



WHITE COLLAR

Office and Professional Employees International Union, AFL-CIO and CLC

No. 278

May, 1969

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Why one woman believes in unions

Some union members have a tendency to take for granted the benefits and protections their unions provide. It's an old saying that most of us don't appreciate the things we have until we lose them. But that's not the case with Mrs. Robert W. Farmer of Louisville, Ky., whose husband was never a union member but in a letter to the Louisville Courier-Journal, she told why she wishes he had been.

Here's what she said:

"Would you be interested to know why I believe in unions?"

"In 1922 at the age of 14, my husband went to work as a bicycle delivery boy for a small optical firm. He grew in knowledge as well as years, and it wasn't long before he was a lens grinder. In the meantime the company grew enough that they hired another lens grinder. Many years passed under these conditions, and about two years ago the other lens grinder became ill. His case was diagnosed as lung cancer and after several months he died. He had been with the firm 31 years.

"After his death, the entire load of the shop was thrown on my husband. To the very best of our knowledge, no attempt was ever made to replace the man who had passed away. My husband was going to work earlier and earlier, and staying later and later. It was always a 12-hour day for him, sometimes 13, even 14. But those blessed glasses had to be gotten out at all costs.

"I can remember just two one-week vacations in 18 years.

"The first week of October, after 46 years with the company, my husband had a stroke. He is a very sick man.

"They let him go, dismissed him, fired him, or however you put it. There was no severance pay, no retirement pay, after all those years. Just pay for that week.

"That's why I believe in unions."

Blue Cross pact aids 500, spurs organizing efforts

A 21% wage increase, plus a cost-of-living allowance, were among major gains scored in a new three-year contract negotiated by Local 212 in Buffalo for about 500 office workers employed by the Blue Cross and Blue Shield of Western New York.

According to Business Representative Emil W. Steck, the new pact calls for an 8% across-the-board wage boost in the first year; 7% in the second, and a 6% increase in the third year. In addition, a new cost-of-living formula will adjust wages upward by 1¢ an hour for each 0.4% gain in the Consumer Price Index. It is esti-

mated that this clause will mean an additional 2% minimum raise in each of the three years.

"Moreover, what was formerly an automatic progression to the mid-point type of wage scale has now become fully automatic to the maximum rate," Steck reports. He added: "This is the best contract ever negotiated in Local 212's history of collective bargaining with these two health groups."

Office employees of Blue Cross and Blue Shield of Western New York chose the OPEIU as their bargaining agent in 1951. Meanwhile, this bargaining unit has more than doubled in size, growing from an initial

200 union members to almost 500.

The new Blue Cross and Blue Shield contract was cited as one outstanding example, at the OPEIU staff conference in Kansas City, Mo., of what unionism can do for workers in health agencies. Staff members were urged to publicize such benefits to Blue Cross and Blue Shield workers at the health agency's some 75 centers in other parts of the United States and Canada.

President Howard Coughlin stressed that unionization of all office employees in the health service fields should become a primary organizing target.

York contracts yield 21.95%



Signing new Standard Register Pacts: Seated from left are Joseph E. Shaffer, OPEIU negotiator; Local 14 President Ed Springman; Standard Register Plant manager William N. Fox, and Superintendent James H. Schmitt. Standing from left: Ronald E. Keister and Raymond E. Eberly, negotiators for office employees; Ray E. Krone, representing production control employees; Leonard Turner (office); Robert Miller (production control); and Leland VanEpps, Standard's Employee Relations Manager.

Wage boosts of 21.95% plus substantial adjustments and upgradings in job classifications, were won by two Local 14 negotiating teams representing employees of Standard Register Company, manufacturer of business forms, at its York, Pa., plant.

Recuperating from surgery,

Alan Mowbray—union pioneer

The death of veteran actor Alan Mowbray in Hollywood at the age of 72 brought to light a fascinating trade union story. It was Mowbray's personal check for \$50 which paid for the incorporation of the Screen Actors' Guild in 1933. One of the Guild's founders, Mowbray held Membership Card No. 4.

Local 14 President Edward S. Springman was on hand to direct negotiators in sealing the new contracts. The wage adjustments range from \$4 to \$10 weekly, in addition to the percentage increases.

Other gains were an additional paid holiday (day after Thanksgiving) bringing the total to 10; paid sickness and hospitalization premiums; a step-ladder vacation clause reaching four weeks after 15 years' service, and improvements in the

maternity benefits of the insurance program.

Additions to the contract were severance pay, jury duty and bereavement leave benefits higher than the previous absence policy; language covering part-time employees, and a picket line clause that allows members to honor picket lines at the York plant without breaching the OPEIU agreement.

The production control and front office groups negotiated jointly although they are covered by separate certifications.

First units organized in Youngstown, Ohio

For the first time, two OPEIU bargaining units have been established in Youngstown, Ohio. One was the result of an NLRB election among office employees at the Youngstown Credit Bureau

where white-collar unionism won in a better than 3-to-1 landslide. The other new Youngstown bargaining unit comprises 20 office employees at Trumbull Plumbing & Supply Company, where recognition was granted after a card-check.

Now that the ice has been broken for white-collar unionism in the Ohio city, it is expected that these will inspire other office workers there to organize so that a pioneer Youngstown Local can be established.

A third victory, also in Ohio, occurred among office workers

of Mead Paper Company, located at Chillicothe. There Local 422 won certification for another 70-member bargaining unit.

In Kansas City, Mo., where OPEIU staff members from all over the U. S. and Canada convened last month to map out plans for a concerted organizing drive among office employees of banks and financial institutions, and hospital and health service agencies, Local 320 also won an election among 13 claims adjusters at the Hartford Insurance Company.

Agency shop, 17% hike won for 440 in Texas

An agency shop provision, 17% in wage increases, shift-differential boosts, and other fringe benefits highlight a new three-year contract negotiated by Local 303 for some 440 clericals of Day-Zimmerman, a defense contractor at Lone Star Ordnance Plant in Texarkana, Texas.

Although Texas has a right-to-work law, the agency shop is permissible because the plant is located in a federal enclave exempt from state law. Vice-

President Frank Morton, who assisted Local 303's negotiating team, says he expects unit membership to increase by 150 or more in 31 days.

Wage increases, applied (Continued on page 4)

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Dina Merrill's column

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Women who work:

Job apathy when young hinders later careers

Third in Series

The differences prevailing between women who work in the labor force of four Western countries—the U.S.A., Britain, France and Sweden—are surveyed in a new book by Alva Myrdal and Viola Klein entitled: *Women's Two Roles*.

The authors find that the only social difference is that nowadays women without young children who don't work outside the home are considered unusual. But they also note that these same young women still lack a sense of career.

They tend to change jobs more frequently than older women, or men. The reasons they give range from a first child or husband's promotion or transfer, but their lack of commitment to the working world is basic.

"Most women as yet lack a sense of career and, therefore, adopt a somewhat casual attitude towards the continuity of their employment," these authors observe. "Many think of their jobs merely as temporary occupations before and until they marry. Trusting that they will not have to carry on for long, and unmindful of the more distant future, they often do not take an interest in a particular sphere of work, but keep being prepared to accept any vacancy which is offered and appears suitable for the moment—often for fortuitous reasons, such as because it is near home or because a friend works there or because the job is clean and so on."

Urge career preparation

In these four Western countries the three-phase life-span for women is a reality, the authors note. Hence they strongly urge young women to consider serious preparation for a career, which may be interrupted for child-bearing, when completing their first phase of training and education.

This lack of concern for the work they do from age 35 on



likely explains the decline in the proportion of women in some professions and a stand-pat situation in others, such as medicine, over several decades.

This study refers to the psychological benefits for mothers working outside the home when children are in day-care centers. The mothers receive stimulus from their work situation enabling them to respond to their children's queries; in turn, aiding the latter's intellectual development. But women's intellectual development also may be stunted, or retrogress, if they do not have the regular opportunity to use their "mental muscles" while their children are young.

Moreover, with the trend to small families, day-care centers and school are the practical methods of providing children with opportunities for learning how to get along with their peers.

However, both Sweden and France provide significantly more day-care centers for children than do Britain or the United States. In this country, some unions and employers are now seeking to establish joint funds to provide scholarship programs for the benefit of employees, their families and dependents. This is prompted by the recognition of escalating costs of higher and post-secondary school education. A bill in the 90th Congress to establish such funds passed in the House but the U.S. Senate failed to act on it.

Likewise, efforts are being made to establish jointly administered funds to provide child-care centers for pre-school and school age dependents of work-

ing mothers. Here again, the beneficial purpose to be served is beyond question; yet the only way it can be established is as a child health care center, which satisfies the Taft-Hartley Act and existing Internal Revenue Code requirements.

But because the vast majority of working women remain outside unions, not too many of the approximately 27 million now employed (actually one-third of the total work force) are even aware of problems like these which are of such vital concern to their sex.

Moreover, about 20% of families with incomes below that considered minimal for proper existence are headed by women, and a substantial number of these families include children of school age. In view of this, it is vital for unions to educate public opinion on the importance of providing day nurseries and child-care facilities to ease the burdens of the working mother.

In short, instead of opening new frontiers for organized labor and progressive management to innovate, to promote and to satisfy evolving needs of women employees and their dependents, both the Taft-Hartley Act and the Internal Revenue Code present legal obstacles to the establishment of a jointly administered trust fund which does not tread a well-worn pathway.

From the foregoing, it should be obvious that programs of such vital importance to every American working woman need their wholehearted support to realize them through positive legislation. The best way women can channel their efforts to realize these goals so beneficial to them is by active participation in the organized labor movement. In fact, American women now at work who remain outside the ranks of organized labor are doing a grave disservice not only to themselves but also to their children.

Corbeil named to higher post

International Representative Romeo Corbeil has been named OPEIU Regional Director for Eastern Canada, President Howard Coughlin announces. In his new capacity, he will service all the Canadian provinces extending eastward from Ontario to Newfoundland.

When he was appointed International Representative in 1956, his home Local 57, in Montreal, numbered exactly 57 members. He built this up to its present 1,700. He was largely responsible for the establishment of Local 434, OPEIU's first Canadian bank unit, comprising 1,100 employees of the Montreal City and District Savings Bank.

WHITE COLLAR

Official Organ of
OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION
affiliated with the AFL-CIO, OLC

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POSTMASTERS: ATTENTION. Change of address Form 3579 should be addressed to Office and Professional Employees International Union, 1012 14th St., N.W., Washington, D. C. 20005. Published monthly at 810 Rhode Island Ave., N.E. Washington, D. C. 20018. Second class postage paid at Washington, D. C.



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Subscription Price \$1 a Year

Unions don't cost—they pay!

The union wage scale for women cleaners in New York City offices is \$97.20 a week. In addition fringe benefits are generous. This wage will rise to \$104.20 in January, 1970, and to \$112.20 in 1971.

A nationwide survey of wages paid for skilled office jobs was recently published by the U.S. Department of Labor. It shows that office girls (lowest clerical pay grade) averaged \$77 a week, while Class A secretaries (highest clerical grade) averaged \$139.50.

The unionized women office cleaners earn more weekly than seven of the 16 skilled office job categories covered in the government survey, being well ahead of the average unorganized office girl, typist, general stenographer, tabulating-machine and switchboard operator, and the Class I and Class II keypunch operators. Collective bargaining accounts for the difference.

Any non-union office employee can readily see from the above that the prestige and earnings of unionized cleaning women have increased, while the status of the non-union skilled office employee has declined. The cleaning women found out a long time ago that in unity there is strength; that Unions Don't Cost—They Pay!

Until the 9¼-million non-union American women employed in clerical jobs, and now sadly underpaid, exert their economic strength through collective bargaining, they can never hope to capitalize on their costly education and greater skills.

OPEIU stirs comment overseas

A British correspondent for the *South African Banking Magazine*, a union publication, hails the OPEIU for its efforts to organize Wall Street clerks and those who work in North American banks. Under the heading: "The Bogeyman—White Collar Trade Unionism," he comments:

"I've written before of my ill-concealed disgust and amazement at the lack of collective bargaining in American banking and other white-collar spheres.

"Recently New York's Wall Street tycoons were struck a blow in their rat-race to accumulate more billions of dollars. So they considered it, anyway, when the Office & Professional Employees International Union hand-billed Wall Street workers. This was the first serious attempt to bring Wall Street clerks into a union—in this day and age!

"I hope bankmen and women are not so 'bleary-eyed' as the Wall Street clerks trying so desperately to clean-up mountains of paperwork. But whether they are or not, I hope they'll get themselves into a union!"

British bank unionists have just succeeded in winning the five-day week. While many have long been members of company unions, they turned to real trade unionism only within the past two years. Today, more than half of Britain's bank employees are trade union members.

NLRB says mini-skirt can be low fashion

A mini-skirted gal is an unfair labor practice when management supplies her with this costume solely to defeat the union. This new fashion note in labor relations was sounded by the National Labor Relations Board in a ruling against the Conolon Corporation in Santa Ana, California.

Campaign literature distributed in a union organizing campaign charged that the company paid "mini-wages." To convince the workers that "mini" was good for them, the boss' private secretary and a company vice president recruited four or five of the office clericals, not involved in the election, to distribute anti-union literature.

The girls wore mini-skirts and company-supplied high boots. They carried signs reading: "Yes, on mini; no on union." The NLRB, after an investigation of the facts, found the company-dressed leafleteers constituted an unfair labor practice. It threw out the election, which had been unfavorable for the union, and ordered a new one.

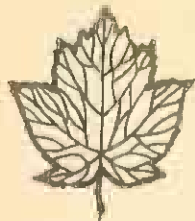
Schmit attends Harvard's course for unionists

Jerry Schmit, vice-president and business representative of Local 320, Kansas City, Mo., was among 24 American and foreign trade union leaders who completed a 13-week course on May 8 at the Harvard University's Trade Union Program (TUP).

The courses, held annually, deal with vital policy questions and decisions regularly confronting union leadership. It is designed to extend to trade union leaders basic training in the principles and practices of administration and decision making.

The 45th program session was conducted jointly by Harvard's Kennedy School of Government, the School of Arts and Sciences, the Law School, and the Graduate School of Business Administration.

More than 750 union officials have attended TUP since its inception in 1942, when it was initiated by the Harvard Business School at the suggestion of union leaders.



CANADIAN NEWS

Local 397 signs Blind Institute

The Canadian National Institute for the Blind has recognized Local 397 in Regina, Saskatchewan, as bargaining agent for its employees in the cities of Regina and Moose Jaw. It signed an initial one-year contract providing a 7% across-the-board wage increase.

Excluded from the bargaining unit by a Labour Relations Board decision are 17 blind employees who are "most enthusiastic" about unionism, according to Business Representative R. A. Schoffer. He said that Local 397 will continue

its fight to have employees with sight impairment included in the unit. Head office of the Canadian Institute is located in Toronto.

The contract calls for 10 paid holidays; two weeks' vacation in the first four years of employment, three weeks after four years and four weeks after 20. It also specifies overtime rate of time-and-a-half pay up to four hours, with double time thereafter.

The pact establishes seniority and promotion rules, and calls for full pay during jury duty, and up to six months maternity

leave with seniority maintained and cumulative during that period. Grievance machinery and arbitration procedures are also provided.

Local 397 President Max Ripplinger and Miss N. A. Olson negotiated the OPEIU contract with assistance from Schoffer.

The Regina local also has concluded a new one-year contract with the Cooperative Commonwealth Publishing & Printing Co., providing a 4% across-the-board wage increase with other improvements in overtime, vacations and sick leave.

Union press hit by postal hikes

The Canadian Labour Congress and the 10 provincial Federations of Labour are up in arms over the new Canadian government's fantastic postal rate increases which have priced several union and other non-profit publications out of existence. A sharply worded CLC statement said:

"For some unions the postal bill has been raised by more than 2,000%. The increase has forced the Labour Statesman, official organ of the B. C. Federation of Labour, to cease publication on a regular basis after 45 years. It will now be published periodically on special occasions.

"Canadian Transport, journal of the Canadian Brotherhood of Railway Workers, formerly issued twice monthly, will now appear only once during June, July and August. And Le Monde Ouvrier (Labour World), official publication of the Quebec Federation of Labour, is to appear only six times a year instead of monthly.

"Not only are the postal rate increases curtailing freedom of expression by pricing it out of existence but they will also result in loss of employment in the

printing, pulp and paper and related industries."

The rate increases were authorized by amendments to the Post Office Act passed in the current session of Parliament. The amendments deprive peri-

odicals produced by trade unions, credit unions, co-operatives, local church and professional associations of second-class mailing privileges formerly held. Their postal rates rise from a basis of 5¢ a pound to 4¢ or 5¢ an item.

Canadian Price Index

Dominion Bureau of Statistics

1968	
March	118.6
April	119.3
May	119.3
June	119.7
July	120.4
August	120.7
September	121.1
October	121.4
November	121.9
December	122.3
January, 1969	122.6
February	122.6
March	123.2

U.S. Price Index

U. S. Bureau of Labor Statistics

1968	
March	119.5
April	119.9
May	120.3
June	120.9
July	121.5
August	122.0
September	122.2
October	122.9
November	123.4
December	123.7
1969	
January	124.1
February	124.6
March	125.6

Claire Pluff named

Local 329 President Claire Pluff has been named to the Welfare Committee of the Greater New Haven (Conn.) Central Labor Council, and Vice President Marie McLaughlin to the Political Action Committee.

Irma Carbone of Local 376 was reelected as the Council's Recording Secretary for her fourth successive term. The Council is the Labor voice of 20,000 union members and their families in that Connecticut area.

homa, and served as Oklahoma delegate to an eight-state O.E.O. training seminar.

Mrs. Sawyer's husband is Business Agent for Steam & Refrigeration Fitters Local 344. They have two daughters.

Local 381's Mrs. Sawyer picked for training role

Mrs. Oneida Sawyer, a Local 381 member in Oklahoma City for seven years, has been selected as Area Manpower Representative of the Human Resources Development Institute. Created by AFL-CIO and Central Labor Councils, the institute seeks to develop meaningful training programs to bring disadvantaged men and women into the mainstream of American economic life.

A COPE Women's Activities Director for Oklahoma County for six years, Mrs. Sawyer is a member of five Women's Democratic Clubs and was an alternate delegate to the National Democratic Convention in Chicago. She helped in two suc-



Successful campaigns opposing so-called "Right-to-Work" in Okla-

Dina's Column

By Dina Merrill

World-famous TV and film star Dina Merrill, is not only extremely talented but incredibly beautiful. She is the wife of Cliff Robertson, who won this year's Academy Award for his starring role in "Charly." Miss Merrill graciously consented to answer OPEIU members' questions on beauty and grooming in this monthly feature written exclusively for your newspaper, "White Collar." OPEIU members are invited to address questions to Dina, the most representative of which will be answered in her column. Inquiries should be addressed to the OPEIU's public relations counsel, as follows: Dina's Column, c/o Dick Moore and Associates, Incorporated, 200 West 57th Street, New York City 10019.



Dear Dina:

It's that time of the year again: everyone trying to get back in shape for the beach. What particular exercises do you suggest for just general all-around shaping up? Maureen B.

Dear Maureen:

Swimming. Sounds funny doesn't it? Swimming to get ready to go swimming. But really there's nothing like it in the world for building up good muscle tone. Good casual workouts in the local YWCA as often as possible will firm up stomach muscles, get rid of flabby arms, pull in fannies that have done too much sitting all winter long, and swimming is the best way to slim thighs.

If you can't get to a pool daily, supplement your swimming with deep knee bends (only two or three the first days. Work up to as many as are comfortable for you, but do it slowly). Each morning try toe touching, twisting from the waist with the arms outstretched, and sit ups. But progress at your own speed. Don't overdo at first or you'll be tempted to give up before you've done yourself any good.

Bond pact ups wages 32c

Wage gains of more than \$650 a year, in addition to greater fringe benefits, are included in a new two-year agreement signed with Bond Baking Company, Washington, D. C., by Local 2.

The first 16¢ an hour boost is retroactive to January 15, with a similar across-the-board raise scheduled for the same 1970 date. The new pact also calls for five weeks' vacation after 25 years. In a week where a holiday occurs, the employer agreed to give 40 hours pay for 32 hours of work, with time-and-one-half for overtime exceeding the 32 hours.

The new contract covers two units of office employees. One group comprises those covered by a Local 2 contract with Southern Bakery, later taken over by Bond where the union had lost a January, 1968 election. The new contract benefits both groups and provides for a union shop.

\$100 minimum in Albany

In Albany, N. Y., Local 58 has signed a new one-year contract for office workers of United Paper Makers & Paper Workers bringing a wage increase averaging 6.2%. Increases vary from \$5.50 to \$7 per week depending on classification. The wage scale now runs from a minimum of \$100 weekly to a maximum of \$141 for a 35-hour week.

The agreement further provides for the improvement of the present Pension Plan to make it comparable to that covering U.P.P. officers and field representatives.

The negotiating committee included Local 58 President Helen Casey; Irene Kilday, Loretta LaRose, Ruth LaRose and Martha Moore. They were assisted

by International Representative Justin F. Manning.

More pay for payroll crew

Business Representative H. R. Markusen reports that wage gains totaling \$780 over a two-year contract have been won by Local 12, Minneapolis, for payroll department employees of Shoppers' City. The agreement calls for a \$10 a week across-the-board hike in the first year, with an additional \$5 at the start of the second year.

A new vacation schedule calls for three weeks after 8 years, formerly 10.

If you move, send your old and new address, including zip code to:

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Washington, D.C. 20005



from the desk
of the
PRESIDENT

Labor law needs more teeth

In a recent speech NLRB Member Gerald A. Brown charged that a well-financed propaganda campaign assailing the honesty and integrity of the National Labor Relations Board is actually an attack on the system of collective bargaining which has evolved in our democracy.

Evidence of this is found in editorials, using identical language in attacking the Board, that have appeared recently in newspapers as far removed as Richmond, Va., and California. Distorted accounts of the Board's activities also have appeared in the Reader's Digest and other right-wing publications.

In this column several months ago, I alerted OPEIU members to expect such attacks. I pointed out that both the U.S. Chamber of Commerce and the National Association of Manufacturers had hired a Madison Avenue public relations firm to do a hatchet job on organized labor.

While the anti-NLRB propaganda barrage is a smokescreen hiding an attack on labor unionism, it is highly significant that these same anti-union publications evade the real issue; that the NLRB needs to be strengthened, not weakened. The National Labor Relations Act certainly needs more teeth.

Even though the nation's labor law and its administrative policies have been in effect for more than 30 years, they still meet stubborn resistance and willful violation in employer quarters.

The report of a special Subcommittee on Labor, headed by Congressman Frank Thompson, spotlights this situation. The panel did an exceptional public service with its investigation of employer violations of the National Labor Relations Act.

The study brings into sharp focus the fact that present labor laws do not adequately protect employees in their rights to join and support unions of their choice. It specifically singles out members of the bar association who advise and participate in the commission of labor practices which violate the national law. The subcommittee urged adoption of a system similar to one set up by the Treasury Department. Under this procedure attorneys who are found to have counseled violation of the Federal law are denied the right to practice before the agency.

Anti-union employers commit unfair labor practices because they stand to gain more than they lose. The report said: "Employers who violate the law are encouraged to do so as the penalties come too late for effective enforcement and, in any event, have little or no deterrent force."

The subcommittee put forward specific recommendations for strengthening the Federal labor law:

- The definition of an "employer" should be broadened by restoring the original Wagner Act definition. It would thus include any persons "acting directly or indirectly in the employer's interest." Under this proposal, the town banker would be accountable if he threatened to call in a loan unless the employee refrained from union membership.

- The Department of Justice should investigate all complaints by union organizers that they have been denied the "rights, privileges, or immunities secured by the Constitution" or by the National Labor Relations Act. Employers should not be permitted to deny organizers access to workers where the union organizer is prevented from distributing handbills or holding meetings by city ordinance, traffic regulations, or physical surroundings.

- The National Labor Relations Act should be amended to give any union organizers prosecuted under unconstitutional local ordinances the right to remove the case to a Federal forum.

The report further urged that NLRB procedures be overhauled to speed up the processing of unfair labor practices discharge cases. It gave these specific recommendations:

- Government contracts should be denied to repeated and knowing violators of the National Labor Relations Act.

- Employees should be able to sue to recover treble damages, court costs, and reasonable attorney's fees from employers who discharge them in violation of the labor law.

Needless to say, the recommendations of Congressman Thompson's subcommittee deserve the strongest support by every union member. Those of us involved directly in organizing white-collar workers are well aware that far too many employees are still subjected to anti-union violations of their rights of self organization and collective bargaining, as was brought out in testimony before the House subcommittee.

Labor—the biggest 'volunteer'

Cautioning against "overemphasis on voluntarism" for such basic national needs as health, housing and job training, the AFL-CIO Director of Community Services Activities declares that voluntary agencies cannot do it alone.

Vital as they are to the overall effort, voluntary agencies are "incapable" of providing the tremendous sums needed to do the total job, says Leo Perlis. Funding must be the "fundamental responsibility" of government, he told a Labor News Conference.

Pointing out that organized labor is the nation's "largest voluntary organization," Perlis drew this profile of AFL-CIO volunteer activity:

- Members of AFL-CIO unions account for one-third of all Red Cross blood donations.

- Twenty percent of all the adult leaders in scouting programs are AFL-CIO union members.

- One-third of total United Fund and Community Chest contributions comes from AFL-CIO organized companies.

- The AFL-CIO has 180 full time community staffers in towns and cities and will expand that activity to six more cities this year.

Perlis stressed the importance of voluntarism's role in education to enlist citizen-support of government health, housing, welfare and employment programs, and the recruitment of volunteer manpower to "assure that they are implemented for the benefit of all the people."

N. Y. survey measures impact of computers on office jobs

A study of the impact of electronic-data processing equipment on office jobs in New York State shows that EDP introduction eliminated 9,385 employees, or 1.8% of the 527,000 workers in 277 surveyed establishments.

Of the 9,385 displaced, about 70% were reassigned either to the EDP unit or given a job elsewhere with the firm. Of the other 30% (2,792), a minority of 628 were laid off. Employers reported that 2,164 quit, retired or took leave (a few died) around the time of the change-over. These jobs were not filled.

The survey, conducted by the State Department of Labor, found that the new EDP unit staffs were recruited 75% from existing employees, with 25% recruited from outside sources.

Formal training was of short duration, with skill level of the new jobs about the same as the jobs formerly held. There were many instances of upgrading. Downgrading rarely occurred, the survey found.

Payroll, general ledger, inventory and cost-accounting were the principal computer applications encountered in the survey. They were found less frequently in sales analysis and market research; production scheduling and control; and control; and purchasing and sales-order processing.

Organizationally, the EDP unit was usually located in an accounting, finance, or general administrative department, but sometimes it was in a research, statistics, engineering or actuarial department. In about

10% of cases, data-processing had departmental status.

In numbers of workers involved, there was a heavy EDP concentration in manufacturing, banking, insurance, transportation and public utilities, and government agencies.

The survey figures indicate that 75% of the EDP staffs were machine operators or clerical employees, such as console (computer), operator, peripheral equipment operator, key-punch operator, and miscellaneous clerical worker. The latter two classifications accounted for more than 50% of EDP staffs.

Another breakthrough in computer field

A new avionics computer, developed by Texas Instruments, Inc., for the U.S. Air Force, made its debut at the recent annual convention of the Institute of Electrical and Electronics Engineers in New York.

Using large-scale integration (LSI), it represents a new generation of solid-state electronics. Heart of the unit is a half-dollar-size disc which is composed of more individual parts than 50 color TV sets or a thousand pocket radios. The new computer uses 34 LSI arrays that replace the equivalent of 1,735 integrated circuit flat packs used in an earlier model.

The device weighs 37 pounds but is said to represent a better than 5-to-1 ratio in improved reliability. Commercial uses are expected to be directed toward computers, adding machines and other digital techniques, and possibly an electronic switching for telephone systems.

\$1,040 won in Bridgeport for a Local 123 unit

Wage increases totaling \$1,040 annually, or an estimated 65¢ an hour based on a 35-hour week, were won in a new three-year contract negotiated by Local 123 in Bridgeport for office employees of the Connecticut State Building Trades Welfare & Insurance Fund.

The pact calls for a \$5 weekly wage boost retroactive to May 31, 1968, and another \$5 retroactive to December 1, 1968. Further \$5 hikes will

take effect on June 1, 1969, and on the same 1970 date. The agreement runs to April 1, 1971.

Other gains are overtime for work exceeding seven hours; three weeks' vacation after five years' service; a four-day bereavement leave; 15 days annual sick leave, and 11 paid holidays.

Local 123 President Andy Karcich and International Representative Justin F. Manning negotiated the agreement.

Agency shop won by Local 303

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across-the-board, run 7% in the first year and 5% in each of the two succeeding years. The shift differential is boosted by an additional 1¢ hourly, bringing it to 10¢ for the first shift and 15¢ for the second.

Fringe benefits include: Christmas Eve as an additional paid holiday—bringing the total to nine—and a reduction for three weeks' vacation eligibility from 15 to 10 years' service. Health and welfare improvements include raising the maximum for hospital incidentals from \$250 to \$300 per employee and dependents. Company-paid insurance is increased to \$10,000 from \$7,500, and pension benefits are raised to \$3 a month per year of service from \$2.25.