



WHITE COLLAR

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

Labor and the Law:
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From the Desk of the President:

We Must Raise Our Sights to Big Companies

With the start of the new year, it is time to assess past accomplishments and think about the future activities of the Office and Professional Employees International Union.

In the 20 years of its existence, our union has more than tripled its size and is continuing to grow. Our collective bargaining contracts are the finest in the United States and Canada for white collar workers.



Our full time field staff is growing. Our subsidy program, wherein the International Union is willing to contribute to the support of additional local union representatives, is meeting with good response. We have, at the present time, 15 subsidy programs and more in the process of negotiation.

Our union has been a leader in the fight to shorten the workweek. Most OPEIU members work less than 40 hours per week with a substantial number at the 35 hour level.

The labor movement is more cognizant of the activities of the Office and Professional Employees International Union than ever before.

While many of our collective bargaining units have been decimated by electronic data processing, our organizational successes have more than made up for our losses.

The great majority of our local unions, mainly through our educational conference program, were prepared for technological change through the introduction of International Union-recommended clauses dealing with this complex subject in collective bargaining agreements.

We would be remiss if we gave too much credit to the leadership of our International Union and its local unions. While we believe the leadership given at the local union level is as good if not better than found throughout the labor movement in the United States and Canada, our real strength is with our shop stewards and active members. Without the support of these rank and file leaders, our growth and progress could not have been attained.

Our shop stewards for all intents and purposes are the union in the various companies in which they are employed. They police our collective bargaining agreements and insure the fact that the contract terms are lived up to. For the most part, our new organizational leads are given to the leadership of our local unions by shop stewards and active members. They know that until white collar workers are 100 per cent organized, gains attained throughout the years are in peril. They are completely aware of the necessity for organizing the unorganized. The shop stewards and active members of the OPEIU have been and are a credit to our organization.

We have reached a point in the life of our union where it becomes necessary to focus our attention on larger groups of unorganized white collar workers such as are employed in banks, insurance companies, and

large companies engaged in manufacture. These larger companies have a great bearing on the wages we will receive in the future in organized establishments.

Today, more than ever, wages are determined on the basis of surveys made in given industries or areas. Organized companies will fight to remain competitive. They would rather risk a strike than pay wages in excess of those paid by companies with which they are in competition. Other companies insist on not endangering the local labor market by paying wages which may be in excess of arca wage rates.

If we are, therefore, to guarantee continued wage improvements to the organized and accelerate our organizational growth, we must begin to think in terms of tackling companies which employ thousands of white collar workers.

All of our full time representatives, both local and international, are being apprised of our organizational policy. In many instances, it may be necessary to employ a relatively large number of organizers to achieve our organizational goal.

Bill Kircher, newly appointed Director of Organization of the AFL-CIO, has pledged the aid of that organization to assist us with these projects.

In the near future, the International Union will again call a meeting of all full time international and local union representatives to discuss ways and means of organizing large segments of unorganized white collar workers.

As in the past, our union will need the support of our rank-and-file leadership to be successful in these monumental tasks.

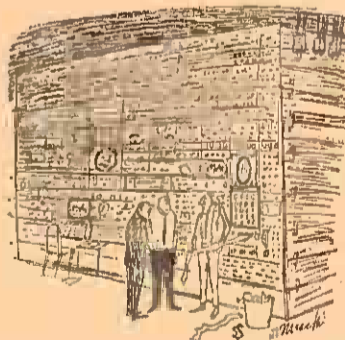
Labor Department Reports:

Automation Slows Down Insurance Job Growth

Automation—in particular the introduction of Electronic Data Processing (EDP)—is profoundly affecting the nature of clerical work in the insurance industry and is slowing down the growth of employment opportunities in it, according to a new U.S. Department of Labor survey, "Office Automation in the Insurance Industry."

Assessing the current state of automation in the industry—a major white-collar field providing some 890,000 jobs—and taking into account the carriers' plans to introduce more technological changes, the study concludes that insurance office employment will grow only five to 10 per cent over the next decade, compared with an expected growth of 32 per cent in total industry employment.

This is the survey's forecast: Data transmission devices will significantly alter the distribution of clerical work by eliminating much field office recordkeeping, and automatic readers will eventually reduce keypunch operations. Tabulat-



"It says its made radio contact with other electronic brains and established a union."

ing equipment operators and entry-level clerical jobs have already begun to diminish in number as computers absorb more functions.

Initially the first insurance firms to install computers were the larger firms with 1,500 or more clerical employees. They began installing EDP operations in the mid-fifties. By 1959, about half of all insurance employees were working in computerized offices. Medium-size companies—500 to 1,499 of-

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At the Convention:

AFL-CIO Maps Out Broad Program To Create Jobs, Harness Automation

The sixth convention of the AFL-CIO held in San Francisco last month declared that automation and technological change are having a "devastating" impact on workers in certain occupations and areas and proposed a wide range of public and private programs to harness the new technology.

In a resolution that is a key part of labor's program for the years ahead, the 928 delegates called on the federal government to play an expanded role in providing adequate job opportunities.

"In our estimation, this is the single most effective and basic way of meeting the problems created by technological change," the resolution said.

In addition to job-creating federal programs in the public sector, the resolution urged:

- A rapid reduction in the workweek, both through legislative action and collective bargaining.

- The cushioning of change through negotiated contracts providing for advance notice and consultation, attrition, early retirement, income maintenance, reduced hours, transfer rights and retraining.

- Greater federal-state-city efforts, backed by a national public employment service; worker training programs; and relocation and regional develop-

ment in job replacement.

- Creation of a federal information clearinghouse on technological change to permit advance planning, and a Federal Guidance Service to help labor and management adjust their bargaining.

Efforts to cut the workweek and to write protective clauses in contracts have OPEIU policies since the job-destroying efforts of automation became apparent.

"Change is inevitable," the AFL-CIO declared, "and the need to adapt to it is beyond question."

"However, the application of the new technology to the fullest extent, as rapidly as possible, with a view only to higher profits, is open to serious question."

The OPEIU has frequently
(Continued on page 4)

Kircher Named Organizing Head

William L. Kircher—well-known to many OPEIU representatives—has been appointed Director of Organization of the AFL-CIO.

President George Meany named Kircher to succeed John W. Livingston, who is retiring, and the Executive Council promptly approved the choice in its post-convention session.

Bill Kircher is well remembered by OPEIU organizers from the years he served as assistant director of AFL-CIO Region IX. In that capacity he helped the OPEIU to achieve the unionization of the R. L. Polk Company in Cincinnati.

He also delivered stimulating
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WHITE COLLAR

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OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION
affiliated with the AFL-CIO

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NLRB Investigation

An investigation "in depth" of the National Labor Relations Board and the National Labor Relations Act, as amended, has been set for the next session of Congress. It will be conducted by a subcommittee of the House Education and Labor Committee.

The investigation will probably delve into such controversial matters as the "card-check" issue and "employer intimidation of employees," and may also inquire into the basic problem of NLRB procedures and the mounting case load.

It has always been the contention of the OPEIU that a worker's desire to join a union is not the business of the employer and should not be obstructed, and our union has testified effectively before the House on the issue, as Joseph E. Finley notes in his column on page 3.

The right of free speech on the part of the employer has been abused to include attempts to intimidate employees and prevent collective bargaining.

It is high time that employer interference with employees' quest for unionism be halted.

LBJ Supports Repeal of 14(b)

President Lyndon B. Johnson has given his personal pledge that his administration will fight for repeal of Section 14(b) of the Taft-Hartley Act in 1966.

In a recent letter, President Johnson stated: "We have made significant progress in 1965 towards the long sought goal of repeal of Section 14(b). Just as we had to come back last year to finish the unfinished battle for medicare, we will come back to the next session to remove this divisive provision from the law."

If opponents of repeal of Section 14(b) intend to resort to the filibuster again to prevent a vote in the Senate, the Administration should be prepared to spend the time necessary to fight the tactic and give the Senate its right to vote.

"Right to work" states are the lowest insofar as wages paid to workers are concerned. These states continue their efforts to lure industry from high paid areas through guarantees of low wages and the open shop.

Section 14(b) must be repealed for the good of the country as a whole.

AFL-CIO Charts Organizational Course

AFL-CIO President George Meany, reelected to a sixth term, voiced the need for a total commitment of the organized labor movement to bring into its trade union ranks the 30 million unorganized "but organizable" workers by the use of coordinated campaigns under AFL-CIO sponsorship.

He also called for the rededication of the trade union movement to seek wage and salary increases through collective bargaining increases as well as a shortened workweek to reverse the recent trend of a lesser share of the nation's income going to workers.

The OPEIU agrees wholeheartedly with President Meany and feels that the selection of Bill Kircher as the new Director of Organization will stimulate unionization of the unorganized.

Local 352 Wins Contract at Chicago Pneumatic



The winning team at Chicago Pneumatic Tool. Standing, from left, are International Vice-President George P. Firth, Local 352 Secretary-Treasurer Ruth White and President Edward A. McLaughlin. Seated are members of the company negotiating committee. From left are J. Robert Hufnagle, George W. Smith, Valetta L. Beightol, George W. Etzel and Richard J. Aylesworth.

Across-the-board increases of \$25 to \$55 for all members were won in a first contract with the Chicago Pneumatic Tool Company in Franklin, Pennsylvania.

In addition, raises of about \$165 a month were gained for employees who were reclassified.

The 114 employees in the

bargaining unit are members of Local 352.

OPEIU Vice-President George P. Firth, officers of Local 352, and a Chicago Pneumatic negotiating committee worked together to achieve the outstanding contract, which runs for two years.

Four Locals Share Gains In New Sea-Land Contract

Major monetary and other advances were written into a four-year contract covering Sea-Land Services, Inc. employees in five cities. Hard negotiations came to a climax when the company, the leading handler of containerized freight, yielded to a union deadline.

The pact provides for annual wage increases, grade increments, promotion raises and a two weeks' Christmas bonus. By the expiration of the agreement the average wage of the employees will have more than doubled since joining the OPEIU.

In addition, provisions strengthening job security and expanding medical benefits were obtained and there were many fringe improvements.

Benefitting are Sea-Land employees in Local 129, Houston, Texas; Local 29 in Oakland, California; Local 402 in San Juan, Puerto Rico; and Local 153 in Newark, New Jersey and New York.

Henderson Douglas, International Director of Organization, and Local 153 Business Representative George Rochedieu led the bargaining team.

Steadfast negotiating, federal and state mediation efforts, and finally preparations for a showdown were involved in the reaching of the agreement. A membership meeting of the Lo-

cal 153 unit called to take action against the company turned into a victory celebration when Sea-Land agreed to the settlement on the last day.

Among further improvements were a guarantee that no members shall be laid off due to the introduction of automated equipment; the addition of half-holidays on Christmas Eve and New Year's Eve; expansion of premium pay hours; a guarantee of four hours of work for those called in on a regularly scheduled day off; and super-seniority for shop stewards.

The main monetary provisions in the contract are the following:

Four annual wage increases of \$5 weekly each; grade increments every six months; specified increases at the time of promotion from one grade into another; and the increase in the Christmas bonus from one week's pay to two. The welfare advances were equally outstanding.

Kircher Named

(Continued from page 1)

and enlightening addresses to the OPEIU conventions in Kansas City and San Francisco.

Kircher is a native of Athens, Ohio, and was graduated from Ohio University. He had an early career as a newspaper man, then in 1941 went to work in a Cincinnati defense plant and helped to organize United Auto Workers Local 647. Since then he has held a variety of posts in the UAW and twice has served as assistant to Livingston.

The OPEIU is particularly happy with the appointment of Kircher to his challenging position, knowing him to be a young, aggressive individual fully conversant with the latest organizational techniques and particularly familiar with the needs of white collar workers.

Local 30 Greets Japanese Visitors



Japanese unionists pose with Local 30 Business Manager Gwen Newton after a visit to the Los Angeles local. At left is Makoto Tsunoda and at right Masaru Kanazushi, Assistant General Secretary of the Japanese Federation of Automobile Workers. The visit was part of the State Department's Labor Exchange Program.

*A Happy New Year to
All OPEIU Members!*

Labor and the Law

By Joseph E. Finley
OPEIU General Counsel

Ruling Aids Organizing

Is there a new day dawning in your legal rights to organize new offices? The captive audience, which has washed out more hopeful union organizational campaigns than almost any other technique, has been dealt a severe blow by the NLRB in an important new ruling. The captive audience is not yet totally dead, but there is now even some hope that its funeral may be forthcoming in the future.

Because of the free speech provisions in the Taft-Hartley Act, the captive audience itself has never been held to violate the law. But if an employer, during his captive audience speech, makes threats or holds out promises of benefits, his remarks are an unfair labor practice. Years ago, the NLRB held that the failure of the employer to give the union equal time was an unfair labor practice, but that doctrine has long since gone down the drain, with help from the courts.

But the captive audiences that have killed OPEIU campaigns, as well as those of many other unions, have come when the boss called everyone in and gave them his best behavior speech urging them in carefully chosen words to keep their "friendly" relationship and vote against the union. These speeches, often made just 25 hours before the polls open, carefully timed to prevent you from answering, have been the hardest to overcome. There has been very little you could do about it in the past.

In the new ruling, *H. W. Elson Bottling Co.*, 155 NLRB No. 63, the employer went too far. In captive audience speeches, he stepped across the line, and made threats and promises. He held individual interviews with employees, and committed other acts of interference. NLRB remedies for such violations have been traditionally so slight as to amount not even to a slap on the wrist. An order to cease and desist, posted on a bulletin board for 60 days, meant little to the dead union campaign. The Board in this new case, however, said it must consider new remedies, and came up with some that should give heart to every OPEIU organizer and every local member who wants to see his organization grow.

The most important was this: the employer was ordered to have a new captive audience where the Union could do the speaking! This is an almost revolutionary new remedy. There were two plants in the case, and the employer was ordered, upon request of the union, to assemble all employees in each plant, in separate meetings of one hour, and allow the Union to address them on company time.

Not only did the Board impose this remedy, but it further ordered the employer to place its bulletin boards at the disposal of the Union for three months, and write individual letters to each employee informing them of their rights under the law. And finally, a new election was directed within 30 days after compliance.

This is strong medicine which may produce results far beyond this particular case. In the last year or so, the Board has found remarks of employers to be threatening where formerly such talk was merely "free speech." Thus, it is much easier now for the boss to make a slip. And if he does, in a captive audience speech, you can file charges and try to come up with the remedy of equal time. But the immediate importance of the ruling is that it makes it far more risky for an employer to hold a captive audience meeting, and because it is now more risky, the boss may forego it in the future, which ought to help your campaigns.

One of our greatest satisfactions out of this new NLRB ruling was that the Board cited findings of the 1960 Report of the Pucinski Committee of the House of Representatives as a reason for requiring equal time. This committee, reporting on administration of the Taft-Hartley Act, made a recommendation drawn directly from a statement made by your OPEIU General Counsel in testifying before the committee, and it was this same recommendation that the NLRB referred to in 1965 in the new *H. W. Elson* case. This 1961 presentation, made on behalf of the OPEIU, is another way your International Union works for the benefit of all white collar personnel, as well as for the remainder of the labor movement.

But now to some advice for all organizers. Whenever the employer holds a captive audience meeting, you must immediately ask for equal time. If you don't ask for it, you will have little chance from the Board later. If the employer holds his meeting and does not make a slip, you still may be able to file objections to the election. We are presently trying to get the Board to take the next big step forward of setting aside elections where captive audience speeches are made, unless equal time is granted. This would not be an unfair labor practice, but merely conduct which would entitle you to a new election. If the Board will take this step, then captive audiences will disappear and your chances of organizing the office will be immeasurably improved.



CANADIAN NEWS

New Ontario Local Formed



This is the leadership of newly-chartered Local 418 in Cornwall, Ontario. Seated from left: John Fraser, Paul Smith, Secretary-Treasurer Ernie Leger, President Dan Casey, Recording Secretary Sharon Burnie, and Vice-President Jacques LeBrun. Standing from left: Ann Stephenson, Sybil Smith, Bernie MacGillis, Gert Cheesman, Mike Jacobs, Mac MacDonald, Wally Black, Bob Pyifer and Art Levere.

Newfoundland Paper Pact Automates Wage Hikes

Four wage increases are written into a three-year contract between Local 255 and the Price Newfoundland Paper Company in Grand Falls.

This is the schedule: A \$30 across-the-board increase retroactive to June 1, 1965; a four per cent general increase effective this January 1; a \$22 across-the-board increase as of September 1, 1966; and a 3½ per cent general increase effective June 1, 1967.

Benefits were improved when the company agreed to assume full cost of weekly indemnity on a benefit equal to 70 per cent of full pay for 52 weeks. The company will also increase its contributions to life insurance costs.

The improved vacation plan allows for three weeks of vacation after eight years; four weeks after 20 years; and five weeks after 25 years. In addition, there will be supplemental vacations of one week at the age of 60; two weeks at 61; three weeks at 63; four weeks at 64; and five weeks at 65. Employees aged 65, with 25 years of service, will qualify for a total of 10 weeks of vacation.

An important feature of the new pact was the company agreement to eliminate merit review increases and make all increases automatic. The change is significant because only 33 employees in the 94-member unit are at the maximum.

The six automatic increases for the lowest group from minimum to maximum are set at \$12 for the first three, \$14 for the fourth, and \$15 for the fifth and sixth. The comparable figures for the highest job group are \$30 for the first two increases, \$31 for the third, \$37 for the fourth and fifth, and \$38 for the sixth.

Upper Ontario Locals Form Own Council

"You cannot educate effectively without organization—You cannot organize successfully without educating" is the credo of the newly-founded Northwestern Ontario Council of Office and Professional Employees.

The Council, composed of OPEIU Local 81, Fort William; Local 219, Marathon; Local 236, Port Arthur; Local 267, Red Rock; Local 321, Beardmore-Nipigon; Local 327, Dryden; Local 386, Fort William; and Local 405, Fort Francis, will center its activities in the areas of education and organization.

"Education will play a vital role in understanding the many new and diversified white collar occupations that require skilled and competent personnel," stated Canadian Representative Russell Harvey. He continued, "Our understanding of the complex and rapid changes in the modern work force will be imperative in organization!"

Eric Boegh was elected president of the Council and Frank Revell was elected secretary-treasurer.

Affiliation dues of 10 cents per month per member will be effective January 1, 1966.

Annual meetings will be held in June with quarterly meetings of local representatives.

Labor's Role Recognized In CNR Study

Management should be forced by law to give labor unions a voice in how automation is applied, a Canadian jurist says.

This and related views expressed by Judge Samuel Freedman in his 65,000-word report on the Canadian National Railways run-through controversy are being widely quoted as Canadians face up to spreading effect of automation and technological change.

In his report the Manitoba judge dismissed the notion that the introduction of modern technology is the prerogative of management and that labor must not interfere as decisions are being made on how best to proceed.

He found a risk that negotiation of the problem might lead to abuses, but declared that "the alternative is worse"—that workers "will continue to feel that they are the victims of technology, inert instruments in a process beyond their control."

"Such a situation is widely regarded as the most sympathetic articulation of labor's position to date in official circles.

Work Week Cut at Hat Corporation

A reduction in the work week to 37½ hours is foremost among the gains won in a new three-year contract between the Hat Corporation of America and Local 153, New York.

In stubborn negotiations, the Local 153 unit won a wage increase for each year of the contract, additional severance pay, and pension and health care improvements. The employee's birthday was secured as an additional holiday.

NLRB Member Asks:**Will Automation Be a People Eater?**

Automation and cybernation (the hooking up of computers to automation) are a marvel, but will they also be a monster?

This question was posed by Sam Zagoria, newest member of the National Labor Relations Board, in an address to the New Jersey Industrial Editors Association entitled "Cybernation—People Eaters or Prosperity Makers?"

While acknowledging the obvious advantages of cybernation to business and the economy, Zagoria quoted this statistic to underscore its people eating potential:

"On the average every electronic computer puts 35 people out of work and changes the

kind of work for 105 additional workers."

He pointed out that today 22,500 computers are in operation, compared to 100 in 1951.

"Expanding demand," he said, "linked with record-high purchasing power, has kept our factories, businesses and offices humming at capacity so that unemployment resulting from cybernation, job opportunities lost to young people entering the labor market, have been swallowed up in the dynamics of widespread prosperity."

But he said there is good reason for future concern.

"The potential for tension between labor and management is heightened. If management

follows the human scrap heap approach—"We don't need you any longer. Out you go."—cybernation will become a monster, not a marvel."

Zagoria advocated the 10-point program advanced by Dr. Seymour Wolfbein, Labor Department expert. This calls for a collective bargaining contract that gives management the right to introduce technological change but also binds management to give adequate advance notice and work with the union while it is in progress.

The program also calls for mandatory job security, specification that seniority will govern training and retraining, and extensive steps to cushion the impact of change.

Automation and Jobs*(Continued from page 1)*

office workers—obtained their first computers in the late 1950's and early 1960's. After 1960 companies with less than 500 office workers began to use computers extensively.

Insurance companies have utilized only a small portion of their computers' potentiality with programming for total consolidation of business operations proceeding at a slow pace. Insurance firms use their computers primarily for billing and accounting, paying of agents' commissions, large volume recordkeeping, and management control and policy development. Life insurance companies expand EDP use to include issuing premium bills, updating policy accounts, recording of sales activity, calculation of reserve requirements and for payment of dividends.

As the size and speed of computer memories increase, more tasks can be entirely computer processed. Bulky cards or document files are eliminated, multiple updating entries are not necessary and tabulating equipment units in several different departments can be retired. Since all calculations may now be derived from the same basic records, fewer audits and controls are required; fewer recordkeeping clerks are needed and reductions may also take place among field office records and posting staffs, typists and even junior management personnel.

The large scale of computer installations in the industry

have created a sharp rise in EDP job opportunities. EDP jobs multiplied from 600 in 1954 to about 19,000 in early 1963. During 1966 the total is expected to rise to 25,000 EDP jobs. In companies computerized prior to 1960 the EDP staff grew six times faster than total office employment in these companies.

About three-fifths of all EDP unit employees are women; 87.1 per cent are key punch operators, tape librarians, card and tape file clerks, or scheduling clerks. Approximately 6 per cent are systems analysts and programmers, and slightly more than 3 per cent are receptionists and secretaries, 3 per cent are equipment operators.

The survey reports that although half the participating companies expected keypunch operators to increase in number by 1966, the anticipated installation of optical code scanners will reduce the keypunch requirements.

So far destroyed jobs have been handled by attrition and transfer, with layoffs rare.

The major future impact of the computers will fall on tabulating-machine operators, keypunch operators and record-keeping clerks.

AFL-CIO Maps Out Broad Program*(Continued from page 1)*

stated a similar view, in particular questioning the need for speed in automating certain industries—communications and utilities, for example—where competition does not exist.

The burden of change must be shared by all instead of being borne by workers alone, the AFL-CIO stressed.

The hard fact is, it said, that many workers hit by automation have lost their jobs, while others turning to different jobs suffer the loss of fringe benefits and seniority rights and often have to take a wage cut.

In a separate resolution spelling out its view of the role of the federal government, the AFL-CIO called for a federal inventory of the social welfare and public service needs of the various states and metropolitan areas and for greater federal spending to meet these needs, the rate of spending to be kept flexible in line with the state of economy.

It urged also such other actions as a faster rise in wages and fringe benefits to strengthen the consumer base of the economy; a \$2 federal minimum wage; a modernized jobless pay system with federal standards; and federal pay cuts for lower income families, and no income tax on the working poor.

It declared the need for a national planning agency to coordinate the various economic policies and programs.

In calling for federalization of the Federal-State Employment Service—in reality, 50 different state systems—the AFL-CIO convention declared that the present setup "fractures local job markets because its activities are patterned after the boundary lines of communities rather than the realistic boundary lines of economic activities and job markets."

The resolution urged a restructuring of the employment service into manpower centers along economic and industry

lines; an upgrading of its personnel; a listing with it of job vacancies by employers and government contractors; and federal standards and increased funds.

A convention keynote was struck by the report of the AFL-CIO Executive Council. Anticipating more and more automation, it declared that "sweeping changes lie ahead" in which technological shifts can be a blessing or can bring rising joblessness and heightened social tensions.

AFL-CIO President George Meany, reelected to a sixth term, summed up the convention as "sound and constructive," adding:

"It has charted a course of action for the AFL-CIO that will help build a stronger America. We are going out from here determined to achieve the goals the convention has mapped—the goals of a better world for all the people."

President Howard Coughlin led the OPEIU delegation to the convention.

Regional Meetings Are Held

The Erie Council of the OPEIU met recently at the Nationwide Inn in Columbus, Ohio.



On December 4 and 5 the Northeastern Educational Conference was held at New London, Connecticut.