

WHITE COLLAR

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

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Automation
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Local 425, OPEIU's Newest, *Independent Unit at AMOCO* Has a Half-Century History *Affiliates With Our Union*

An independent clerical union in Cleveland, Ohio, has celebrated its golden anniversary by affiliating with the OPEIU.

It has started its second half-century as Local 425.

On July 14, 1916 the clerical workers employed in the headquarters of the Brotherhood of Locomotive Engineers, Firemen and Enginemen formed the Grand Lodge Employees' Association (GLEA) to bargain for them collectively. Ever since it has negotiated working conditions with the Brotherhood.

The metamorphosis into the OPEIU's newest chartered local came about because the officers and the vast majority of the GLEA membership of 85 realized that now more than ever they stood to gain by linking up with others with the same problems and goals.

They wanted representation by an International Union which has the trained staff, experience and resources to cope with the many problems confronting white-collar workers in these fast changing times. And they wanted to eliminate the disparity in bargaining strength between a powerful union and a relatively small group of its employees.

Joseph Finley, the OPEIU's General Counsel, played a key role in the deliberations that culminated in the affiliation of the GLEA.

He had represented the Grand Lodge and several of its individual members in a number of legal proceedings and had gained the officers' trust and respect. When they told

him of their interest in joining an International Union, he arranged a meeting between the GLEA Executive Committee and International Representative Art Lewandowski.

The meeting took place June 28 in his office. The ramifications of OPEIU affiliation were fully discussed. Their interest in the OPEIU strengthened, the GLEA leaders called a special meeting of the full membership to deliberate and vote on the matter.

The membership meeting took place on July 7. Lewandowski addressed the group on the OPEIU's structure, program and resources, after which there was a question and answer period and a general discussion.

With virtual unanimity the GLEA members then voted in favor of affiliation and instructed their Executive Committee to work out the necessary details.

In less than a week the preparatory work had been done and on July 13 — on the very eve of the half-century anniversary of the GLEA's founding — Local 425 was chartered.

The OPEIU is honored to have this veteran union join its ranks.

Detroit

Local 417 Gains 200 In Vote at Hospital

Two hundred employees of Crittenton Hospital, Detroit have voted overwhelmingly in favor of representation by OPEIU Local 417. Conducted by the Michigan Labor Mediation Board, the election was held July 21.

The success followed a two-month organizing campaign which was led by Henry Lyons, Executive Vice-President of Local 417.

The unit consists of laboratory technicians, ward clerks, nurses aides and miscellaneous employees.

Originally Local 417 petitioned for a comprehensive vertical unit including nurses, registered technicians and the business office staff, but the Media-

tion Board accepted the argument of the hospital attorney that the smaller unit was the appropriate one.

Still aiming at hospital-wide representation, the local has filed two additional petitions covering business office and other employees.

Hospital workers in Michigan were long denied normal collective bargaining rights but the State Legislature finally ended the exclusion, bringing them under the jurisdiction of the Mediation Board.

**Have a Happy and
Safe Holiday Over
Labor Day!**

The independent Office Employees Association, organized in 1954 to represent the office staff of the American Oil Company in Whiting, Indiana, is joining our union.

The decision to affiliate with the OPEIU was made by the membership, which voted for it in a referendum 165 to 13. The total membership of the Association is 194.

Discussions between the Association and the OPEIU regarding possible affiliation date back to last March, when Association officers conferred with President Howard Coughlin and Director of Organization Henderson B. Douglas in Chicago just prior to the OPEIU's conference of full-time representatives there.

In response to an invitation from the Association, Coughlin and International Representatives Arthur P. Lewandowski and Eugene Dwyer went to Whiting and addressed a special meeting of the membership May 19. Many questions from the floor led to a thorough airing of the advantages of affiliation and of the possible legal and technical obstacles in the way of it.

The feelings of the Association members were made evident when they voted unanimously then and there in favor of a motion requesting the Board of Directors of the organization to conduct a referendum on the affiliation issue. The Association's Constitution provided for such a poll.

The balloting began June 20 and went on for a week in order to give every member ample opportunities to vote. The voting hours were 7:30 to 7:50 a.m.; 11:35 a.m. to 12:25 p.m.; and 4:35 to 5:05 p.m. The referendum was conducted by a committee composed of

Carl Zehner, who served as chairman, Bob Ladow, Bob MacDonald, F. Kubacki, Ed Domasica and Elmer Bednar.

The office employees of American Oil at Whiting sought to break away from an independent plant union in 1952 but because of a contract technicality were unable to do so until two years later.

The history of the Association since then has been marked by a prolonged conflict with management regarding job classifications and related matters. Since 1957 some 32 disputes have required arbitration.

In recent years the Association has frequently been frustrated. Grievances have gone unresolved—as management delegated labor relations to a committee possessing little or no authority.

It is against this background that the Association decided it would be better able to face up to the company if it joined forces with the OPEIU.

International Representative Dwyer is working out the details of the charter with Association President Thomas J. Zivich and other officers.

**Contribute
to
V.O.T.E.**



Local 2 has protected its members at the Baltimore Transit Company by a cost-of-living escalator clause in its new three-year agreement. In addition to a substantial wage increase, the employees gained a fifth week of vacation, an additional half holiday, and Pension Plan improvements. John P. Cahill, President of Local 2 and International Vice-President, signs the accord as Company President Glen L. Stanley watches at left. Standing from left are Company Vice-President J. Brook Duvall, Jr.; Joseph Lurz, Supervisor of Personnel; David Saul; Howard Braeckline; C. L. Headley, Company Information Director; Union Committee Members Julia Punko and Debbie Meyers; and John Bantz, Company Secretary-Treasurer.

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"Congratulations, Laxwell! You're the thousandth employee I've fired in my career!"

The Answer Is Fair Play

An Administration Management Society survey of 1,631 firms showed a turnover in office staffs of 20% in 1965.

The turnover in 1964 was 22%. It is already evident that the trend has reversed and that this year office workers are quitting their jobs at a much faster rate than ever before as employment opportunities grow.

The Wall Street Journal reported that one insurance firm with an annual turnover of 38% is "reviewing the entire salary situation."

We think most employers will find that the high rate of turnover is due to low rates of pay. Office employees, like other workers, are interested in obtaining wages commensurate with their education, ability, and experience.

Unemployment Compensation—Now Is the Time for Reform

The AFL-CIO is appealing to the Senate to strengthen the Unemployment Compensation bill passed by the House. It seeks a bill establishing minimum federal standards.

The bill passed by the House merely extends coverage of unemployment insurance to additional groups of workers and provides for an increase of thirteen weeks of federal benefits when joblessness reaches recession levels.

Secretary of Labor Willard Wirtz appeared before the Senate Finance Committee and stated that benefit ceilings set by the fifty state laws are too low to provide jobless workers with payments equal to one-half of their lost wages. He urged that ceilings be gradually moved up to two-thirds of the average wage in each state.

The Office and Professional Employees International Union noted also the failure of the House bill to protect workers from unreasonable disqualification. In numerous cases, workers have been deprived of benefits after the employer took the position that the worker brought on his own discharge. In New York City, the OPEIU once took a case to arbitration and after failing to gain reinstatement, found that the worker was also denied unemployment insurance. The worker was hit coming and going.

In a statement forwarded to the Senate Finance Committee, OPEIU President Howard Coughlin testified: "Acutely needed today are a number of revisions which would enable the Unemployment Compensation program to effectively fulfill the goals for which it was originally established."

Unless action is taken now, while the economy is fairly prosperous, the unemployment insurance program will not be able to meet jobless workers' financial needs during a recession or depression. (See Meany statement page 4.)

Back Pay Awards Aren't Enough

The National Labor Relations Board recently disclosed that it had awarded a total of \$2,759,550 in back pay during the year 1965 for illegal discharges. Despite the crackdown of the NLRB, management continues to use illegal firing as a weapon against collective bargaining.

The AFL-CIO has called on the government to deny contracts to companies found guilty of unfair labor practices.

The Executive Board of the Office and Professional Employees International Union announced at its June meeting its complete support of this policy of the AFL-CIO and demanded tougher penalties for employers who flout the labor law.

TVA's Office Workers Win 3.5% Increase

Four OPEIU locals took part in the negotiations which have resulted in wage increases for some 2,500 office workers at the Tennessee Valley Authority, the great public power system.

Approved by the TVA Board of Directors, the raises ranged from \$120 to \$450 a year according to job category. The new maximum rates range from \$4,580 to \$8,530 annually for clerical and secretarial employees, and from \$8,000 to \$13,150 a year for administrative and fiscal employees.

The TVA Board acted July 1 and the new scales went into

effect July 3. The TVA estimates the increase in gross compensation to be more than 3.5 per cent.

The office workers were represented in the negotiations by the Tennessee Valley Salary Policy Council. They are members of Local 52, Sheffield, Alabama; Local 119, Chattanooga, Tennessee; Local 268, Knoxville, Tennessee; and Local 273, Paducah, Kentucky.

Women Are Taking Jobs At Faster Rate Than Men

Women have been pouring into the labor force in the U.S. at so fast a rate that during the 15 years between 1940 and 1965 they made up more than 60 per cent of the increase. And the rate is expected to stay high.

The U.S. Department of Labor estimates in its "1965 Handbook of Women Workers" that the number of women — most of them homemakers — will go up 41 per cent in the next 15 years while the number of male workers is rising by only 27 per cent.

The 321-page Handbook brings out these further facts indicating the important role women play as workers:

- One half of all American women in the 45 to 54 age group are now in the labor force. Half of all women workers are more than 40 years of age. In general, older women are less likely to hold full-time jobs.
- Some 26 million women are now in the labor force.

They represent 35 per cent of the total. Their median income is \$3,710 for full-time, year-round employment.

• Working women who are married — and they are the majority — must bear high costs to hold down jobs. Their expenses for working absorbs from $\frac{1}{4}$ to $\frac{1}{2}$ of their earnings.

According to the Labor Department, women are less likely than men to moonlight. But some 511,000 surveyed in 1964 were holding down two jobs.

Employer Denies Roster; Election Is Set Aside

An employer's refusal to give the Auto Workers a list of employee names and addresses is sufficient reason for setting aside a representation election and ordering a new election, the NLRB has decided in the first decision since the name-and-address rule was adopted last year.

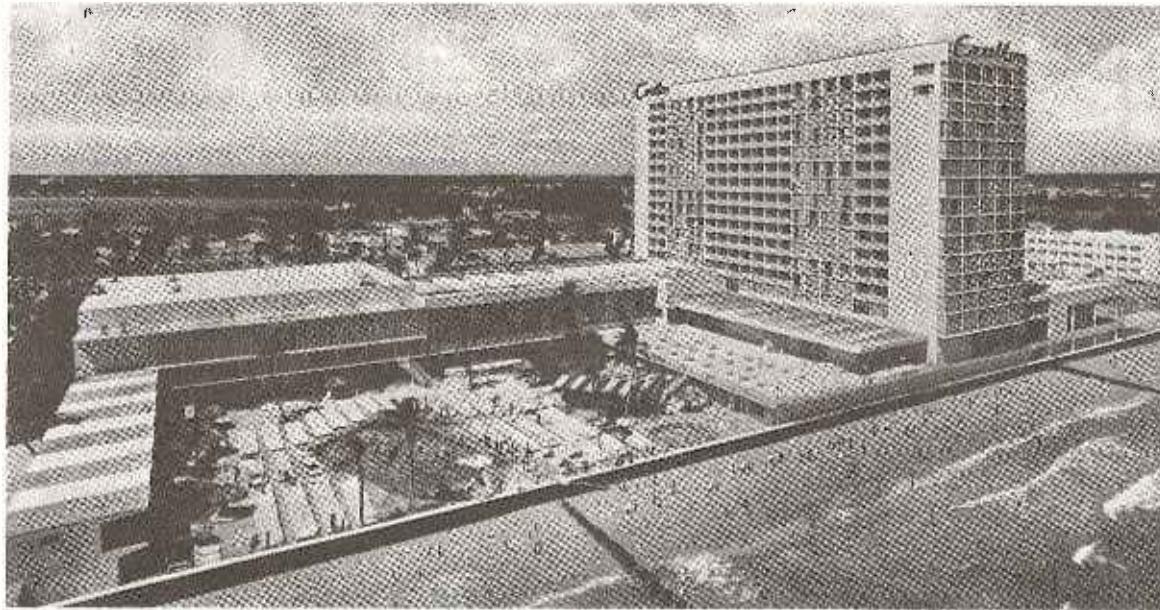
The Crane Packing Company, Morton Grove, Illinois, entered into a consent election last April but refused to provide the union with an election eligibility list. The UAW filed objections after losing and the NLRB regional director upheld the union position.

All five members of the labor board agreed with the director's finding, rejecting the employer's arguments that the board exceeded its powers and that, even if the rule first applied in the Excelsior Underwear case was valid, the NLRB should not apply it at Crane because the union had various means of communicating with company employees.

Reiterating the Excelsior rule, the board said that "even assuming the availability" of other means of communication "we may properly require employer disclosure of employee names and addresses to insure the opportunity of all employees to be reached by all parties" before an election.



President Howard Coughlin discusses maritime issues with Secretary-Treasurer Shannon Wall of the National Maritime Union, left, and President Russell Berg of the Boilermakers Union. The three conferred at the recent meeting in Washington on measures to strengthen the American Merchant Marine.



The 1968 convention of the Office and Professional Employees International Union will be held in Miami Beach, Florida, at the Carillon Hotel. Originally Washington, D. C., was picked for the convention site but satisfactory arrangements could not be made there.



CANADIAN NEWS

The Computer and Staff Protection

By "Cassius"

(From Cover Note, published by the Guild of Insurance Officials of the United Kingdom)

"Productivity" is an innocent enough set of syllables when bandied about at board meetings or in electoral campaign speeches, but think what it means to insurance men, individually and in general. It means new methods of work, it means MacKinsey and being moved about. In short it stands for all the inconvenience of change, because it is just another word for efficiency and doing more work in the same amount of time.

I realise that our national solvency, and more personally, my salary, depend on an increase in productivity, though like everyone else I cannot see how I can work any harder than I do at the moment. If there were a change in organization and in the way our business in general is carried out I could get more done. But insurance companies generally are unaware of organization and, so far as many are concerned, productivity ends up as a computer.

My knowledge of the workings of a computer is slight. I know that it works on the binary

system and that a current of electricity and the absence of a current represent O and I, or vice versa, but the more esoteric intricacies are completely lost to me. Computers, of course are not the first mechanical aids to offices; there are typewriters, (the introduction of which struck the fear of redundancy in the hearts of the scribes of commerce at the turn of the century) adding machines, telephones and dictating machines, but the computers are the first to perform large scale duties.

No pressures

The use of computers in insurance is increasing rapidly and all of us will be affected by them sooner or later.

We must accept the increasing automation of our industry as inevitable, but we can make sure that it causes us the least inconvenience possible.

The main safeguard is full consultation between management and staff, which means the Guild. The staff must be told well in advance that their jobs will disappear, they must be told exactly when this will take place and if they decide to obtain another job before the change there must be no pres-



sure put on them to stay—no loss of pension or foreclosing on staff mortgages or any of the other arm-twisting tricks insurance companies are prone to. New staff joining must be told before they take a job that they will have to change to something else after a while. This consultation and full disclosure must be continuous and the staff informed of any change in plans.

Not all wrong

All those who are misplaced must be guaranteed complete and proper training for whatever new duties they have to carry out, and there should be no loss of seniority or status. These main requirements have been laid down by the Trades Union Congress, the National Federation of Professional Workers and many other responsible bodies. The Minister of Labour, Ray Gunter, has said "I hold firmly to the view that whenever changes affecting employees are being introduced, it should be a normal part of good management practice to keep dislocation to a minimum by advance planning and to give employees the fullest and earliest information possible on what is going on."

We can't all be wrong in thinking this and I hope that the Insurance companies will realize their responsibilities.

Two Labour Conferences To be Held in Ottawa

Ottawa will be the host to two significant labour conferences this September.

The Canadian Labour Congress has called a national conference on injunctions and related matters affecting collective bargaining. It will take place September 27-28.

"Unions are finding that more and more legal hurdles are being thrown in the way of collective bargaining," President Claude Jodoin said in announcing the meeting. He cited,

the issuance of some 298 injunctions in British Columbia in the past three years.

The American Regional Conference of the International Labour Organization will meet in Ottawa September 12-23. It will deal with the relationship between manpower policies and economic development and the role of minimum labour and social security standards. Delegates from 25 American nations will attend the conference, being held in Canada for the first time.

Labor and the Law

By Joseph E. Finley
OPEIU General Counsel

New Operation—Or Accretion?

If your employer opens a new operation, what are your chances of getting the employees covered under your contract?

Many unions have been built upon growth occasioned by the employer's opening of new installations and automatically adding the employees to existing contracts. If a regional chain store, for example, has 15 stores under one contract, and opens up a new one, there is not much doubt about the legality of adding the 16th store to the same contract. But what about the situation where the employer has but one operation and opens up a new one in the same locality, or a short distance away?

A new NLRB ruling involving two plants in Michigan handles some hot legal grounders. The employer, with a certified union in his plant, opened up another location 18 miles away, doing the same kind of work. He transferred several supervisors from the union plant to the new one. He shipped equipment, parts, and pieces over to the new place. All the checks for the payroll of the new employees were made out in the old plant. The union immediately claimed that its contract covered the new plant, arguing that the new plant was an "accretion," a very important word for all of us in dealing with this problem, to the old one.

When the company refused to agree that the contract covered the new plant, the union filed a grievance and took the case to arbitration. The arbitrator ruled in favor of the union, holding that the contract did cover the new plant. Do you think with all this the union had the new plant nailed down?

By this time, the new plant was in full operation, with as many employees working as in the first shop. An outside union began a quick organizational drive, and filed a petition with the NLRB for an election in the new plant. Both the company and the incumbent union argued that there was a contract bar, and relied upon the arbitration award as added support for their position.

While the NLRB often follows arbitration awards, this one was disregarded. The Board said that even if the company and the union had actually written into their contract exact words applying the agreement specifically to the new plant when it opened, that contract would not be a bar unless the Board found that the new plant was an accretion to the old plant. Since the arbitrator's award only interpreted the contract to apply to the new plant, the parties were no better off, and the Board was still faced with the problem of deciding on the merits whether or not there was an accretion.

Although the same product was manufactured, the new plant was an entirely new operation, said the Board. There was separate supervision at the new plant. There was no interchange of employees. There was a separate pay scale, and none of the provisions of the old contract had been applied to the new plant before the arbitration award. In view of the fact that a single plant unit is always presumptively appropriate, the Board said the new operation was a new separate unit and directed an election. But because of the similarity, the employees were allowed to vote whether they wanted to join into one unit with the incumbent union, or have their own separate unit with the petitioning union.

Thus, if your employer opens a new operation nearby that is separate and distinct, you will have some difficulty in adding it to your contract. The incumbent union in the Michigan NLRB case was faced with the job of organizing the new shop and winning an election there. On the other hand, if the employer is willing to add the new operation to your contract, and if there is no outside union to file a petition, you may well succeed. In another case where an employer did agree to add a new operation to an existing contract, the Board ruled it was not an accretion and both the company and the union were found guilty of unfair labor practices. In this case, a dissatisfied employee who was bound under a union shop contract took the case to the Board, filed charges, and successfully dynamited the whole arrangement.

But what is a valid accretion which you can rely upon? Where a new operation is extremely closely related to current operation, where there has been some transfer of personnel, where some work passes back and forth, and where the new operation is considerably smaller than the old shop, your chances may be good.

One of the best legal examples involves OPEIU local 45 in the Gillette Motor Transport case in 1962. After the union won an NLRB election at Gillette, the company purchased a small truck company and took over its operations. Local 45 filed a motion for clarification to add nine employees of the small company into the certified unit. Even though there were separate payrolls and separate seniority, there were identical job classifications, the same work was performed, there were the same wage rates, even the supervision was the same, and working conditions and benefits were generally the same. The motion was granted and Local 45 became the bargaining agent for the new employees.

Accretion cases can sometimes be extremely difficult and complicated. But watch out for them, for never let an opportunity pass to add coverage to your contract and pick up new members. If the problem looks tough, get in touch with the International.



*from the desk
of the
PRESIDENT*

Pension Credits Should be Portable

In a recent appearance before a subcommittee of the Joint Economic Committee, Secretary of Labor W. Willard Wirtz emphasized the shocking fact that millions of Americans will never collect from their company pension plans.

The reason is that every year thousands of workers lose their jobs or change jobs and are unable to take the retirement credits they have built up to the new place of employment.

In addition, there are numerous cases where companies go out of business. The pension plans collapse.

Secretary Wirtz said that private retirement and profit-sharing plans now cover more than 25 million workers in the United States. He estimated that this number would increase to about 34 million in 1970 and to about 42 million by 1980.

He cited a report made last year by the President's Committee on Corporate Pension Funds which recommended that a reasonable measure of vesting should be included as one of the standards for tax benefits enjoyed by corporations with pension plans.

The testimony of the Secretary of Labor served to remind members of the committee that there is need for a system of "pension portability" that would enable a worker to transfer his pension rights should he change his job. The present system of private pension plans tends to make it very expensive to a worker who seeks to better himself through a shift of job.

Secretary Wirtz said that he had no specific proposals for meeting the problems of vesting and portability but reported that the Labor Department and the Internal Revenue Service are now collecting and analyzing information on 7,000 tax-qualified retirement plans that went out of existence between 1953 and 1965. He stated that many of these plans which were lost were in unorganized companies.

Union-negotiated plans are far more likely to have protective provisions even though they may not go as far as union negotiators would like.

In too many instances, companies are still able to obtain the approval of the Internal Revenue Service for retirement plans which automatically exclude workers who join unions. While such plans may be in technical violation of the Labor-Management Relations Act, they can gain the acceptance of the Internal Revenue Service.

About 2.5 million men and women are currently collecting benefit payments under private pension plans and this number will increase to 7 million by 1980.

It is absolutely essential that the federal government pass legislation designed to protect the interests of workers covered by such plans.

In the words of the AFL-CIO, "A pension plan is not a conditional or discretionary gift by the employer, but rather current wages withheld to pay a life annuity or retirement."

If private pension plans now in existence or in the process of formation are allowed to disqualify workers from eventually receiving pension benefits because the worker terminates his employment for any reason, or joins a union, such plans are discretionary and unjust and should not be able to obtain the approval of the Internal Revenue Service.

If Congress allows private pension plans to deprive workers of earned pension benefits to which they are entitled, the government will be perpetuating an evil. It is time that the Congress acted.

Local 29 Gives Youth a Helping Hand



May Jaykins, Alameda High School senior, signs up for part-time job at Permanente Services under Work Education Program. She will sign a Local 29 card too. Aiding her fill out form is Local 29 member Darlene Myers, seated to right. From left standing are C. Richard Winn of Permanente Services, Senior Business Representative John Kinnick of Local 29, and John Hoobyar, School District official.

High school students in Alameda County, California are sharpening their office skills and getting school credit as Local 29 members at Permanente Services in Oakland.

Under a Work Education Program, students work part-time and continue to attend school on a half-day basis.

Initiated by the Alameda County Unified School District, the program is designed to ex-

pose high school students to the business world, offering them an opportunity to acquire knowledge and skill under actual working conditions. The students work at a growing number of East Bay firms.

At Permanente Services, where the clerical staff is represented by Local 29, the students are rotated among many departments to gain varied experience. Each student's work

performance is reviewed and evaluated upon completion of scheduled work in each department. The student is then counseled and advised of individual strengths and weaknesses to foster improvement of clerical abilities.

Each student becomes a member of Local 29, paying union dues at a reduced rate.

The program has received the enthusiastic endorsement of Local 29, reports Senior Business Representative John Kin-

AFL-CIO Head Asks Senate To End Neglect of Jobless

AFL-CIO President George Meany called on the Senate to pass an unemployment insurance bill providing a realistic "floor of protection" for workers who lose their jobs instead of the present "subcellar of neglect and despair."

Testifying before the Senate Finance Committee, Meany termed the unemployment compensation bill passed by the House last month "completely unsatisfactory . . . a mere token measure."

He strongly urged the Senate committee to write into the bill the federal standards sought by the Administration. These include higher ceilings on the amount of benefits, at least 26 weeks of state benefits with a federally-financed extension for persons with a steady work history, limits on disqualification, a major expansion of coverage and adequate financing.

Meany observed that the tendency of Congress to pass

stopgap measures to alleviate suffering during recessions while ignoring the need for a major overhaul in the system is "like the farmer who won't repair his tractor in the winter since he does not need it until the spring."

"Businesses are dying and being born every day," he noted. "Plants that have stood for generations are suddenly closed down, even in good times. Competitors are bought out, mergers negotiated."

Because of employer pressures to keep tax rates down, Meany charged, state benefits as a percentage of lost wages have dropped below the level of 1939, when two-thirds of the work force was able to recover half of lost wages during periods of unemployment.

The Administration proposal would raise the benefit ceiling high enough so that most workers would once again be able to collect 50 percent of regular wages.

Federal standards are needed, he urged, because "many states consciously pursue a policy of underfinancing as part of an industrial development program to attract new industry through low payroll taxes."

nick, and is working out well.

Permanente employees perform most general administration functions for Kaiser Foundation Hospitals, Kaiser Foundation Health Plan, and Permanente Medical Group.

Local 12 Adds Gateway Unit

The office employees of the Gateway Transportation Company's terminal in St. Paul, Minnesota, have unanimously picked Local 12, Minneapolis, as their collective bargaining agent. The vote was 16-0.

Negotiation of a first contract is now under way.

In addition to the St. Paul terminal, the OPEIU now represents the Gateway Transportation Company employees at the home office in La Crosse, Wisconsin and at terminals in Milwaukee, Madison, Janesville and Rockford.

The organizing campaign was conducted by International Representative Eugene Dwyer and Vice-President Don Hilliker.



The recent Pacific Northwest Educational Conference in session in Vancouver, B.C. OPEIU Vice-President Bill Lowe is speaking.