promote or support more expansionary, or less restrictive, trade policies. My own limited personal experience has indicated that there is a tendency for continental unions, operating at the political level, to reduce the demand for economic protection in times of recession.

I must admit, however, that this experience was gained during a period when nationalist expressions and sentiments were hardly evident in either Canada or the U.S. Furthermore—it could be argued that the Canada-U.S. automotive agreement might not have been possible in the absence of a continental union such as the UAW.

Because of the economic interdependence of Canada and the U.S., there is a real danger in allowing the trade union movements of both countries to grow too far apart. No matter what might be the distinctive structure, shape or form that the future Canadian labour movement might take, I believe that our mutual interests will require close communications and co-operative working agreements with the U.S. labour movement.

In the absence of the strong ties we now have, new and sometimes even more significant institutions would have to be discovered or created. I would suggest, then, that the long-term interests of neither Canada nor the United States can be very well served by a deterioration of relations between their respective labour movements.

ITT Baking settlement brings $1,400 advance

Wage gains totaling approximately $1,400 per member over two years were won in a contract renegotiated by Local 2 for its office unit at ITT-Continental Baking Co. in El mira, N.Y.

Effective last April 30, 10 cents was added to the shift differential, which will raise the total to 5 cents, effective April 1, 1973.

The vacation schedule was liberalized to provide four weeks after 15 years (was 18), and a restriction was removed requiring employees who work on Veterans Day to be granted a “floating holiday.” The funeral leave provision now includes payment of burial expenses.

New language to comply with current laws was inserted to cover maternity leave, guaranteeing all employees 6 weeks of paid leave. The provision also includes return to a previous job or a comparable one.

The minimum contribution to health-welfare was raised from $23.50 to $30, to $42, and the maximum from $30 to $45.

Sec.-Treas. Emmett C. Etheredge headed the negotiations. He was assisted by Shop Steward Luther Wiggins and Edward Hodgkins.

55 gain $2,330 in El mira, N.Y.

Wage boosts totaling $2,330 per member were gained in a three-year contract negotiated by Local 137 for its 55-member office unit at American-Lafrance, Inc., in El mira, N.Y.

The contract runs to April 30, 1975.

It calls for an 18¢ an hour across-the-board increase in the first year, 23¢ in the second, and 20¢ in the third, effective May 1 in each year. Other gains were improved hospital-surgical benefits, together with an improved deferred pension provision.

Unhappy young workers say they ‘loathe on job’

Young workers dissatisfied with their jobs pose a growing threat to U.S. industrial productivity, pollster George Gallup Jr. told an American Management Association seminar in New York City on Tuesday.

Based on findings of various surveys by his organization, Gallup estimated that about 19% of the American workers of all ages are dissatisfied with their jobs, and that the 18-to-29-year-old group, 33% of the workers consider their jobs unsatisfactory.

He said his surveys further show that more younger workers say they are loathing on the job. Fully 70% of young, older workers feel they do not produce at full capacity, compared with 52% of workers in all age groups who believe they could produce more.

Younger workers are also increasingly dissatisfied with life in urban industrial areas and with five-day workweeks, Gallup added.


Productivity

Today's educated, experienced, skilled workers produce much more than their predecessors of 30 or 40 years ago. Markley Roberts, an economist in the AFL-CIO's Department of Research, finds that the decline in friction and the spread of knowledge through schools, training programs, books, magazines, newspapers and TV account for about 40 percent of the economic growth of the United States in recent decades.

Trade union pressures for better wages, hours and working conditions have also resulted in more efficient business operations. This, coupled with business investment in high technology equipment and plants, has helped bring added productivity gains.

Economist Roberts warns, however, that if the benefits of increased productivity are not shared fairly with all workers, both blue collar and white collar, the economy must, of necessity, suffer. As a parallel, he points to the 1920s, where rising productivity due to mass production was translated into booming business profits but, because of the lack of unions, wages and buying power, the living standards of the great mass of the American people lagged far behind. Subsequently, the sale of goods and services did not increase as fast as they could be produced. This led to a seriously top-sided, unbalanced economy and the crash of 1929, with the subsequent depression of the 1930s.

In subsequent recessions, the same failure to translate rising productivity into increased consumer purchasing power was noted. Mr. Roberts advises that economic policy must ensure a balanced economic growth, with expanding sales and full employment. This is achieved through the fair distribution of benefits derived from productivity gains.

When goods pile up in warehouses and employers lay off workers with a subsequent reduction in consumer purchasing power, the economy soon slips into a recession. Unemployment, entirely apart from humanitarian considerations, is a terribly inefficient waste of potential productive economic resources. The economic waste of jobless workers and idle machines results in lagging productivity.

Mr. Roberts emphasizes the following: "The general rise in productivity over the past 60 years has made possible improved working conditions, shorter working hours, longer vacations and early retirement." It is absolutely essential, therefore, that American labor unions continue to seek their fair share for the working people in a full employment economy with rising productivity.

Unlike many employer arguments, it is pointed out that labor costs do not necessarily go up when wages go up. In numerous instances, when overall costs have increased productivity, the employer's cost per unit of production to remain fairly stable and, in many cases, to even decline.

Investors in corporations take their share of benefits from rising productivity and increased profits. Successful management derives its share through large salaries, fringe benefits, including healthy pensions and stock options. Working people, and white collar workers in particular, must depend upon their unions to gain their rightful share of the profits. Only in this way will rising productivity and increased profits stimulate consumer purchasing power and keep the economy on an even keel.

7% advance Gained for Savannah unit

A package of wage increases and fringe benefits totaling about 7% in the first year was gained in a new two-year contract negotiated by Local 445 for its 11,000-member bargaining unit of clerical and technical employees at Savannah (Ga.) Electric & Power Company. The pact calls for a wage re-opener on December 1, 1973, or earlier if wage and salary controls are removed.

The company agreed to pay an initial wage increase of 4% in the first year, and to assume full cost of premiums for life and health insurance.

Starting monthly pay scales under the new pact range from $390 to $796 in the accounting department; $388 to $1,098 in the sales department; $438 to $786 in the engineering department, and $400 to $731 in the distribution department.

The Local 455 negotiating team included President-Busi- ness Agent Paul A. Feldman and Betty C. Wiltzmann, assisted by OPEIU Vice President J. Oscar Bloodworth.

Wage raises are down

Wage increases in major collective bargaining settlements during the first nine months of 1972 averaged 6.6% a year over the life of the contract, against an average 8.1% level in 1971, the Bureau of Labor Statistics of the U.S. Department of Labor reports.

For the first year of the contract, the rate of wage increases averaged 7.2%; down sharply from the 11.6% average gain of 1971.

When the study was made, the BLS knew of an additional 282 settlements reached in 1972, covering 872,000 workers, that had not been acted upon either by the Pay Board or the Construction Industry Stabilization Committee. These were excluded from the tabulations.

AAA honors George Meany

OPEIU President Howard Coughlin chairs the American Arbitration Association luncheon meeting in Washington, D.C., in honor of AFL-CIO President George Meany who was presented with a plaque. On the dais (from left) are Artur J. Saba, Jr., co-chairman of AAA's Planning Commis- sion; E. Noloes Run, chairman of the Executive Committee, and AAA President Robert Coulson. Below Meany receives plaque from Coughlin as AAA's Chair- man of the Board Howard M. Holtzmann and Coughlin look on.

$9.75 hike in Ontario

Wage gains totaling $9.75 across-the-board per week, in two installments at six-month intervals, were won in a one-year contract negotiated by Local 418 for its unit at Domtar Fine Papers Ltd., at the Corn- wall mill in Ontario.

The first $5.85 wage boost took effect last October 1, with another $3.90 scheduled for next April 1, OPEIU Vice President Romeo Corbeil re- ports. On the latter date the minimum starting salary will be $110.25 per week in the low- est classification. In the top grade, the minimum starting rate will be $157.25, rising to a $186.25 maximum. The differ- ential between male and female pay levels was ended on May 1, 1971.

The meal ticket allowance for employees working more than two hours overtime was in- creased to $1.75 (was $1.50). The vacation schedule was also liberalized entitling those with 15 years service (was 17) to four weeks' vacation with pay.

$2,750 gain in Waco, Tex.

Home office employees of American Income Life Insur- ance Company in Waco, Texas, won wage boosts totaling some $2,750 per member over three years in a contract negotiated ahead of time by Fort Worth Local 277, President-Business Manager J. E. Moss reports.

The new contract runs from December 28, 1972, to December 31, 1975, and replaces the old one due to expire May 2, 1973. The pact calls for 30¢ an hour to 41¢ to be added to minimum and maximum pay scales in the first year, and 14¢ hourly boosts in each year thereafter.

Automatic progression will boost employees' pay by 5¢ per hour, each 16 weeks from the minimum to the maximum in their labor grades. The pact also includes a cost-of-living clause. An additional half-day brings the annual paid holiday total to nine.

The agreement also includes a paid holiday when an em- ployee marries, paid leave for perfect attendance, one day per month sick leave cumulative to 90 days, jury duty pay, time off for voting, as well as supplemental child care for working mothers.

Bone appointed union spokesman

Vice President Ron Bone has been named the OPEIU spokes- man in Canada. President How- ard Coughlin made the an- nouncement after consultation with OPEIU Canadian Vice President in response to the proposals of the Special Committee on Canadian union autonomy. Brother Bone can be reached at 1116 Hornby Street, Vancouver 1, British Columbia, Telephone: Area Code (604) 683-6604.