WHITE COLLAR

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

A Program For Consumers

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No. 251 **January, 1967**

In Hartford Address Coughlin Forecasts

The Shape of Things to Come in Collective Bargaining

Every new year is full of things that have never been and is a particularly appropriate time to take a long look ahead and reflect on the future.

President Howard Coughlin did this recently at a luncheon meeting in Hartford, Connecticut, held by the American Arbitration Association and the University of Connecticut. The occasion was the 40th anniversary of the AAA. *(An article by AAA President Donald B. Straus, which concludes with a reference to Coughlin's address, is on page three.)*

Collective bargaining will have a completely new look in the 1970's, the OPEIU president believes. In the expectation that good sense will tend to prevail, and that management and labor will work together more closely for the common good as the alternative to more extensive government control over both, he sees these features as likely to become prevalent in union contract relationships:

• **Profit-sharing.** Sound profit-sharing plans designed to tie in the interests of the workers to the progress of the company will become more popular.

• **Cooperative conference programs.** Coughlin cites as an example the Tennessee Valley Authority, where management meets regularly with the OPEIU and other unions to discuss means of creating a more efficient operation. The program has produced improvements valued in millions of dollars, he says.

• **Management encouragement of union activity.** This will take place not only because of the union role in operational improvements, but because management is discovering that active unionists are a source of badly needed executive material.

• **More upgrading of workers.** Companies will either pay the cost of outside education courses, or provide on-the-job training programs.

• **Child care for working mothers.** Companies will pay part or all of the costs of child care, as women increase from 32 percent of the work force to an expected 36 percent by 1980.

• **Four-day workweek within a six-day operating schedule.** One group of workers in a company will work Monday through Thursday, another Tuesday through Friday, and a third Wednesday through Saturday. Coughlin forecasts that this will create an educational, recreational, and cultural boom, ease traffic congestion, and make it easier for everyone to take care of such needs as automobile servicing and banking.

• **Portable pensions and earlier retirement.** Labor will insist on a system of pension portability that will enable a worker to transfer his pension rights should he change his job. Coughlin says that if private retirement and profit-sharing plans, which now cover more than 25 million workers in the U.S. and are expected to cover 42 million in 1980, disqualify workers because their employment is terminated, they are discriminatory and should not be approved by Internal Revenue Service. Future plans will have to include earlier retirement, Couglin believes, in order to provide jobs for 100 million workers by 1980.

• **Continuous collective bargaining.** Too often, according to Coughlin, crisis negotiations undertaken just before contract expiration dates result in strikes which impair vital services and invite legislators to think of compulsory arbitration. The latter could "destroy the incentive system which has made our country the greatest nation in the world."

• **Tripartite planning.** Coughlin believes that representatives of labor, industry and government should meet regularly to make legislative recommendations designed to promote economic stability and growth. He cites the spectacular success of Sweden in using such measures to escape economic upsets.

President Howard Coughlin and, left, R. E. King, Director of Labor Relations of the National Aeronautics and Space Administration, being made honorary citizens of Fort Worth, Texas, by Mayor Barr. The presentations were made at a dinner held in conjunction with the union's recent Southwestern Educational Conference. Seated are Mrs. J. B. Moss, wife of the president of Local 277, and OPEIU Vice-President Frank Morton. An overall photo of the Southwestern Conference is on page three.

Local 173 Unit Ends Strike, Signs Gain-Filled Contract

Ending a 10-week strike, the membership of Local 173 in Newark, Ohio, has overwhelmingly ratified one of the best agreements in its history of collective bargaining with the George D. Roper Corporation.

Wage increases ranging from 12 to 19 cents, averaging 14.3 cents, retroactive to August 1, 1966, were gained. A similar increase will be effective August 1, 1967. A third increase ranging from eight to 13 cents goes in effect a year later.

A fourth week of vacation after 20 years of service was also achieved. The sickness and accident insurance benefit was increased from $45 to $50 a week.

A new formula assures a higher increase to those who are promoted, and, in addition, six jobs were graded higher with increases ranging from 11 to 37 cents per hour.

Improvements in job bidding and bumping rights in the event of layoff are included.

The pension formula was increased from $2.50 to $3.25 per month.

International Representative John Richards led the negotiations and was assisted by a Local 173 committee including President Morris C. Anderson, Gill Patton, who served as chairman, Glenn Jordan, Julianne Reisbeck and Dorothy Harvey.

Wisconsin Rapids Pact

In a renewal agreement effective this January 1, office and clerical employees of the Riverview Hospital Association in Wisconsin Rapids, Wisconsin received increases ranging from 8 to 24 cents per hour. Local 95 negotiated the one-year pact.

Bus Pact Reached

Local 215 in Lexington, Kentucky has signed a company-wide two-year agreement with the Southern Greyhound Lines, covering employees in 15 states.

It provides for a first-year increase of up to 14½ cents an hour and a second-year raise of eight cents across the board. Washington's Birthday will be included as a holiday in the second year of the contract.

Local 215 President Ethel Rose and a Negotiating Committee of Betty Taylor, Pat Crowley, Louise Smith and Elsie Crews were assisted by OPEIU Vice-President J. O. Bloodworth.

NAM Sees White-Collar Workers Responding to Call of Unionism

The National Association of Manufacturers has acknowledged that unionism is attracting white collar and professional employees as it never has before.

A recent issue of *NAM Reports,* official publication of the employer organization, observes that the labor movement is organizing "status conscious professionals" who "even a few years ago would not have dreamed of striking the public to enforce their salary demands. . . ."

The NAM publication believes that "the new 'respectability' which unions are gaining in these fields could radically change the image of unionism, giving it a new aura of status and serving as the forerunner of massive membership gains."

Indicating there has been no basic change of attitude on the part of the NAM, it concludes that "How to say 'no' gracefully is an art management may have to cultivate with new skill. . . ."

White-Collar Field, South Seen as Union Growth Areas

"The future of collective bargaining is a bright one" and especially so in the South and the white collar fields, two areas formerly "off limits" for union organizers, Member Sam Zagoria of the National Labor Relations Board said in speech in Cleveland, Ohio.

Currently the South is the "hottest" union organizing area, Zagoria told the Federal Bar Association at a labor-management relations institute. But unions are attracting white collar workers in other areas too, he said.

The best years for collective bargaining "still lie ahead," he declared.

Because of "booming" union efforts in southern states, the NLRB has had to dispatch emergency help to its regional offices — attorneys, field examiners and law clerks on temporary assignment to cope with the flood of board business, Zagoria revealed.

Tracing recent labor history from the days of the sweatshop and the 84-hour week, the NLRB's newest member recalled that when workers tried to organize, "they frequently found the full might of company and community arrayed against them." In the 1930s, "armed guards, armed policemen, even armed soldiers faced the demonstrators." The result was "bloodshed, violence and bitterness."

Since Congress enacted the

(Continued on page 4)

Meeting Held On Joint Council

The OPEIU is participating in discussions looking to the formation of a council of AFL-CIO unions with memberships in the professional, scientific, cultural and clerical fields.

Some 14 unions were represented at a first meeting on the project held in Washington recently. A Rules and Regulations Committee was formed which includes Secretary-Treasurer J. Howard Hicks.

The function of the council would be to engage in research into the common problems facing the various groups of white-collar workers, to prepare organizing material, to disseminate information on legislative issues, and to hold periodic conferences.

WHITE COLLAR

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

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Roster Rule in Jeopardy

The Federal Court in North Carolina refused to enforce a subpoena issued by the National Labor Relations Board to compel an employer to transmit to a union the names and addresses of all employees eligible to vote in a representation election.

The Court held that the sole purpose of the subpoena was to provide the union with the names and addresses of employees for use in attempting to organize workers employed by the employer, and that this purpose went beyond the intent of Congress.

If the decision of the Federal District Court is upheld in the higher courts, the **NLRB** will have failed to bring about some semblance of equality in its rules and regulations.

As it stands now, an employer can hold captive audience meetings as often as he pleases. He can propagandize on the company time and premises without equal opportunity for the union. The **NLRB** has sought to balance this through a direction that names and addresses be supplied to the petitioning union after a consent election has been agreed to or after the Board has ordered an election.

This equalization effort is endangered by the North Carolina ruling. If necessary, the Board should take the case all the way to the United States Supreme Court.

Social Security Increases

Some type of increase in social security payments may be enacted by Congress in the 1967 session. President Johnson has suggested a flat across-the-board increase of approximately 10%.

Congressman Laird (R-Wisc.), chairman of the House Republican Policy Committee, predicted that Congress will enact permanent improvements in the social security system based on a cost-of-living formula.

In any event, we should be able to count on increased social security payments this year. They are needed.

Union Dues—"Reasonable"

Professor Leon Applebaum, in an article published in the Labor Department's *Monthly Labor Review*, found that most unions do not charge excessive or exorbitant initiation fees and dues. The study was based on information supplied by 3,461 locals in eight cities.

We can be certain that a report of this kind will not receive wide publicity in the nation's daily press.

Anti-Strike Legislation

A special White House task force is preparing a study on national emergency strikes and is slated to report to President Johnson this month. The task force is mostly made up of governmental officials and leading educators.

Ever so often we read articles and editorials advocating that strikes be curtailed through legislation. Those who would advocate restrictions on workers' right to strike must take the responsibility for eliminating a basic tenet in a democracy.

The right of workers to strike must be inviolate if our democratic system is to survive.

Settling Disputes Peacefully: What the AAA Has to Offer

By Donald B. Straus
President, American
Arbitration Association

Some time ago, a union representing employees of a well-known bottling company, demanded arbitration of a discharge grievance. As the collective bargaining agreement called for tripartite procedures, the union named its arbitrator, and asked the company to do the same, so that the two party-appointed members of the board could select a third and schedule an early hearing.

For a reason I do not know, the company refused to name its member of the board, or to proceed to arbitration. The result was that the union-appointed arbitrator conducted what lawyers call an *ex parte* hearing, and reinstated the employee.

The whole matter reached the Kentucky Court of Appeals about a month ago. Unhappily for the union, the award was thrown out, for a reason that deserves the attention of every union officer and negotiator. The court pointed out that the arbitration clause in the agreement did not provide for administration under American Arbitration Association rules, a circumstance that was present in a case the union had relied upon in its brief. In the bottling company case, the contract did not specifically permit *ex parte* hearings. If the parties had used an AAA clause, the judge pointed out, there would have been an effective way to prevent the frustration of arbitration.

This incident illustrates one of the reasons many unions—and companies, too — refer to the Voluntary Labor Arbitration Rules of the American Arbitration Association in their contracts. Negotiators can seldom hope to anticipate every possible problem that might arise in the future, and provide against it by specific language in their arbitration clauses. By reference to AAA rules, they provide an effective way to avoid deadlocks over procedural matters—and such deadlocks are likely to occur when an atmosphere of contention has arisen over a substantive matter, such as discharge, out-of-seniority layoff, or an out-of-classification work assignment.

In short, arbitration is used because the parties know that they cannot write language to provide against every difference of opinion that might arise out of application of a contract.

To be sure, the American Arbitration Association is not the only agency named in arbitration clauses. Some parties use the Federal Mediation and Conciliation Service, a government agency, which will supply lists of arbitrators. But the FMCS issues no rules of procedure and does not administer cases.

An officer of a large international union once told me that the chief reason he recommended AAA clauses is that he didn't want either his international representatives or company officers telephoning an arbitrator — as they would have to in unadministered cases — to arrange for arbitration hearing dates, for instance, and "getting in a few licks" on the substantive issues in dispute.

Other parties have different reasons for preferring arbitration under AAA rules. To some it is very important that an impartial body represents the interests of both parties, in dealing with the arbitrator. When an important issue is to be decided, both sides want to win, and a company or a union representative might think that is not the right moment to "get tough" with the arbitrator on procedural matters involving costs and delays. The Association *can* get tough, at the request of the parties, and the arbitrator need never know which party (if, in fact, it was not both) took the initiative.

Costs and delays have long been the twin sore points of labor-management arbitration. The experience of many has been that administration of cases by the Association gives assurance of better control; the

Donald B. Straus

arbitrator whose schedule is heavy will most likely give priority to administered cases.

Costs and delays are troublesome problems to many, but not to all. Some of the companies and unions prefer AAA arbitration because it has regional offices throughout the country, directed by managers who are familiar with the needs and preferences of parties. This helps us tailor lists of arbitrators to the particular preferences of the parties and the issues in a particular case.

Virtually every experienced labor arbitrator is on the Associations Panel, and AAA Regional Managers, in touch with local situations, keep an up-to-date account of every panel member's experience, his availability for quick service, his billing practices, and his record of acceptability with particular unions and companies.

The use of AAA clauses imposes no straightjacket on the parties. Arbitration procedures in the United States are of many kinds, and almost any system of arbitration (single arbitrator, three-man all-impartial board, tripartite board, etc. can be administered for the parties by the American Arbitration Association. AAA rules are designed to give effect to the preferences of the parties.

Whatever the reason for naming AAA in contracts, the Association administers every case impartially and as unobtrusively as possible, but with the long-

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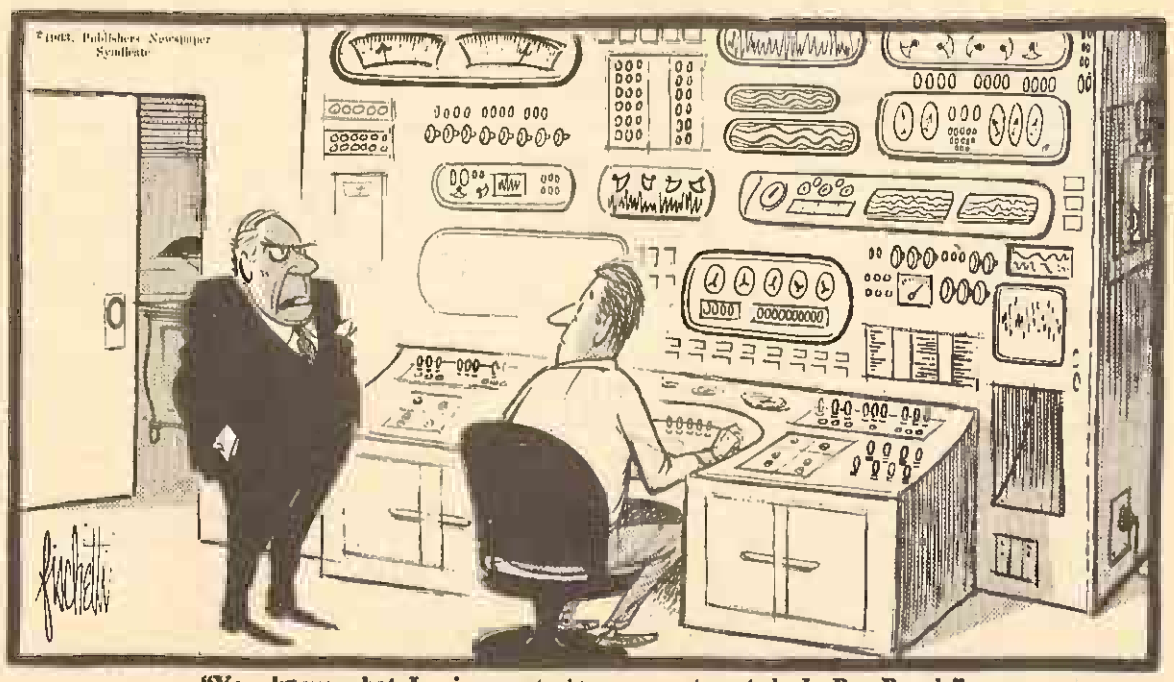


"You know what I miss most since we automated, J. B.—People"
John Fischetti in Hotel and Club Voice

Labor and the Law

By Joseph E. Finley
OPEIU General Counsel

What's going on in the area of women's rights under the new Civil Rights Act? Most of you have heard by now that while the law was originally passed primarily to aid minority groups, one of its great impacts has been in the field of women's rights on the job because of its requirement that there be no discrimination between males and females. Although the law is still new, and some of you may have a host of unanswered questions, there are enough rulings and interpretations to this date to let you know some of what have been happening.

A major problem that has plagued many of our locals is whether women's rights can, under the law, enable females to bid into jobs that have been held by men for some time in the past. Our Local 423 in Whiting, Indiana, requested an opinion of the Equal Employment Opportunity Commission, which is known in the alphabet jungle as EEOC, the new federal agency set up to deal with discrimination in employment, as to whether it was the intent of the law that females be accorded opportunity in the clerical field by promotion over present male clerical employees or male applicants seeking employment.

Sex is not a bona fide occupational qualification for a clerical job, said the General Counsel of the EEOC, in his recently-issued opinion. Those men among you who may be looking for a stenographer's job can be advised that the opinion specifically said that sex was not a bona fide occupational qualification for this work.

But here is the important part of the opinion: Where all clerical jobs in the past have been filled by males, a woman must be accorded the opportunity to move into such a job on the same basis as male clerical employees or male applicants. In other words, as many of us have been advising you, new opportunities are opened wide. Then, another highly significant matter was stated: "It does not follow, however, that she must be promoted over those employees who for reasons other than sex have a right to prior considerations for the job."

If you have a line of progression where men have accumulated seniority in jobs, it is doubtful if a woman could break into the line with a claim over a man who was in that line of progression. If by history or practice or some other reason, men have traditionally had prior claims to certain jobs, their past rights may not be taken away. They surely cannot expect continued favorable consideration, but what this opinion seems to say is that their past accumulated job rights, like seniority, cannot be washed out. This could be an important right for all of you to consider.

The EEOC, despite a number of administrative and personnel troubles, has been a busy agency. It is set up somewhat like the National Labor Relations Board, although on a much more limited scale. It expected about 2000 complaints in its first year; it was hit with nearly 9000. One out of every three complaints involved women's rights, and interpretation of these claims has involved some of the most difficult matters before the agency. As you know, unions can be charged just like employers, and in the first accumulation of statistics, unions were charged in 22.1 percent of all the cases, while employers were the target of 86.3 of the charges, which involved many cases in which employers and unions were on the defensive.

There are a few other rulings which are of interest to us. May an employer terminate a pregnant employee? A final answer is not yet out, but the EEOC has indicated that it ought not be done without offering a leave of absence. If a job is such that it must be filled on a permanent basis, there might be some justification for final termination, although we can expect further elucidation on this problem.

May you list a job as a "male" job? It has been ruled that it is not illegal to list a job as "male" if it is done only to indicate that the job is primarily of interest to men and that women are not disqualified. Even a job that requires physical effort may not be barred to women who have the muscle and desire to do it.

One of the most difficult problems in the equal opportunity field, which some of you must have faced by now, is what happens when state laws to protect women are in conflict with equal opportunity of the federal law. Some of these state laws ban long hours, hazardous work, strenuous work, unhealthy work, and prescribe rest periods. Many of the charges already filed with the EEOC have raised the conflict between state and federal laws. For example, women in California have complained they were denied promotional opportunities because of the California law that bans employing women more than 8 hours a day or 48 hours a week. The EEOC has not been able to resolve these problems, and has failed to work out any agreements with state agencies. Now the agency has advised that individuals ought to bring lawsuits in the courts to test these laws. This may not be much solace for you at the moment if you have this problem, but it illustrates the new legal thicket we find ourselves in. When there are new rulings on the subject in the future, we'll try to give you some guidance.

Consumer Advisory Council Submits

A Program to Help the Consumer

A broad attack on the "confusion and ignorance, some deception and even fraud" that prevent the consumer from getting his money's worth was urged by the Consumer Advisory Council in its long-delayed report to President Johnson. The council unanimously urged consumer education programs in the schools, a re-examination of standards in the processed food, fabric and household equipment industries, and a state-by-state review of credit legislation to determine if it really protects the buyer.

It also proposed establishment of a Cabinet-level department to represent consumer interests.

In addition, the council examined in detail four areas of particular concern to consumers — household maintenance and repair, autos, health services and textiles, and made specific recommendations to protect the consumer.

Recommendations include:

- The injection of consumer education elements geared to the needs and resources of low-income persons into anti-poverty programs.
- Encouragement of schools to include consumer economics in their curricula.
- A review of present labeling requirements by the Food and Drug Administration and the Agriculture Department with the aim of making improvements to provide "more adequate disclosure of the actual amounts of the various ingredients in processed foods." In combination foods, the council favors separate listing of the weight of each component.
- Quality grading of foods with appropriate designations such as A, B and C, and of performance standards on clothing.

"To achieve a more consumer-oriented and directed economy a twin approach is needed," the report suggested.

"First, there should be more readily available easy-to-understand facts about goods and services, and they should be in every conceivable form—labels, packages, advertisements, credit contracts, newspapers and magazines, television and radio, brochures and books, government publications, and materials from private organizations and trade associations.

"Second, consumers must become more highly motivated to use this information. . . . Three key groups who might be strongly motivated to buy more carefully if the proper educational vehicles were found would be the poor, the elderly and the newly married."

In the specific areas it studied, the council was sharply critical of many industry practices:

- **Home maintenance and repair:** Fraud and deception were found to be widespread and to cost consumers up to $1 billion a year. The report lists the most common sharp practices in the field as "phony bargains, tricky financing, guarantees not honored, materials misrepresented, and performances exaggerated," and particularly referral selling, which it says should be outlawed.

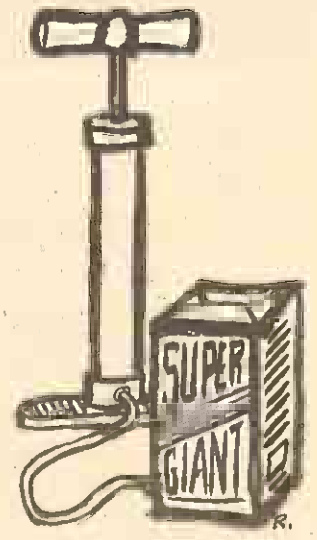
"While voluntary codes of ethics and practices are valuable, the industry has shown that it cannot regulate itself," the report noted.

- **Autos:** A "complete study" of guarantees and warranties was urged for both new and used cars. Chairman Warren Magnuson (D-Wash.) of the Senate Commerce Committee has announced that hearings will be held on warranties. The council also proposed a series of safety measures which in effect became outdated when Congress enacted an auto safety law this year.

"If as much money were spent on consumer information about construction durability and safety features as the automobile manufacturers now spend on advertising other more subjective features . . . competition in the automobile market might be operating along somewhat different lines than is now the case," the report declares.

"Dealer advertisements are as uninformative as manufacturers' and sometimes as misleading. Manufacturers' advertisements tend to stress sex, status, thrills and luxury."

- **Health care:** The council



pointed to "inefficient and wasteful" practices in the "organization and delivery" of modern health care to the consumer, adding as an example that "several hospitals in the same geographic area establish heart surgery units or procure cobalt bombs for prestige reasons, when the community really needs only one." The result, it says, has been "fragmentation, duplication and proliferation of specialized interests."

The fact that "group practice tends to make readily available family-type medical care" was stressed. The committee notes that organized labor, cooperatives and other consumer groups are stimulating the growth of prepaid group practice plans and quotes the 1963 AFL-CIO convention resolution endorsing the principle and pledging to help in its expansion.

The report endorses the Patman bill that would make federal loans and mortgage insurance available for the construction and equipment of group practice medical and dental facilities.

- **Textile:** The council endorsed recommendations for permanently attached care labels on all textiles where special instructions are needed.

Performance and safety standards also were urged, as well as standards for body sizes, which are "by no means universal." Failure to utilize present uniform standards, the council observed, is costly to consumers.

Credit Union Manual

A revised Accounting Manual for Federal Credit Unions has been published by the U.S. Bureau of Federal Credit Unions. It is available at $1.25 from the Superintendent of Documents, U.S. Government Printing Office, Washington, D. C. 20402.

A group photo of the Southwestern Educational Conference, held in Fort Worth, Texas, December 3-4.

from the desk of the PRESIDENT

Freshening Our Thinking

Charles F. Kettering, inventor of the automobile self-starter, and developer of high-octane gasolines and high-compression engines as well as non-toxic refrigerants and diesel engines, was fond of addressing college-graduation classes and often told them:

"We are forever getting into ruts. We are used to doing a certain thing at a certain time, sitting in a certain chair or looking out a certain window. The thing to do is to turn some of your furniture around, look out another window, sleep in another room, open your window twice as wide. Do something different! My God, do something different."

This is sound advice whether it pertains to our personal and family lives, our work or our union activities. We all have a tendency to settle into comfortable ruts, to do things in a certain way, at a certain pace and on a certain level. We tend to do things the easy way and, in many instances, in the same way.

Such tendencies have been particularly apparent in the union movement—and the OPIEU is no exception. In our organizing activities we generally use the same approaches, techniques and methods, and even the cliches, slogans and handbills that were developed in the early 1930's and '40's.

We appear at the bargaining table now with the same minimal preparation and research, use the same hackneyed and dialectic arguments in defense of our positions, and concentrate on the same issues and language that the founding unions espoused at the turn of the century.

Our union meetings are just as rigidly hidebound. If the charter members of one of the "Clerks, Typewriters and Bookkeepers Union" of 1912 could be brought back to atend some of our local union meetings, they would feel right at home, simply because there has been virtually no change in format, style, agenda, attendance, discussion and general conduct of these affairs.

According to the Bureau of Labor Statistics, the majority of workers in North America are still in their twenties! The time these young people have spent in the labor force averages out to only five years! Most of them were born and raised during times of prosperity and plenty. They take high wages, liberal fringe benefits and good working conditions for granted, or almost as a matter of their natural birthright. World War II and even Pearl Harbor, to most of them, are something they've read about in their history books. The Great Depression of the '30's is meaningless to them; they view it as a myth or a fairy tale told to them by grandparents in their dotage. Such phrases as "Child Labor," "Sweatshops," "Yellow-Dog Contracts," "Company Stores," are meaningful in parts of ballads, not as historical facts.

This younger generation is not concerned with the past, but it is vitally concerned with the present and the future. They are disturbed by the war, the threat of a nuclear holocaust, inflation, automation and the dehumanization of the work force. They are disturbed by what's happening around them; they are looking for leadership, direction and a cause.

Further, these young people are not inherently anti-union. Surveys indicate that the majority strongly believes that unions are necessary in our society.

The OPEIU can provide the leadership, direction and the "cause" that these young people seek in their workaday world. In this jet propelled age, however, if we in the OPEIU are to reach and communicate with the young segment of the office, clerical and professional work force, we must attune our thinking and programs to their needs and desires.

As we begin a new year—a year that for the OPEIU holds great promise of increased growth, strength, fufillment and prestige —I ask all OPEIU members to dedicate and commit themselves to the "Purposes and Aims" as set forth in the International Union Constitution: "The OPEIU shall be devoted and dedicated in promoting, protecting and championing the legitimate struggles of professional, office and clerical employees toward achieving economic well-being, their general welfare and rights as workers and citizens."

If we will "Do Something" in those areas where we have been mired in complacency and disinterest, and "Do Something Different" in those instances where the "tried and true," the old, hackneyed and trite have been used and found wanting, we can succeed beyond our fondest hopes and dreams. If we are to survive as an effective union, we had better do it.

In future columns I will discuss in greater detail this whole area of up-dating our approaches, methods, techniques and programs.

Union and employer trustees meet to celebrate the 15th anniversary of the Local 153 Welfare Fund, which has distributed benefits totaling over $7 million. Standing, from left, are John McCaffery, Vice-President of A. Sulka; Dr. Robert Rothenberg, Director of the New York local's Health Plan; Local 153 Secretary-Treasurer Ben J. Cohan; John Erickson, Director of Welfare Fund; Business Representative Charles Ponti; Harvey Frem, Vice-President of Borden Dairy Products; Leon Wollenberg, Executive Secretary of Affiliated Restauranteurs; and Business Representatives Matthew Thompson and John Ciaramella. Seated, clockwise, are Rose Gilson, Welfare Fund Administrator; Sidney Braverman, consultant from Martin E. Segal and Company; OPEIU President Howard Coughlin; Bob Paul, Executive Vice-President of Segal Company; and Jack Kowot, Canada Dry Operation Manager.

★ *Straus*

(Continued from page 2)

range objective of resolving grievances quickly, fairly, and peacefully. In carrying out this objective, the Association maintains an Education Department for the training of new arbitrators and, through seminars, to help negotiators keep abreast of recent developments in the field. Of particular interest to those involved in new collective bargaining situations — and the great majority of these today involve office and professional employees—is the Labor-Management Institute of the AAA. Under the direction of Arnold Zack, this Institute is equipped to give expert guidance to negotiators who desire to bring the most recent developments to bear on their particular problems.

Collective bargaining has never faced greater pressures than it does today, and those who believe most strongly in it have never had a greater responsibility to preserve it from legislative encroachment. The freedom to negotiate must be exercised without infringing unduly upon public convenience—otherwise this freedom is put in jeopardy.

President Howard Coughlin spoke of this when he was our honored guest at the Fortieth Anniversary celebration of the AAA in Hartford, Connecticut, last month. He said:

"I think it is safe to say that all of us in a free society abhor governmental controls. On the other hand, if labor and industry in the coming years do not work together through collective bargaining and in the community for the common good, more extensive government control over both management and labor is inevitable. In order to share the nation's wealth, both labor and management in the coming years must more fully recognize their joint responsibilities."

We at the AAA could ask for no more eloquent expression of our goals, and we look forward to ever greater service to the OPEIU and the employers they bargain with.

Three 10-Cent Increases Won in Local 28 Renewal

The 850 members of Local 28, Chicago, have approved a three-year renewal agreement with Automatic Electric providing for annual wage increases of 10 cents per hour. These further gains were achieved:

1. The full days of Christmas Eve and New Year's Eve to be observed as holidays.

2. Four weeks' vacation after 20 years.

3. Three working days off with pay in the event of death in the immediate family.

4. Increased pension credits raised from $2.50 to $4 per month for present employees. Pension benefits were increased from $2.50 to $2.75 for retirees.

5. The company will contribute $5 per month towards payment of the Blue Cross hospitalization plan.

An equal employment opportunities clause will be added to the new agreement.

The check-off of union initiation fees will be added to the present check-off procedure for employees hired after November 1, 1966.

OPEIU Local 28 Business Representative Sarah Keenan led the negotiations on behalf of the union.

★ *Zagoria*

(Continued from page 1)

Wagner Act of 1935, the concept of collective bargaining has won acceptance as a "peaceful and orderly way" to settle industrial arguments, he declared, to the end that "hundreds of thousands of labor-management contracts are testimony to the law and order" now existing.

"The impact of collective bargaining has not been limited to the organized," he declared. "It has forced major improvements in working conditions for the unorganized as well" by firms seeking to remain unorganized, and by labor's legislative efforts in putting floors under wages and getting safety standards into law.

As conditions of employment improved, some workers began to question the need for joining a union and thus made unions "the victims of their own success." But recent union gains indicate a turn in the road, Zagoria said. He said further gains would come from white-collar organizing successes.

Social Security Tax Up Slightly

An increase in the social security tax rate of two-tenths of one per cent goes into effect this January 1, according to the schedule of payments included in the 1965 amendments to the law that created the Medicare program for the elderly.

However, the tax base, that is, the amount of earnings that are taxed, will still be the first $6,600 of earnings.

For example, a worker earning $100 a week will find his social security payment, now $4.20 weekly, will increase to $4.40 and be payable 52 weeks a year.

A worker earning $150 a week who now has a social security deduction of $6.30 for each of the first. 44 weeks of such earnings in a year, will find his deduction $6.60, also for 44 weeks.

In addition, the employer will pay an equal amount in social security taxes, matching those of each worker.