

# Dignity, courtesy are rights, too, union insists

**RIGHTS . . . a short word with many meanings to many different people. Just what does it mean?**

Much has happened during these last few years in our Country and a good part of the action has whirled around the word "rights." To many citizens of our nation it was a word worth dying for. Others looked on the struggle with disdain and preferred to describe the participants as troublemakers. Still others kept themselves removed altogether.

Each of us knows where we stood as individuals. The agonizing battle for "civil rights" will go on for many years before full equality is gained by everyone.

**THERE ARE** other situations where we must be vigilant in protecting the rights of our members. I am concerned about the treatment of people on the job. In certain areas we have noticed a lack of consideration for the people by some supervisory employees in stores in our jurisdiction.

One does not have to be a soothsayer or a seer to come to the conclusion that the tempo and pressure on the job has increased over the past few years. A side effect of this condition is the strain on the person who is doing the work. This has created more and more illness caused by stress.

This statement will, of course, be scorned by some executives. It will be passed over as inconsequential, not based on fact. These are the same people who keep a completely "closed mind" regarding the existence of friction between supervisory and non-supervisory help. If such

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## Take a test

Judging from tests that have recently been given to applicants for jobs in some local stores, here are some of the qualifications the employers apparently want:

Applicant should be between 22 and 25 years old, with at least sixteen years of experience.

Should be able to pass the Marine Corps physical and Olympic trial tests, hurdling, etc.

If applicant has been a contestant for the title of Miss America or some other beauty contest, special consideration will be given.

If you are over 45, with a good many years of solid, retail experience behind you, as well as other qualifications, don't bother to call.

They'll call you.

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friction does exist, they almost always blame the worker for being non-cooperative. They resist and attempt by the Union to resolve such problem by saying "this is management's rights," but are they correct? No, it is our feeling that the Union has a right to involve itself in all areas affecting our members.

**IT SEEMS** incredible that in this so-called "era of enlightenment" individuals should be subjected to intimidation by superiors. Actions of some of these supervisors run all the way from using choice four letter words, tossed around with careless abandon as if the supervisor was involved in an obscenity contest, to the more subtle retaliation of changing schedules, days off and other ways difficult to control under the contract. These, of course, develop a feeling of fear in some members and consequently they do not report their problem until they have reached a state of health that makes it difficult for them to continue work.

We want to make it clear here and now that we want to hear from any member of ours who is being put under unnecessary pressure by supervisors of any type. If the employee is one who has been plagued by illness, he is rewarded by the offer to let him resign. In some cases people dread the common cold for fear

that they will have to take a day off and this will be held against them.

**WE ARE NOT** referring to all stores, but we have seen enough to see a pattern developing. It is easy to anticipate the answers from officials of the stores involved in the practices previously outlined. They will say "we must be efficient; we must save money. After all, we are in business to make money and if we don't make a profit, we won't be able to stay in business to give your people jobs." These statements have a hollow ring; they are hard to swallow when we see record-breaking sales rung up year after year.

Do the employees have rights? You bet they do and they are spelled out clearly in our collective bargaining agreements. Above and beyond these, we feel our members are entitled to fair, courteous, considerate treatment on the job, and we here at Local 1100 are going to speak out whenever we feel that treatment is being denied.

Our request is simple: fair, courteous treatment for all. This is the "right" we ask for. Cases that are not handled as outlined in the foregoing sentence will be processed through the proper channels in an appropriate manner.

**WALT JOHNSON**  
Sec'y-Treas.