



WHITE COLLAR

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

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APRIL, 1975

Personnel Man Foresees Big Office Union Growth

A major management challenge for the rest of the century is to keep white collar employees from joining the ranks of 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 unorganized 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 The unique factors which once mitigated against joining unions are no longer valid reasons to keep white collar employees from organizing, he maintains.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 that 50% of 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 advantages offered by unionization appeal to the white collar work force.

New Organizing Adds 300 to OPEIU Rolls

Latest reports from the field show new organizing has added nearly 300 new members to 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 M. Stencer says the OPEIU has been recognized by the Manitoba Hydro Construction Association, which builds power plants in that Canadian province, to represent 150 clericals at several of its projects. The new unit, chartered as Local 485, has a potential of 500 members, he reports.

Some years ago, the OPEIU became a member of the Allied

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 at the Port Arthur Shipbuilding Company in Thunder Bay, Ont., by the Ontario Labour Relations Board which has also certified another 20-member unit at Huyak Environmental Systems Ltd., also at Thunder Bay. The two units will also be chartered as a new Local.

Business Representative
(Continued on page 2)

First Pact Signed For Sheriff's Staff

Clark County, Wash., Yields 9% Hike, COLA 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 an initial two-year agreement for its new 125-member unit in the sheriff's office of Clark County, Washington.

Local 11 Sec.-Treas. Walter A. Engelbert reports that it sets a starting minimum wage of \$467 per month in the lowest grade rising to a \$567 maximum, and a starting minimum of \$1,069 in the top classification 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 3½% nor more than 8½%."

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 cumulative 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 con-

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. There, white collar unions are growing; they're powerful, and they're beginning to use that power the same way blue collar unions do," it cautions.

British white collar union membership jumped 34.6% between 1964 and 1970, 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 of white collar employees in Bonn, Germany, where 400 senior managers demonstrated against what they called the steamrolling of their rights by politicians.

The growing rate of industrial concentration in France, Sweden and Italy has spurred
(Continued on page 3)

25% Packet Won From Texaco Local 66 Makes Gains in 2-Year Pact at Texas Refinery

A packet of wage gains and fringe benefits valued at 25% over two years was successfully renegotiated by Local 66 for its office bargaining unit at the Texaco Oil refinery in Port Arthur, Texas, OPEIU Vice President Frank E. Morton reports.

He says the new agreement provides a \$130 per month increase across-the-board for all clerical employees starting March 1; an additional 4% next August 7, and a further 8% boost on January 8, 1976.

This Texaco contract is unique, he reveals, in that it

contains a wage reopener clause if the Consumer Price Index rises more than 5% by January 1976. In that event, the agreement will be reopened for renegotiation of base wages only.

Other gains are an additional paid holiday bringing the annual total to ten, improvement in bidding rights for upgrading from Group B to Group A, as well as improvements in the pension and health-welfare plans.

The company agreed to pay additional money into the medical-hospital plan which, with the cooperation of the insurance carrier, will make the plan fully employer-paid at no cost to the employees. A new formula was also worked out in

calculating pension benefits to make them higher for employees upon retirement.

Additional improvements were also made in the administration of plans covering total disability, savings, group life insurance and industrial injury benefits, as well as procedures for payroll deductions for the credit union which now includes a less severe penalty for disqualification.

The new contract runs to January 8, 1977. The OPEIU negotiating team assisting Morton included Chairman Clyde A. Wing, Vice Chairman Don Castillo, and committee members Jimmy Adams, Harold Bosarge, Carl Armand, Elton Conerly and David Fisher.

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 Hypnotists 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. 91402.

WHITE COLLAR

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

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Professionals Are Learning

The unprecedented strike of 3,000 internes 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 to solve 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 hours to 80 a week, and no more than 15 a day in a new contract. They contend that they sometimes work 110 hours a week and 56 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 beginning to alarm management both here and in Europe where managerial employees (unlike this country and Canada) are legally entitled to unionize and enjoy the benefits of collective bargaining.

Two news stories in this issue confirm the trend. The basic reasons are similar on both sides of the Atlantic. They include job insecurity and pension rights jeopardized by the growth of multinational corporations, and the transformation of the economies of highly industrialized nations from a goods-producing to a service-oriented system.

Other factors are soaring living costs with double-digit inflation and heavier taxation. Consequently, white collar employees and professionals are finally seeing the light that they urgently need to unionize so they can have bargaining power.

Managements not only in this country but abroad are fighting desperately to turn the tide, but are having little success—particularly overseas. The more sophisticated Europeans figure that when managements pass out substantial pay raises with the threat of unionism, then they have much more to gain by going all-out and organizing into unions.

If the OPEIU is to take advantage of this rising trend and grow as it should, then every Local should make new organizing a top priority in its community by developing leads. In this activity, they will have the fullest cooperation from the International's professional staff. But Locals must first lay the groundwork on which we can build.

Support Illegal Alien Bill!

The OPEIU has been advised by Congressman 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 criminal 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 would practically double its present capabilities to "apprehend and deport illegal aliens."

"This legislation, if passed, would free up to one million jobs," he adds. "I need the support of you and your membership. It is imperative that all of Congress be contacted."

With 7½ million Americans now jobless and their numbers growing daily, we again strongly urge all OPEIU members to write their Representatives and Senators asking their support for drastic legislation to control this illegal alien problem.

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 Lent'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 Dunnellan, N.J., recently acquired by the Hudson-United Bank of Union City, N.J., unanimously signed designation cards for Jersey City Local 142 to represent them for inclusion in the latter bank's OPEIU contract.

Gwen Newton Describes Africa Tour Spoke on U.S. Union Methods to Labor Chiefs of 6 Nations

Vice President Gwen Newton details dramatic highlights of her recent visit to Africa in an article in *Coffee Break*, official publication of Los Angeles Local 30. Her visit was sponsored by the Afro-American Labor Institute.

Her first official call was to the Center Organization of Trade Union (COTU), African counterpart to the AFL-CIO, in Nairobi, where she met union representatives from Ethiopia, Ghana, Nigeria, Kenya, Zambia and Sierra Leone.

During her week-long visit to Nairobi she spoke to 35 shop stewards in the Kenyan banking industry. One of the key questions asked during this 2½-hour session was for an explanation of procedures used in calling strikes in the United States.

"Little did I know that this group of stewards," she disclosed, "called a wildcat strike involving 5,000 bank workers which nearly sent the head of their organization to jail because strikes are illegal in Africa."

She said she also participated in a seminar with the Sugar Plantation & Agricultural Workers Union, establishing rapport and a good level of communication by telling them the story of unionism among U.S. farm workers.

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 collapse in the rain because they are made wholly of straw and mud, and

3. A provision for nominal medical treatment which 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 minimum wages in Kenya, finding the best method to develop factual knowledge about wages and prices, and ways in which COTU can help area secretaries to play their full 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*.

EEOC Pregnancy Guidelines Upheld U.S. Appeals Court Rules Against Liberty Insurance Claim

Employment policies of Liberty Mutual Insurance Company that excluded pregnancy disabilities from the company's income protection plan and required women to return to work within a specified time after childbirth or face termination, violated Title VII of the 1964 Civil Rights Act, the U.S. Court of Appeals for the Third Circuit has ruled.

The court approved EEOC guidelines which require that pregnancy-related disabilities be treated the same as any other temporary disability.

The class action was filed by two women employees in the U.S. District Court for Western Pennsylvania on February 28, 1972, alleging that the company's hiring, promotion and pregnancy policies violated Title VII. The district court granted plaintiff's motion for summary judgment. The appeals court affirmed the district court's entry of final judgment regarding the pregnancy-related issues.

Judge Staley, joined by Judges Hastie and Aldisert, rejected Liberty Mutual's contention that portions of the complaint dealing with pregnancy

policies should have been dismissed because such claims were not presented to EEOC.

The court also rejected the company's reliance on the U.S. Supreme Court's ruling in *Geduldig vs. Aiello*. In that case, the supreme court found that the State of California did not violate the Equal Protection Clause of the Fourteenth Amendment by excluding disabilities relating to normal pregnancy from its disability insurance program.

Judge Staley pointed out that in that case the supreme court was not faced with a private employer covered by Title VII nor an attempt to exclude all pregnancy-related disabilities.

The appeals court rejected the company's further argument that because pregnancy is voluntary and illnesses are not, pregnancy can be excluded from the income protection plan. The court commented that a woman disabled by pregnancy or a person disabled by a temporary illness both suffer a loss of income because of absence from work and they both incur medical expenses, adding:

"We believe that an income protection plan that covers so

many temporary disabilities but excludes pregnancy, because it is not a sickness, discriminates against women and cannot stand."

Finding that the employer's policy requiring women with a pregnancy-related disability to return to work within eight months or resign, but not specifying a time limit for persons with other temporary disabilities, also violated Title VII. The court said:

"Since pregnancy is a disability common only to women, to treat it differently by applying a separate leave policy is sex discrimination. . . . A policy, therefore, that is founded on generalizations, such as most women after giving birth are fully recovered within six weeks, or that most women do not return to work after giving birth, is discriminatory because it make no provision for considering individual capabilities."

Furthermore, the court declared that Liberty's present maternity leave policy requiring all women to return to work within three months or be fired also penalizes all women because of a "physiological condition found only in their sex."

New Preway Pact Wins 9% Hike

An across-the-board wage hike of 30¢ an hour, or 9% for a 39-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 Local 95 for its office unit at Preway, Inc., in Wisconsin Rapids, Wis., a manufacturing firm.

Local 95 President Donald R. Waters reports that vacations were also improved to provide three weeks after nine years and four after 18. The contract calls for former union members to rejoin on the first day of the month following their return to work and new

U.S. Finds Taxes Have Doubled For Middle-Income Families

The tax burden on middle-income American families has doubled over the last two decades, according to a newly released government report based on a study by the Advisory Commission on Intergovernmental Relations.

The commission said an average family with a \$5,000 income in 1953 paid 11.8% in

direct federal, state and local taxes. By 1974, the same average family had an income of \$13,000 and paid out 23.4% in taxes.

By comparison, a family earning \$10,000 in 1953 paid out 16.5% of that in taxes. The same family earning \$26,000 last year would send 25% of that to the tax men.

The commission, created by Congress in 1959 to monitor relations between different levels of government, notes that there has been a steady increase in public vs. private spending since 1954, despite a proportionate decrease in dollars devoted to national defense.

employees to join after 350 hours.

Waters was assisted in the negotiations by Chairperson Jeanne Peck and bargaining committee members Dorothy Rivard and Jane Natzke.



*from the desk
of the*
PRESIDENT

Sees Recession Man-Made

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 Penn 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 President Nixon instituted Wage and Price Controls. 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 averages on the New York Stock Exchange reached record highs.

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

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 of 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 easy, 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 today.

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, which is almost 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.

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, were 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, 1975.

Mid-Canada Council Representative E. M. Stencer says the agreement calls for a \$510 monthly minimum in the lowest grade rising to a \$560 maximum, and \$899 in the top classification rising to a \$1,053 maximum. Some classifications were upgraded and overtime pay improved.

The new pact also provides 1½ additional paid holidays, bringing the annual total to 12½, and more liberal 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 salary multiplied by years of service plus the number of sick leave days in reserve, and another allowing five



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. Shaw, President Edith Enstrom, A. Colosimo, Chairman of the Board's negotiating committee, and F. Poulter, Board administrator.

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 1½ times annual salary, and to administer 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.

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

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.

White Collar Unionism Grows in Europe

(Continued from page 1)

unionization, too, the article continues. Many managers are beginning to feel insecure about their jobs and pension rights. The growth of multinational companies there has had a similar effect; managers aren't secure knowing that top company executives may be thousands of miles away.

The Pressure Mounts

One major goal of the white collar unions has been to win wage increases that keep ahead of double-digit inflation, the article points out, but this isn't easily accomplished, with a resultant increase in strikes particularly in Britain.

Actually, white collar unions are using more than strikes to push their demands, it adds. They're learning the guerrilla tactics that factory workers have used for years, one of the most effective weapons being to work just to job specifications, which are usually brief. Members return any work not in the descriptions to their superiors.

Another tactic is non-cooperation. Workers ask their callers to put their requests in writing—or simply forget to answer the calls. Others demand comments on their work in writing before they'll correct errors.

British unions also advocate a tactic called "working without enthusiasm." Union guidelines tell workers that when they've completed all assigned tasks to "sit quietly" at their desks and "wait for more work."

The article reveals that the selective strike is proving a valuable tool. In one strike, a

union called out only 42 of its 1,000 members in two departments, but those members controlled the input of work in the plant. In less than a day the company had to shut down.

Computer operations, quality control, and transportation workers are prime candidates for these selective white collar strikes.

Management's Move

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

formed company associations before the unions made their move. This, of course, is an admission that group bargaining has arrived for white collar workers.

However, even this may not work, the article declares. In several industries, notably banking, staff associations are joining unions en masse. In a few cases, these staff groups are resisting union overtures, not because they reject unionism itself, but because of the extreme left-wing sentiments of many of the larger British unions.

"White collar and management unions have arrived in Europe," the article concludes. "As they gain sophistication, they may become as strong a force as the blue collar unions."

Claude Jodoin, CLC Pioneer

Claude Jodoin, 61, founding 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 reelected at the next five biennial con-



ventions. In 1967, he was awarded the Order of Canada, and a Centennial Medal. In 1972, he was named to the Labour Hall of Honour, founded that year by the CLC.

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 some 90 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, promulgated 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.

According to the testimony of the claims adjusters, the supervisor said she did not believe unions were "particularly a good thing," and added that the company's owner hated unions and "would prefer to close down the company, rather than see the company unionized."

The employer contended the claim adjusters' testimony was unreliable, but the Law Judge disagreed, declaring:

"None of the company's defenses are sufficient to counteract the plain consequences of this statement. It invoked the basic question of continued employment and seemingly hinged this on the reaction of a distant owner toward efforts at union organizing."

Afterward, the claim adjust-

ers testified that several supervisors met with adjusters to discuss formation of an employee grievance committee as an alternative to unionization, but later the company notified employees it was withdrawing from further efforts to create an employee committee.

However, Heilbrun concluded that "supervisory participation, manifested here by extensive, repeated deliberations designed to formulate the structure of what was visualized as an alternative labor organization, plainly interferes with employee rights under the Act."

Local 3 says it is continuing its campaign at Westlake and hopes to obtain a stipulated election within the next two or three months.

Lansing Unit Signing Contract



BARGAINING COMMITTEE members at Lansing Automakers Credit Union, a Local 459 unit, are shown signing their new contract. From left are Connie Andrus, Chairperson Sharon Gillison, Gary May and Pam Barnett. Member Lee Mort 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 employers to hire more workers at regular rates.

Union Wins Hefty Packet From Twin Cities Bakery

Across-the-board wage boosts over 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. Markusen 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, raises 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 from minimum to maximum rates was compressed to 24 months from 43.

The vacation schedule was liberalized to provide four weeks after 18 years (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 in outlying offices.

The OPEIU team assisting Markusen included Stewards Beverly Kowalzyk and Dennie

Larson. A federal mediator was called in before final agreement was reached.

If you move, send your old and new address, including zip code to: William A. Lowe, Sec.-Treas. 815 16th Street, N.W., Suite 606 Washington, D.C. 20006

More Contract Gains Made at Claremont Library

Second Pact 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 renegotiated 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.

One important breakthrough in the new pact is a provision for mid-year salary adjustments for employees whose anniversary date falls between July and January.

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



CLAREMONT COLLEGES SIGN: Shown signing second agreement for librarians at Claremont Colleges in Los Angeles are seated from left: Local 30 Business Manager Gwen Newton and Director of Personnel K. M. Williams. Standing from left are Local 30 Business Representative Gloria Busman, Paul Fisher, Benefits Supervisor; Shop Steward Lorraine Giurlani, George Bailey, Assoc. Director, Claremont Colleges; Mary Mellema, Asst. to Personnel Director; Virginia Fosson, committee member; Judy Harvey, Asst. Dir. Libraries and Patrick Barkey, Dir. of Libraries.

Schwieger who was present for the last two negotiating ses-

sions. It was overwhelmingly ratified by the bargaining unit.

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 discloses, 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 employees will be or become union members. General Dynamics indicates that the contract will last about 15 years.

Local 277 President-Business Manager J. B. Moss says that as well as providing more jobs for OPEIU members, the new contract should help to assure those still employed of enough seniority to reach retirement and get their pensions.

The Machinists Union expects some 1,400 laid-off members to be recalled this year to work on the project. The company's contracts with both un-

ions expires this September so increased employment will 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 12,000 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 sub-contractors.

Moreover, the company may also obtain additional contracts for some 500 F-16's 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 con-

tract, 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. McNaspey

Mrs. Alma Herring McNaspey, 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

U.S. Price Index

U.S. Bureau of Labor Statistics
New Base 1967=100

1974	
February	141.5
March	143.1
April	143.9
May	145.5
June	146.9
July	148.0
August	149.9
September	151.7
October	153.0
November	154.3
December	155.4
1975	
January	156.1
February	157.2

Canadian Price Index

Statistics Canada
Base 1961=100

1974	
February	159.2
March	160.8
April	161.9
May	164.6
June	165.7
July	168.0
August	169.6
September	170.6
October	172.2
November	174.1
December	175.8
1975	
January	176.6
February	178.0

Houston trade union publication. It revealed that Alma, as dexterous with a rifle as with a typewriter, spends her annual vacation deer hunting with her husband, Emmett, on a 343-acre spread near El Campo, Texas, where she was born.