Personnel Man Foresees Big Office Union Growth

A major management challenge for the rest of the century is to keep white collar employees from leaving organized labor, according to Stanley J. Schwartz, director of personnel at Temple University, Philadelphia, Pa.

In an article in "Management World," Schwartz warns that management is dissipating one of its most valuable resources, an organized white collar work force that has historically been both ownership-oriented and work-ethic dominated.

Schwartz says the rapid growth in the number of white collar employees, brought about by the nation's transformation from a goods-producing economy to a services-oriented system, has changed the basic nature of white collar work. The unique factors which once mitigated against joining unions are no longer valid reasons to keep white collar employees from organizing, he maintains.

Citing Bureau of Labor Statistics projections and the 1980 workforce will be white collar, Schwartz notes that white collar employees are no longer "elite." The white collar tendency to identify with management is disappearing, Schwartz says, and concurrently the top advantages offered by unionization appeal to the white collar work force.

White Collar Unionism Grows Fast in Europe

Although in this country the National Labor Relations Act specifically excludes managerial or supervisory employees, nevertheless U.S. companies can't afford to ignore the prospect of organized managers, says an article in Industry Week.

"Anyone who thinks managers won't accept the idea of white collar unions ought to take a close look at what's happening in Europe. This year it has been growing, they're powerful, and they're beginning to use that power the same way blue collar unions do," it cautions.

British white collar unions membership jumped 34.6% between 1964 and 1976, compared with less than 1% for blue collar unions. The trend is continuing, and the gains aren't just coming among clerk-level employees, the article says.

It notes that France has what is probably the best organized management union which has 280,000 members. Some 160,000 are senior managers. This group claims that 20% of that nation's eligible managers are members. Most other European countries have lower totals with the exception of Italy. There, about 80% of industry's supervisors are union card holders, the magazine observes.

Why the Growth?

Two key reasons for the white collar unions' growth overseas are the current out-of-control inflation and sharply rising income taxes governments are slapping on upper income brackets. Another is the erosion of traditional management rights.

During the wage-price freezes in Britain and Holland, for example, blue collar workers agreed that the wage portion of the gross national product should remain constant, but they've demanded that their wages improve at the expense of white collar employees.

This and other events helped bring about a mass demonstration. For example, in Bonn, Germany, where 400 senior managers demonstrated against what they called the steamrolling of their rights by politicians.

The growing rate of industrial action is noted in France, Sweden and Italy has spurred

New Organizing Adds 300 to OPEIU Rolls

Latest reports from the field show new organizing has added nearly 300 new members to the OPEIU bargaining units in the U.S. and Canada; two in the construction field, one at a shipbuilding company, one at a bank, and one at another company in Canada.

Mid-Canada Council Representative Emil Stencer says the OPEIU has been recognized by the Manitoba Hydro Construction projects.

The new unit, which will be called Hydro Council in Manitoba which includes 23 unions, and at that time the Council and the Association agreed that the OPEIU should represent all office employees at its construction projects. Others are now in the process of being signed up.

Stencer also reports that a 30-member unit of office employees has been certified by the Port Arthur Shipbuilding Company in Thunder Bay, Ont., by the Ontario Labour Relations Board which has also certified another 20-member unit at Husky Environmental Systems Ltd., also at Thunder Bay. The two units will also be chartered as a new Local Business Representative

First Pact Signed For Sheriff's Staff

Clark County, Wash., Yields 9% Hike, COL, for New Unit

A 9% across-the-board wage boost with a cost-of-living allowance, together with numerous improved fringe benefits, were gained by Portland Local 11 in a new two-year agreement for its 125-member unit in the sheriff's office of Clark County, Washington.

Local 11 Sec.-Treas. Walter A. Engelsbe reports that it sets a starting minimum wage of $467 per month in the lowest grade rising to a $567 maximum, and starting minimum of $1,069 in the exception of Deputy Sheriff rising to a $1,392 maximum.

The COLA to take effect on January 1, 1976, calls for a payment equal to the percent increase in the Portland BLS index, provided that such "shall not be less than 3% nor more than 8% "

The pact provides for 11 paid holidays annually, two weeks vacation after one year; three after five, and five after 15 years; overtime at 1½ times after 40 hours, and sick leave of one day per month cumula- tive to 120 days.

Employees on plain-clothes duty will be provided with a $25 monthly clothing allowance; and patrol personnel with three sets of standard uniforms, as well as side arms and handcuffs. Those required to use their own cars will be entitled to 13¢ per mile.

The county agreed to contribute $66.40 per month for medical insurance for employees and their dependents, and $15 for dental insurance. The health-welfare plan includes family vision care and prescription drugs.

Participation in the present state retirement system is continued, together with the current program relative to life in- surance. The agreement, which runs to December 31, 1976, also calls for a union shop with dues check-off.

The unit negotiating team as Ingelsbe included Business Representative Lance Meier and committee members C. Wayne Logan, Frank Kane- koa and R. Michael Brown.

OPEIU Author Publishes Textbook on Hypnotism

The only manual explaining the methods and uses of hypnotism from start to finish, used in the three-year course at the Hypnosis Motivation Institute to qualify members of Hypno- listics Union, OPEIU Local 472 of Panorama City, Calif., has been published on the West Coast.

The author is John Kappas, Ph.D., Local 472 president, who says it is "the first book to explore the new methods of hypnotic techniques and that it "reveals all the hidden secrets of the professional hypnotist." A brochure announcing publication of the manual, entitled "The Professional Hypnotism Manual," says it has special interest for those in the helping professions, educators, parents, physicians, clergymen, counselors, social workers and psychologists, as well as those seeking a new profession in the many facets of hypnotism.

The manual costs $10, plus $1.25 for shipping and handling. Residents of California are required to pay an additional 60¢ sales tax. It can be acquired from the Panorama Publishing Co., 14547 Titus St. (Suite 114), Panorama City, Calif. 91302.
**NEW ORGANIZING ADDS**

(Continued from page 1)

Frank E. Finnerty, Jr., reports that Tacoma Local 23 won a stipulated election to represent a 24-member office unit at Loom's Inc., a construction company based in Bremerton, Wash., which does construction in Alaska, the Midwest and Western states.

Business Manager Zach Schneider reports that 18 employees at the People's Trust in Dunellen, N.J., recently ac-

The unprecedented strike of 3,000 interior and resident physicians at 23 voluntary hospitals in New York City is a clear indication that professionals at last are turning en masse to collective bargaining, he says their problems.

Even more unusual is the fact that the striking medics claim their action had the full support of the heretofore anti-union American Medical Association. The strikers are seeking a limitation on their working week to 56 hours, and a 30-hour work week in a new contract. They contend that they sometimes work 110 hours a week and 36 hours at a stretch. Needless to say, such working conditions are inhuman and intolerable.

That unionism among white collar employees and professionals is taking a giant step forward is evidenced by the beginning of negotiations on the working week and vacation policies with health care establishments.

Support Illegal Alien Bill!

The EEOC has been advised by Congressmen Mario Biaggi (D-N.Y.) that he has introduced a bill (H.R. 257) in the House to control the illegal alien problem in this country "by imposing immediate deportation penalties against employers who knowingly hire illegal aliens."

"He estimates that there are between seven and 12 million illegal aliens in the U.S. today who "occupy" one million jobs which rightfully belong to American workers." He says that his bill calls for the addition of 2,500 officers to the Immigration and Naturalization Service which will have the fullest cooperation from the International's professional staff. But Locals must first lay the groundwork on which we can build.

**EEOC Pregnancy Guidelines Upheld**

U.S. Appeals Court Rules Against Liberty Insurance Claim

Employment policies of Liberty Mutual Insurance Company were upheld recently against a complaint that pregnancy-related disabilities were being denied to a female employee by violation of the Pregnancy Discrimination Act of 1972, allegations which were made by the Equal Employment Opportunity Commission.

"Little did I know that this group of strangers from the district of her recent visit to Africa in an article in Coffee Break, official organ of the National AFL-CIO, in November, where she met union representatives from Ethiopia, Ghana, Nigeria, Kenya, Zambia and Sierra Leone."

"While still there, she stated that during her week-long visit, she is providing clean water for river basing and plantations.

"Eighty per cent of all drinking water is produced by volunteers. Water treatment is a major issue.

"New Preway Pact Wins 9% Hike*

An across-the-board wage hike of 30c an hour, or 9% for a 33-hour week with time-and-a-half thereafter, together with new job evaluations and rate schedules, were gained in a new one-year contract renegotiated by the Teamsters Local 142 at Preway, Inc., in Wisconsin Rapids, Wis., a manufacturing firm.

Local 95 President Donald R. Waters reports that vaca-

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*White Collar

Gwen Newton Describes African Tour

Spoke on U.S. Union Methods to Labor Chiefs of 6 Nations

"Little did I know that the Women's International Union (WIU), which nearly became known to their organization to jail because they are illegal in America."

"She said she also participated in a seminar with the Sugar Plantation & Agricultural Workers Local 1804, and established rapport and a good level of communication by telling them that the story of unionism amongst U.S. farm workers is a national one."

"She related that the group then decided to draft proposals for upcoming contract negotiations, examples of which were:

1. To ask help from employers to provide clean water (rivers being a long distance from plantations).

2. Construction of huts that will not leak, because they are made wholly of straw and mud.

3. A provision for nominal sick pay, which workers would not come out of their meager wage of approximately $15 a month.

She also attended an Area Secretaries' training program which discussed such issues as developing a strategy for choosing the best method to develop factual knowledge about wages and prices, and ways in which to educate workers to play their part in developing and using wage and price information.

Her next stop was Nigeria. She plans to describe her visit there in a future issue of Coffee Break.
The state of the economy is a principal topic of conversation today. Unquestionably, we are in a recession. Unfortunately, too— it is a man-made recession.

For some reason difficult to fathom, our government in Washington knows no other way of fighting inflation than to restrict money supplies, tighten credit and increase interest rates, thus causing unemployment and recession. There has to be a better way.

Restricting the money supply automatically increases interest rates, because the demand exceeds the supply. Tight money did not cure inflation in 1969. On the contrary, inflation increased by 5.6%. The Federal Reserve Bank nonetheless continued to apply restrictive monetary policies throughout 1969. As a result, economic growth was halted, but inflationary pressures remained strong.

**Caused 1970 Liquidity Crisis**

The tight money policy continued throughout 1970. The inflation rate increased by 6.5%. This created a liquidity crisis that year and Penv Central collapsed. The Federal Reserve temporarily eased its tight money policy and as a result, interest rates were lowered and the inflation rate dipped.

The Reserve again tightened the money supply until August 15, 1971, when the United States suspended the gold standard. The Federal Reserve followed the President's lead and eased the money supply. The inflation rate dropped to 4.3%. The Reserve's easing of the money supply had miraculous effects. Employment rose and the Dow Jones averaged on the New York Stock Exchange reached record highs.

After the Presidential election of 1972, the Reserve reapplied its tight money policy. Inflation immediately roared.

A recent examination of interest rates, inflation and tight money indicates that over an eight-year period, tight money results in higher interest rates and increased inflation. Conversely, easing the money supply decreases interest rates and curbs inflation.

Economists who have studied the depression period of 1929-32, have concluded that the tight money policy of the Federal Reserve of that era was chiefly responsible for the depths of that depression. The First National City Bank in a recent monthly letter blamed the Federal Reserve Bank for forcing hundreds of banks into bankruptcy in the 30's.

**History Repeats Itself**

Still we see history repeating itself. It's work, therefore, to understand AFL-CIO President George Meany when he refers to Arthur Burns of the Federal Reserve Bank as a "national disaster." If the present crisis worsens, he may be called an "international disaster."

President George Meany is fearful that we may be headed for another depression. He may be right.

While we do not feel that our present economic plight is comparable to the Great Depression, it could very well deteriorate to exactly that.

In the 1930's, we didn't have Social Security, Unemployment Insurance, Welfare, Food Stamps, Medicare, Medicaid and numerous other government programs in effect.

The farm population which was in dire straits in 1930, was approximately 30 million people or 25% of the total population.

Today, those who work the farms are only 4% of the population.

In 1930, the work week averaged 51 hours. Today, as a result of collective bargaining, the work week is much shorter. In addition, there are more holidays and longer vacations.

The Gross National Product was 94 billion dollars in 1930. In 1974, the GNP was 1.4 trillion dollars.

In 1930, the number of workers employed in the Public Sector was approximately 3 million. In 1974, this figure had jumped to 15 million, 16% of the work force.

In 1930, only 6.8% of the work force was organized. Today, this number approximates 25%.

If the Federal Reserve persists in its tight money policy as a cure for the nation's ills, we could very well be heading for a depression. Increasing unemployment is a danger signal.

We should all join in support of George Meany's fight to change the disastrous policies of the Federal Reserve Bank.

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**White Collar Unionism Grows in Europe**

(Continued from page 1)

Unions continue to grow, too, the article continues. Many managers are beginning to feel insecure about their jobs and pension rights.

The general manager of General Motors in Canada has hired a new head of the contract. The new executive is expected to negotiate new agreements.

The President of the CLC, John F. Diefenbaker, explained that the new agreements will be based on the existing contracts.

The agreement covers the following items:

- Pay increases for employees
- Improved working conditions
- Better benefits for employees
- Increased representation of employees in the workplace

The agreements were signed by the CLC and the federal government.

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**Canada School Pact Wins $90 Raise**

Local 454 Gains COLA from Lakehead Board of Education

An across-the-board $90 per month wage boost with a cost-of-living allowance, on top of a $25 per month increase gained last September, was won by Local 454 for its unit of 135 school secretaries and clericals employed by the Lakehead Board of Education in Thunder Bay, Ont. The new one-year agreement runs to Dec. 31, 1972.

Mid-Canda Council Representative E. M. Stencey says the agreement calls for a $510 monthly minimum in the lowest grade rising to a $550 maximum, and $599 in the top classification rising to a $1,053 maximum. Some classifications were upgraded and overtime pay improved.

The new pact also provides 1/2 additional paid holidays, bringing the annual total to 5 1/2, and reducing vacations calling for three weeks after four years (was five); four after 13 years (was 15) and five after 20 years (was 25).

Other gains are a new severance pay clause providing 2% of annual company profits for at least five years of service plus the number of sick leave days in service, and another allowing five days off in case of family bereavement.

The employer also agreed to pay full costs for health-welfare coverage, premiums for group life insurance up to 1 1/2 times annual salary, and to pay for a new dental plan for the employees.

All employees will be covered by the Ontario Municipal Retirees' Retirement System, becoming eligible after six months' employment.

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**SCHOOL BOARD SIGNS: Local 454 officials before signing give final once over to new agreement with Lakehead Board of Education in Thunder Bay, Ont. From left are Local 454 Sec.-Treas. Mrs. H. Houghton, Vice-President, Poulter, President, and the Board's negotiating committee, and F. Pouliet, Board administrator.**

The OPEIU negotiating team was headed by Local 454 President E. Enstrom and included Sec.-Treas. H. Houghton, S. Repay, M. Sonego, H. Houghton and J. Boyce, assisted by Stencey.

Local 454 also renegotiated a one-year agreement with the Lakehead District Roman Catholic Separate School Board providing monthly wage boosts ranging from $87.50 in the lowest office classification to $94.50 in the top grade.

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**White Collar Unionism Grows in Europe**

So far, company efforts to combat unionization haven't been too successful. Some firms have tried granting pay hikes before organizing meetings but, as one leader put it, workers figure that if the mere danger of a union got them that much, they might get a lot more by joining.

Other companies have unionized by the Ontario Municipal Retirees' Retirement System, becoming eligible after six months' employment.

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**Claude Jodoin, CLC Pioneer**

Claude Jodoin, 61, founder and President of the Canadian Labour Congress, died in Ottawa after a long illness. He suffered a paralyzing stroke in May, 1967, and remained hospitalized for the rest of his life.

Born in Quebec, he was active in the Canadian Labour movement since the 1930's and in World War II served as a captain with the Canadian Forces. For many years, he was a member of the Executive Board of the International Confederation of Free Trade Unions and the governing body of the International Labour Organization (ILO).

He was unanimously elected president of the CLC at its founding convention in Toronto in 1956, and was re-elected at the next five biennial conventions. In 1967, he was awarded the Order of Canada, and a Centennial Medal. In 1972, he was named to the Order of Canada, and is a Companion of the Order of Canada. He died in his 61st year.
Organizing Charge by Local 3 Upheld

NLRB Judge Finds Westlake Insurance Used Unfair Tactics

The Westlake Life Insurance Company illegally interfered with Local 3's organizing campaign among union employees at the company's office in San Francisco, Calif., NLRB Administrative Law Judge David G. Heilbrun ruled.

In his decision, Heilbrun supports Local 3 charges that the company threatened to close its office if the employees voted for union representation, pressured unlawful no-solicitation and no-distribution rules, and encouraged the formation of an employee committee as an alternative to the union.

Early in the campaign, Heilbrun says, two claims adjusters met with a claims department supervisor to discuss management's reaction to organizing.

More Contract Gains Made at Claremont Library
Second Pct Wins $40 to $85 Wage Hikes, Other Benefits

Salary boosts ranging from a $40 per month minimum to an $85 maximum were gained in a second contract negotiated by Local 30 for its unit of librarians and library assistants at Claremont Colleges in Los Angeles, Business Manager Gwen Newton reports.

She says other gains are a revision of job descriptions to simplify proper classifications for employees, and better educational opportunities for unit members. Regular part-time employees are now eligible for more and better benefits.

The breakthrough in the new pact is a provision for mid-year salary adjustments for employees whose anniversaries fall between July and January.

The new agreement was reached with the assistance of Federal Mediator Earle D. Larson.

U.S. Air Contract Aids Fort Worth Unit
OPEIU Members at General Dynamics Will Grow, Says Moss

The half-billion dollar F-16 contract recently awarded by the U.S. Air Force to General Dynamics will provide an additional 3,700 jobs at its Fort Worth plant within the next three years, the company declares, and another 3,300 should be added by 1980 after the aircraft goes into mass production.

Based on past experience, most of the added production and office employment will be non-union members. General Dynamics indicates that the contract will last about 15 years.

Local 277 President-Business Manager J. B. Moss says that as an OPEIU member, he is pleased that agreement was reached on terms designed to help those still employed to improve earnings, gain vacation and retirement rights, and get raises.

The Machinists Union expects some 1,400 laid-off members to be rehired by the end of this year to work on the project. The company's contracts with both unions expire this September so increased employment will improve their bargaining positions.

The initial Air Force contract calls for 15 developmental planes to be built and flight-tested prior to awarding of the multi-billion contract for some 650 aircraft. The company expects the full-scale program will result in total employment at peak production of approximately 3,300 jobs in Fort Worth in the years ahead.

In addition, it's expected to provide 55,000 additional jobs throughout the country in the plants of subcontractors.

Moreover, the company may also obtain additional contracts for some 50 F-16s for the U.S. Navy and many more potential orders from overseas. However, awarding of these contracts is still in the future.

When asked if there was any doubt at General Dynamics that it would be awarded the remainder of the Air Force contracts, a company spokesman said: "I have no doubt because we have a superior plane that has outperformed the competition in every area."

Local 129 Officer in Texas Writeup

Mrs. A. H. McNamap

Mrs. Alma Herring McNamap, Business Representative of Galveston Local 129, was the subject of a full-page interview by Peggie Marquette in a recent issue of the Union Express, a

Lansing Unit Signing Contract

BARGAINING COMMITTEE members at Lansing Automakers Credit Union, Local 49, are shown signing their new contract.

From left are Connie Andrus, Chairperson Sharon Gillison, Gary May and Pam Barrett. Member Lee Moert was absent when picture was made.

U.S. Finds Most Employees Don't Get Overtime Pay

Most employees who work overtime don't get paid for it, a U.S. Department of Labor survey finds.

In May 1974, about 16.1 million workers, or one out of five, worked more than 40 hours a week in their main jobs. Almost eight million were in white collar jobs; 6.5 million were blue collar.

Only 6.7 million of the group reported receiving extra pay for their overtime work.

Not surprisingly, three-fourths of those belonging to unions received extra pay for overtime. The AFL-CIO is now urging double pay for overtime as an incentive for employees to hire more workers at regular rates.

Union Wins Hefty Packet From Twin Cities Bakery

Across-the-board wage boosts over the three years ranging from $3,328 for thrift shop employees to $4,576 for office employees, in addition to other fringe benefits improvements, were gained by Twin Cities Local 12 for its bargaining unit at ITT Continental Baking Co., in Minneapolis, Minn.

Business Manager H. R. Marksman says that the new agreement calls for 35¢ an hour increases for office employees in each of the first two years with 45¢ in the final year.

For thrift shop employees, rates are 25¢ an hour in each of the first two and 35¢ in the third year.

However, the employer agreed to provide two uniforms annually for thrift shop employees and to pay that part of health-welfare coverage they previously paid, amounting to an additional 8¢ an hour for the group. Moreover, progression features were added to the benefit.

The vacation schedule was liberalized to provide four weeks per year (was 20). The company also agreed to pay full costs of the hospital-surgical plan for all employees and dependents. Other gains are improved protective language in the pregnancy clause, and an agreement that all job openings in the main office in future will be posted for bidding by outlying offices.

The OPEIU team assisting Marksman included Stewards Beverly Kowalzik and Dennis Haines and Business Representative Gary May.

U.S. Price Index

The bureau's employees' index of prices paid, the U.S. Price Index, increased by 1.2% in April, seasonally adjusted. The increase is the largest since January.

The April index was 107.2. March was 106.1, February 105.2, January 104.1, December 103.7, November 104.3, October 104.8, September 105.2, August 105.5, July 105.0, June 104.6, May 104.0, April 103.0, March 102.1, February 101.4, January 100.6, December 100.0, November 100.0, October 100.0, September 100.0, August 100.0, July 100.0, June 100.0, May 100.0, April 100.0, March 100.0.

Canadian Price Index

The bureau's employees' index of prices paid, the Canadian Price Index, increased by 1.3% in April, seasonally adjusted. The increase is the largest since January.

The April index was 108.6. March was 107.3, February 106.5, January 105.9, December 105.7, November 105.3, October 104.9, September 104.5, August 104.0, July 103.5, June 103.0, May 102.5, April 102.0, March 101.5, February 101.0, January 100.5, December 100.1, November 100.0, October 100.0, September 100.0, August 100.0, July 100.0, June 100.0, May 100.0, April 100.0, March 100.0.