

WHITE COLLAR

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

Modernizing
Union Meetings

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No. 254

April, 1967

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VOTE Drive Under Way

The 1967 solicitation of funds for Voice of the Electorate (VOTE), political arm of the OPEIU, is currently under way. Members are urged to make contributions through their local secretaries. Funds are disbursed to local and national political candidates, irrespective of party,

on the basis of their voting records on issues affecting white collar workers.

Of the funds collected for VOTE, 25 per cent goes to the Committee on Political Education, AFL-CIO; 25 per cent is disbursed to local candidates or returned by the local union if it so directs; and 50 per cent goes to VOTE for the support of candidates for national office.

Rallies Start Labor Drive For Social Security Increase

Heavily attended rallies throughout the United States launched the AFL-CIO's drive to demonstrate public support for the Administration's Social Security bill.

"Too many citizens have been left behind by the progress they helped to build," President Johnson declared on the occasion. "Our effort to guarantee dignity and a decent income to every worker still has a long way to go."

He and AFL-CIO President George Meany appeared together in a special film shown at 14 rallies held in mid-March. Meany called for a continuing campaign involving circulation of a petition addressed to Congress and letters to Congressmen and Senators.

The Administration bill, now before the House Ways and Means Committee, would increase Social Security retirement payments by an overall 20 per cent and would liberalize and broaden coverage.

In an address prepared for delivery in New York, Meany

called for the same type of rank-and-file effort that led to the enactment of Medicare. He stressed that labor regards the pending bill as a "down payment" on a needed 50 per cent increase in Social Security payments, with government eventually contributing to the financing now wholly dependent on the payroll paid by employers and employees.

"This great country of ours—the richest and most powerful nation in the history of mankind—has lagged behind in assuring its citizens of full social welfare," he said. "We spend a far smaller share of our resources toward this end than other western democracies."

See editorial, page 2.

Pact Reached With American Oil

OPEIU Local 423 has reached an agreement with the American Oil Company in Whiting, Indiana, ending the strike of the clerical employees.

The company, a division of Standard Oil of Indiana, yielded on one of the principal issues in the dispute — its insistence on its right to transfer an employee involuntarily.

The 300 covered employees will receive an increase of 14

cents an hour the first year and a four per cent raise at the start of the second year of the two-year agreement.

The 14-cent-increase represents an average gain of \$24.26 per month. Shift differentials are also increased from eight cents to 10 cents hourly for those working from 4 p.m. to midnight, and from 16 to 20 cents for those working from midnight to 8 a.m.

President Tom Zivich of Local 423, who was assisted by International Representative Eugene Dwyer, led the union team engaged in the prolonged negotiations.

Formerly represented by an independent union, the American Oil Company office staff voted last June to affiliate with the OPEIU.

New Pact Gained At Space Center

Local 27 has concluded a three-year agreement with the M & T Company (NASA Security Contractor) at the Manned Space Craft Center in Houston.

Improvements include a 13½ per cent salary increase spread over the three years, three weeks vacation after seven years, an additional paid holiday, and inclusion of grandparents in the funeral leave clause. Also obtained were increased insurance coverage and more sick leave.

Business Representative Mike Buzbee was the negotiator.

OPEIU Joins 16 Unions to Launch New Council for Professionals

The OPEIU and 16 other AFL-CIO unions have joined in setting up a new council designed to stimulate union activity among men and women in the professions, sciences and the arts—and to encourage cooperation among unions in these fields.

Some 75 delegates from the 17 unions attended the charter convention held in Washington in mid-March. Preliminary discussions had been held earlier.

The new body, which has received the approval of the AFL-CIO, was given a name whose initials spell SPACE—the council of AFL-CIO unions for Scientific, Professional and Cultural Employees.

President Herman D. Kenin of the American Federation of Musicians was chosen president. J. Howard Hicks, Secretary-Treasurer of the OPEIU, was named a vice-president.

The discussions at the convention reflected the fact that the number of professional, technical and cultural employees is growing and that by 1975 half of all workers will be in white-collar occupations.

William Kircher, AFL-CIO Director of Organization, who represented President George Meany, declared in a key address that "there can be no or-

ganizing task to which we will give higher priority than the one you have set for yourselves."

He challenged the delegates to take advantage of the "extreme flexibility" of the collective bargaining process to deal with the special problems of professionals.

A growing number of professionals "are discovering that professionalism plus \$1.09 will get a pound of sirloin at the supermarket on a sale day," he declared.

The founding convention adopted a constitution and a resolution spelling out goals. The council will be governed by an executive board made up of one representative from each affiliated union. Conventions will be held biennially.

One resolution expressed concern at the inadequate coverage of labor's role and the history of the labor movement in schools and colleges and the effect this has on young people entering

the work force. Communications and public relations were put down as major functions for the new council.

A resolution cited the exclusion of many professionals from collective bargaining legislation and urged state and federal legislation to extend to them "full bargaining rights."

In addition to the OPEIU and the Musicians, the affiliates of SPACE are:

Actors Equity; American Guild of Variety Artists; Barbers; National Association of Broadcast Employees and Technicians; Communications Workers; International Union of Electrical Workers; International Brotherhood of Electrical Workers; Insurance Workers; Operating Engineers; Retail Clerks; Seafarers; Stage Employees; American Federation of State, County and Municipal Employees; American Federation of Teachers; and American Federation of Technical Engineers.

Examiner Ruling Backs Penalizing Employer Delays

A National Labor Relations Board examiner recently ruled that an employer who refused to come to the bargaining table for nearly 18 months while he tested the law should be required to pay his employees for wage and benefit gains they would have achieved during the testing period.

Examiner Owsley Vose recommended the unique remedy for members of the Auto Workers at the Elwood, Indiana plant of the Ex-Cell-O Corporation because management refused to bargain after the union won an NLRB election in 1964 and was certified in 1965.

Examiner Vose affirmed the validity of the election results and recommended a penalty to "take the profit out of refusing to bargain." The examiner agreed with the union that long delays in such instances places a premium on disobedience of the law. The examiner ruled that the firm must compensate the employees for the money value of "minimum additional benefits," including wages which it is reasonable to conclude that the union would have been able to attain through bargaining except for management delays.

Additional hearings will be needed to compute the loss suffered by employees because of the refusal of a company vice president to produce records of wage increases and fringe benefits granted Elwood employees since the union won bargaining rights. The examiner compared conditions other than wages at

Labor, Industry Salute NLRB

The AFL-CIO and the Electronics Industries Associations were cohosts at a luncheon which was part of the nation-wide observance of the casting of the 25th million ballot in an NLRB election.

President George Meany of the labor federation said there is clear evidence that many of the best-known corporations have come to accept collective bargaining as normal and beneficial to themselves as well as to their employees.

In an earlier ceremony Vice-President Humphrey hailed the ballot box process in presenting a certificate to the 25th million voter.

Elwood with those of five other Ex-Cello-O plants. He found superior conditions prevailing in the other plants.

Examiner Vose stated that there is ample precedent for ruling that the Board has the power to fashion remedies for unfair labor practices. The question in the Ex-Cello-O case, he said, was whether the union was justified in seeking a remedy other than what is called a "slap on the wrist" order to cease and desist.

In a second significant development in labor law, the Supreme Court refused to review, and thus let stand, a lower court

ruling that the National Labor Relations Board had properly ordered a Terre Haute, Indiana, employer to bargain with the Retail Clerks on the basis of signed authorization cards.

RCIA Local 550 lost an election at the store of Conren, Inc., but later got signed cards from a majority of employees and asked the employer to bargain on the basis of the cards. The management refused to bargain and started a campaign to undermine the union's majority.

The board upheld the charge and the 7th U.S. Circuit Court of Appeals, Chicago, enforced the order to bargain.

WHITE COLLAR

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

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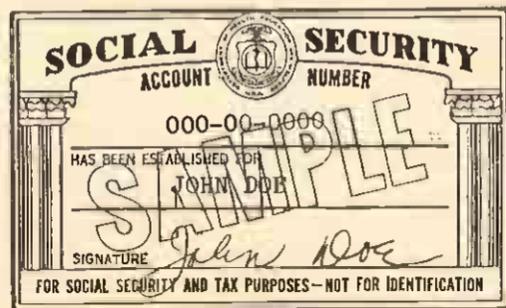


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Improving Social Security

Since 1954 increases in Social Security payments have lagged behind the rise in the cost of living. The result is hardship, and the worry that goes along with it, for the millions of the elderly who have little or no other source of income than the monthly Social Security check. And it has hurt younger families too.



Many have had to support a parent with money intended for the education of the children.

The OPEIU endorses President Johnson's proposals for an increase of retirement payments of at least 15 per cent and for other liberalizing

and broadening changes. This is indeed the position of the entire labor movement, which launched a campaign of support with rallies in 15 cities in mid-March.

On two aspects of the Social Security problem our and other unions differ with the Administration. We believe that the time is approaching when Social Security benefits will have to be financed in part out of general revenues rather than solely by the payroll tax. And we believe the payments to the retired ought not to be subject to the income tax. It doesn't seem to make sense to give to the elderly with one hand and take away with the other.

But the main issue now is a substantial increase in payments, and it is obvious that opposition is developing in Congress.

We urge members of Congress who favor such an increase to take the offensive and fight hard for it. And we urge Congressmen inclined to vote no to take a second look at the hard facts which show that the plight of the elderly is in sad contrast with the abundance being produced by our economy.

Bargaining Duty of Successors

The United States Court of Appeals recently ruled in upholding an NLRB decision that the purchaser of a business became a successor employer and as such was obligated to bargain with the union before attempting to change wages and fringe benefits.

The court further ruled that the National Labor Relations Board was within its authority in ordering the purchaser to restore the wages and benefits which had previously been in existence despite the fact that the collective bargaining agreement had expired. The court also ordered the employer to pay the employees for losses caused by unilateral changes.

This case is particularly important because of the fact that the collective bargaining contract in existence prior to the purchase had expired before the successor employer made unilateral changes. The Court of Appeals is holding in effect that bargaining rights continue without interruption whatever the status of the agreement.

SPACE Council: A Welcome Step

We hail the establishment of the AFL-CIO Council for Scientific, Professional and Cultural Employees. In approving it, the AFL-CIO recognized the continued increase in the unionization of white-collar workers, particularly in the last five years.

In 1966 more than 9,000 clerical, technical and professional employees, salesmen and other white-collar workers won recognition through NLRB elections. Thousands of workers in similar occupations were added to the ranks as a result of elections conducted by state agencies and impartial arbiters, or through card checks. And many more are showing an interest in unions.

The OPEIU is happy to be a charter member of SPACE, which will certainly help to realize the promise of white-collar unionism.

Employers Told "How to Succeed Against Unions by Really Trying"

In a backhanded tribute to unionism, the *Nation's Business* has published a series of three articles—reprinted in pamphlet form—telling employers that if they want to keep the union out, they will have to really work at it. And along with all sorts of advice, the articles, entitled "What To Do When the Union Knocks," inform the employer that he will have to do nearly as well by his workers as companies under union contract.

As might be expected, the employers wear all the white hats. Unionism is portrayed as a "threat" and organizers are depicted as relying on tricks and deceit. They have no respect for the "family relationship" between employer and employee.

"The unions' strategy is to snare the businessman . . . in a labyrinth of labor law in which every turn he takes leads him smack into forced recognition of a union."

The National Labor Relations Board is the "union-coddling NLRB."

But the series begins with this sober report on union gains:

"Unions this year are winning 65 per cent of the recognition elections conducted by the NLRB. That's six percentage points higher than last year.

"The average size of the units formed in these elections is 50 employees.

"In the past three years, nearly a million more members have been added to the official rolls of AFL-CIO affiliates.

"The actual net increase is much higher since locals usually understate their membership to avoid higher assessments by international unions."

Even "trusted employees" are signing up.

Still, unions are not irresistible. Employers are given a checklist of things they should do right away to acquire immunity. These range from replacing burned-out light bulbs to loyalty boosting

programs, but at the top of the list is: "Make sure that no item in your wage-benefit package lags far behind the norm of your area."

Later the employer is told to study "labor contracts of firms similar to yours" so as to avoid any significant gap in working conditions. In effect then, the employer who wants to keep the union out is told he will have to pass on to employees at least some of the benefits won elsewhere by the strength of unionism.

The series is not meant for employees, but any who read it might well come to the conclusion that if unionism can thus help them indirectly, it just might be a good thing to have right at hand.

The articles were written by Walter Wingo, associate editor.

Schnitzler Stresses Social Gains Are Boon to Businessmen Too

Labor is proud of being "the people's lobby" but would be glad to share the title with business groups, AFL-CIO Secretary-Treasurer William F. Schnitzler said in a Chicago speech.

Schnitzler told a conference of industry executives that business has benefited from governmental social programs enacted with strong support from the labor movement.

Social security improvements, aid-to-education and minimum wage increases have "pumped vitality and purchasing power into the economy" as well as giving needed help to the recipients, Schnitzler said.

He told participants in an industrial relations conference of the American Paper Institute & Fibre Box Association that the money medicare patients save on hospital bills is being spent for consumer goods.

Warning that programs that have helped the entire nation are "under direct attack," Schnitzler declared:

"We need more of America to stand up for these programs. We need the voices and the support of business and management to join with labor and social and civil rights groups. . . . We need hard-headed businessmen to tell economy-minded congressmen that they are short-

changing America."

Schnitzler also called on law-abiding companies to support the AFL-CIO's demand that the government stop awarding "lush, tax-fed contracts" to firms that repeatedly violate the National Labor Relations Act, such as J. P. Stevens & Co.

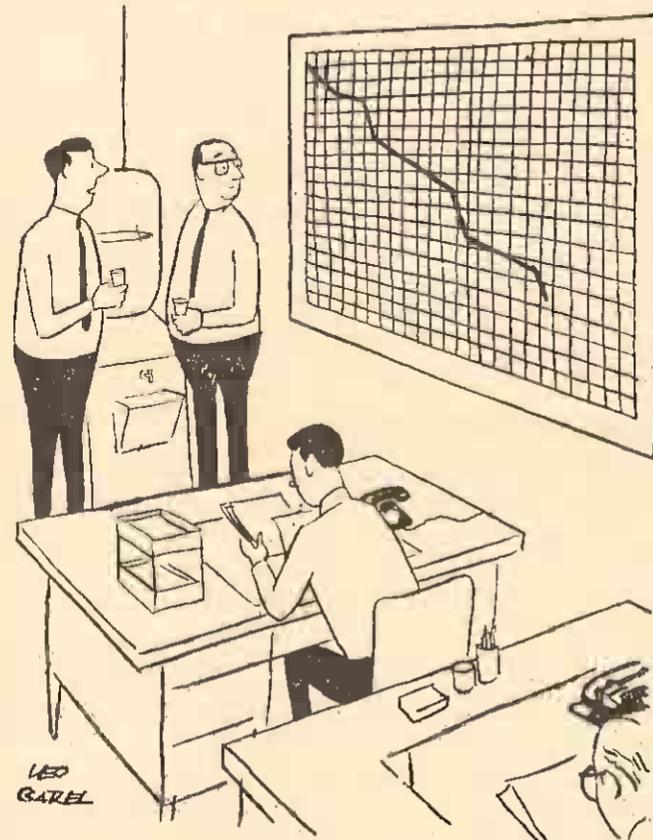
To allow such a company "to amass great profits on government-awarded defense contracts" gives it "an unfair com-

petitive advantage over law-abiding firms," Schnitzler said.

"It also contributes to an area-wide, low-wage economy around its plants, making it necessary for government programs to be initiated for the relief of company ailments. Thus you and I pay twice for the unlawful acts of such a company," he added.

"We protest. And we believe all Americans should join us."

WALL STREET JOURNAL



"I think it's a dummy to keep us from asking for raises."

Jobless Rise Seen

"A nationwide sampling of economists turns up a strong consensus that the national jobless rate, now 3.7 per cent, will soon increase," the Wall Street Journal reports.

Estimates of what the rate will be in the fall vary from four per cent to 4.7 per cent.

The newspaper reports a current hiring slowdown or freeze in some industries, though the demand for office workers is described as strong in New York and Chicago.



CANADIAN NEWS

Local 57 Moves Ahead In Construction Pact

OPEIU Local 57 in Montreal has signed an improved agreement with the Construction Industry Joint Committee of the Region of Montreal covering 200 of its members.

All office employees covered will receive a 10 per cent increase retroactive to January 11; an additional 10 per cent on January 1, 1968; and 4 per cent on January 1, 1969. The inspectors also covered by the agreement will receive 15 per cent as of last January; 15 per cent in January 1968; and 9 per cent on January 1, 1969.

Every employee will receive an increase of \$7.50 per week after each six-month period until he reaches the maximum of the rate range for his labour grade.

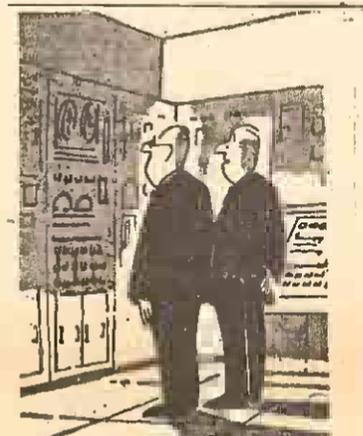
All employees will receive three weeks' vacation plus an additional week's pay after eight years of service; three weeks' vacation plus two additional weeks pay after 12 years of service; and four weeks vacation plus two additional weeks pay after 20 years of service.

Eleven statutory holidays are included in the contract, with the proviso that if a holiday falls on a Saturday or Sunday, it will be observed on Monday.

Pension plan contributions have been increased from five per cent to six per cent by the employer.

A severance pay clause providing for nine weeks pay after 15 years of service was also achieved. Employees having 20 years or more of service will receive 16 weeks pay.

The new agreement was negotiated by Rene Dussault, President of Local 57; Rene Sincennes, Vice-President; J. Luc Parent, Secretary; Marcel Dion, Andre Girouard and Simon Gauvin. They were assisted by Gilles Beauregard, representative of the OPEIU Eastern Canada Council.



Holland in Punch, London: "It's something of a breakthrough — it replaces an entire trade union!"

Union Rights Hit in B. C.

The action of the British Columbia government in moving to deprive 150 employees of the B. C. Medical Plan of their collective bargaining rights by making them civil servants has been vigorously assailed by Alex MacDonald (NDP—Vancouver East), who represented Local 15 in its successful court case in behalf of the employees.

"This is an important matter, affecting the civil liberties of these employees," he told the legislature. "They chose to join the Office and Professional Employees Union and applied to the Labour Relations Board for certification, only to be rejected because they were servants of the Crown.

"The Courts upset this ruling and restored the employees' rights of free collective bargaining which are now to be removed by the arrogant retroactive power of this government."

5-10% Hikes Mark Canadian Pacts

Major contracts signed last year by Canadian unions and employers gave about half of the 383,600 industrial workers affected immediate wage increases of 5 to 10 per cent, a federal Labour Department survey showed.

Strike Time Drops for 1960-66 Period

American workers lost only 16 one-hundredths of 1 per cent of total working time because of strikes in the 1960-66 period compared with 32 one-hundredths of 1 per cent during the 1950s, according to estimates by the Labor Department's Bureau of Labor Statistics.

About 4,200 stoppages involving 1.8 million workers started in 1966 with a loss of 19 one-hundredths of 1 per cent of total working time. The 1965 worktime loss was 18 one-hundredths of 1 per cent, with 1.5 million workers participating in 3,963 stoppages, the report showed.

N.Y. Local Gains Beer Unit

Rheingold beer salesmen operating from Orange, New Jersey, have designated Local 153 as their collective bargaining representative by a card count. The unit has 45 employees.

Last year after a protracted effort, the local succeeded in organizing the Rheingold salesmen in New York City and since then has added branches in Hicksville, New York and Bridgeport, Connecticut.

The Orange and Hicksville branches are covered by the New York City contract. Altogether 200 Rheingold salesmen have joined the union.

Local 153 has also won substantial wage increases and improved benefits in contract renewals with Blue Cross, Group Health Insurance and Martin E. Segal & Company, welfare program consultants.

'Tea Break' Is Now Part Of British Common Law

London—Something new was added to the great mass of British common law recently when a Berkshire court ruled that the tea break is implicit in every worker's contract—even if it isn't spelled out.

The incident started when a thirsty worker operating a mechanical digger was told by his foreman that he could take his tea break if he wasn't gone too long. The nearest cup was four miles away, so that worker naturally decided to travel by his digger, according to the Trades Union Congress' information broadsheet, Labor.

So the worker headed for the town and, once there, parked within a crosswalk. The bobbies nabbed him and charged him with driving without insurance, since he was using the vehicle for pleasure and not work.

The defense claimed he was too working, stressing the point about the right to the tea being part of every labor agreement written or unwritten.

The court, after giving the matter due consideration, agreed.

Labor and the Law

Union Liability in Processing Grievances

By Joseph E. Finley
OPEIU General Counsel

Does your union have to take every grievance to arbitration? If a member believes he has a good case and insists that the union go all the way with it, can the union refuse without being subjected to legal liability? What happens if you get sued? If the union decides not to take a grievance to arbitration, what conduct is demanded in order that there be sufficient legal protection? A new decision of the United States Supreme Court has just come down which provides sound answers to most of these questions.

A Missouri man had high blood pressure and his company forced him off the job. He filed a grievance and his union took it through every step of the grievance procedure short of arbitration. The man's family doctor said he was able to work, but the company doctor imposed a veto. The union then sent the man to another doctor at union expense for another medical opinion. This doctor was doubtful and on the basis of his opinion, the union decided it would not take the case to arbitration. The man then sued the union for a breach of the union's duty of fair representation. A Missouri jury burned the local union with a judgment of \$9,500 in damages, which was affirmed by the Missouri Supreme Court. The case was accepted by the United States Supreme Court because of the important labor law issues in it, and was reversed with a final ruling in favor of the union.

The outstanding holding of the case is an answer to one of the questions we posed above. Your union does not have to take every case to arbitration, regardless of its merit or lack of merit. The union has a considerable range of judgment in every case, which must

be exercised in a fair and nondiscriminatory manner.

The law is well established now that every union has a legal duty to every member of fair representation. This legal duty is couched in the following legal terms, according to the Supreme Court: "A breach of the statutory duty of fair representation occurs only when a union's conduct toward a member of the collective bargaining unit is arbitrary, discriminatory, or in bad faith." But what conduct would be arbitrary or in bad faith? If the union ignores the member's grievance altogether and fails to represent him, this would be strong evidence of a violation. The Supreme Court also indicated that if the union processed the grievance in a "perfunctory" manner it might be liable.

But what is processing a grievance in a perfunctory manner? Careless delay, lack of investigation, or a general lack of enthusiasm for a member's day in court might constitute such a case. It is far easier to show the opposite by following each step of the grievance procedure and seeking all the information available. We recently told you about another new Supreme Court case that requires the company to furnish information about a grievance during the grievance procedure. Since you now have that legal right, a failure to seek pertinent information might even be considered less than sound processing of a grievance.

Also, if there is evidence of personal hostility between a union officer and a member, and that officer used his influence to have a grievance dropped, then that might be evidence of bad faith.

But all throughout such a procedure, the member also has the burden of showing that his grievance was

indeed a sound one. On the other hand, union officers who decide to drop a grievance do not do so at their peril if it is shown that the grievance did have merit. The only legal standard involved is "good faith," as the Supreme Court said. In the Missouri case, the jury, by its verdict, indicated that it did agree with the member that he had a sound grievance, but since the union had acted in good faith, it had a legal right to be wrong without suffering the consequences. In other words, the member who insists that his grievance be taken to arbitration must prove two important points: (1) that the union acted in bad faith in dropping his case, and (2) on the merits, his grievance was sound. When it is considered that many cases are lost in arbitration that appear to be sound on their face, you can easily understand how difficult it may be to prove that a grievance could be won in arbitration.

The Supreme Court also made the union position a little easier in its decision when it held that damages must be apportioned fairly between the company and the union. If the company committed a violation in the first instance, the union should not have to bear the entire financial burden. A member should sue both the company and the union, and courts would have the duty of apportioning damages between the two. This brings the employer into every such lawsuit and causes him to share the burden of defense. This undoubtedly makes it more difficult for a member to recover.

This Supreme Court decision will not stop lawsuits against unions and employers in grievance cases, but it does define legal rights more clearly than anything we have had in the law previously. Most union agents will continue to do their jobs honestly and sincerely, and need not fear lawsuits if they make reasonable decisions, right or wrong.



from the desk
of the
PRESIDENT

Modernizing Our Meetings

In the January issue of *White Collar* I said that I would discuss in greater detail the problem of updating our approaches, methods, techniques and programs.

In that column, entitled "Freshening Our Thinking," I said: "In our organizing activities, we generally use the same approaches, techniques and methods, and even the cliches, slogans and hand-bills that were developed in the early 1930s and 40s."

Too often I have attended meetings of our local unions where all of the actions of the Executive Board must be approved item by item by the membership. In effect, therefore, the membership duplicates each action of the Executive Board without having all of the information which was in the possession of the board.

In too many cases, actions which deal with trivial matters become subjects of tedious debate led by a few members who remain unaware that the membership couldn't care less.

It is my opinion that the minutes of the Executive Board meeting can be acted on as a whole rather than item by item, thus expediting the business of the meeting. After all, the membership showed its faith in the Executive Board when it elected its members to office.

I have noticed also that in too many instances the minutes of the prior meetings read at each union meeting are long, drawn out and replete with information of no interest whatsoever to the members who are bored.

I think the monthly membership meeting is out of date. Regular unit meetings on the other hand are a must. Monthly membership meetings held simply because they are required by the Constitution can only hope to attract a dwindling attendance.

The officers of the local union should adequately prepare for each and every membership meeting. This cannot be accomplished in a reasonably busy local union if membership meetings are held monthly. There is nothing in the Constitution of the International Union to prevent a local union from holding membership meetings every two months or even quarterly.

It is imperative, however, that membership meetings be to the point, orderly and interesting. Reports should be prepared in writing. Too often we have witnessed long and rambling reports of officers or chairmen of committees who obviously were not prepared to give a clear and concise report. Those who are obligated to make reports in turn owe an obligation to the membership.

We should try to provide some time at each membership meeting for programs of special attraction. We mentioned the wig fashion show used by one local union to attract a record turnout. Local union officers should think in terms of such novel attractions in order to interest our younger membership. Speakers conversant with subjects of popular interest and even entertainers who may be willing to give a few minutes of their time should be sought for the purpose of increasing attendance at membership meetings.

Local unions should strive to obtain the use of attractive meeting rooms preferably in modern, up-to-date hotels. We should not seek to save money by holding meetings in run-down areas not conducive to good attendance.

Finally—the age old practice of asking new members to remain outside of the meeting room until they are accepted into membership by a formal action of the union should be eliminated. A union is not a private club. It is a semi-public institution devoted to improving the wages, hours and working conditions of its members. It should gladly consent to immediately seat members who are to receive the oath of obligation.

Girl Worth Same Pay on Same Job

An employer who replaces a man with a woman in the same job can't cut the wage rate, the Labor Department has ruled.

A section of the Fair Labor Standards Act prohibits discrimination on the basis of sex in wages paid to employees doing the same work. The department-

al interpretation made it clear that the principle holds even if all employees of one sex are removed from a particular job and replaced by employees of the opposite sex.

It makes no difference, of course, if men are replaced by women or women by men. The wages can't be cut.



Representing OPEIU members in combined union negotiations with non-ferrous metal mining companies in the Utah-New Mexico area are, from left, C. P. Hogeboom, President of Local 62 in Hurley, New Mexico; Arden Webb, President of Local 286 in Midvale, Utah; and International Vice-President Frank Morton. The Steelworkers, Machinists and 15 other international unions are involved in the bargaining.

NLRB Again Finds Stevens Guilty

A trial examiner for the National Labor Relations Board ruled that three more employees of J. P. Stevens & Co. were fired on flimsy grounds in a continuing union-busting campaign by the big textile chain.

The finding, by Examiner Thomas A. Ricci, was the fourth in a row upholding charges filed by the Textile Workers Union of America and the AFL-CIO Industrial Union Department alleging illegal actions to stop union organizing.

Ricci recommended that the Stevens firm—a U.S. government contractor—be ordered to reinstate three union supporters fired last August, with backpay for lost time. He said management should be required to post notices of its willingness to comply with the law in all the chain's North and South Carolina plants, send a notice to all Carolina employees, and give the union access to its bulletin boards for a year and the names and addresses of all employees in the Carolina plants.

"This is an extraordinary case," Ricci said in reviewing the charges. "The unfair labor practices found up to this writing have been 'massive and deliberate.' An unbroken pattern runs through them."

On one of the three discharges at issue, the examiner said the "widespread and flagrant nature" of management's "disregard, even contempt, of employee rights" under the law dictates a finding that the worker was "chosen for discharge in furtherance of the overall company-

wide campaign to weed out every last supporter of the union."

In recent cases involving Stevens, the NLRB has upheld trial examiners' findings that 93 union supporters were unlawfully fired from early 1963 to early 1965. Findings for later periods await board review.

In the two cases already passed on, the NLRB ruled that management squelched all union sentiment by firing TWUA supporters on various pretexts. In a third case, Examiner Boyd Leedom, former NLRB chairman in Republican days, concluded that most law violations at Stevens plants "must stem from the decision of one man or a very few men at the top of the management structure." A signal "from the top" would correct such decisions, said Leedom in finding management guilty of wrongfully firing 13 union sympathizers.

Shortly afterward the AFL-CIO Executive Council, at its February meeting announced it would urge President Johnson to issue an executive order barring government contracts to companies that persist in illegal anti-union conduct. Stevens is such a company, AFL-CIO President Meany declared.

New Status Symbol

The newest status symbol in Washington is a wooden desk. A Government directive says that only civil servants earning \$17,500 a year and above are entitled to one.

Give to VOTE

What's Your Social Security Status?

REQUEST FOR STATEMENT OF EARNINGS

SOCIAL SECURITY NUMBER

DATE OF BIRTH MONTH DAY YEAR

Please send a statement of the amount of earnings recorded in my social security account to:

NAME

STREET & NUMBER

CITY & STATE ZIP CODE

SIGN YOUR NAME AS YOU USUALLY WRITE IT

Print Name and Address in Ink Or Use Typewriter

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Local Uses Skits To Aid Recruiting

Local 277 in Fort Worth, Texas, is finding skits to be a useful aid to recruiting, President J. B. Moss reports.

In a recent skit put on before members of the union committee at General Dynamics, Business Representative Jack Houston acted the part of a new employee while Mrs. Marie Moore, in the role of a committee member, countered his objections to joining up.

The local has also just concluded a course in grievance procedure stressing proper ways of dealing with members and supervisors.