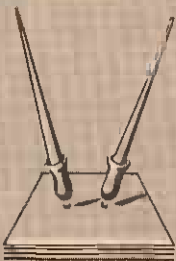




# WHITE

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Office Employees International Union



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17

## S. F. Gets 1965 Convention; Board Amends Pension Plan

### OEU Wins at Kimberly-Clark

Another important organizational victory has been recorded by the Office Employees International Union. On May 22nd, in an NLRB conducted election, the office and technical employees of Kimberly-Clark Corp., in Niagara, Wis., voted 30 to 6 for representation by the Office Employees International Union. There were two challenged ballots in this unit of 40 employees.

The victory at Kimberly-Clark is particularly gratifying because the key issues in the organizational campaign were automation and the farming out of work. The office employees were greatly concerned about their job security and the lack of written guarantees, and voted overwhelmingly for union representation in the face of a vigorous company campaign.

Kimberly-Clark is the fourth largest paper company in the country. Although it produces a wide variety of paper products, it is best known as the manufacturer of Kleenex and Kotex.

Representative Art Lewandowski conducted the campaign at Kimberly-Clark. He received valuable assistance from the Pulp and Sulphite Workers Union representatives Ed Zeininger and Ruffin Skiba. An office committee, formed at the outset of the campaign, aided him immeasurably.

Representative Lewandowski points out that this is the fifth

paper company to be organized in Wisconsin. It is also the first office of Kimberly-Clark in the United States to be represented by the O.E.I.U. The Woodlands office employees of this company have been represented by Local 166 in Kapuskasing, Canada for many years.

He expects to begin negotiations for an initial contract very shortly. Contract proposals were drawn up the night of the election and an employee bargaining committee comprised of Ed Aderman, Cliff Marcellis, Pat Pellegrini and Marilyn Allen was elected by the group.

Officers, delegates and guests at the Pacific Northwest Conference of OEU as they met in Portland, Ore.



In its semi-annual meeting, immediately following the combined Educational Conference meeting of the Southwest and Western Conferences, the Executive Board of the Office Employees International Union chose San Francisco as the site of the 1965 Convention of the International Union. The Executive Board instructed Phyllis Mitchell, Secretary-Treasurer of Office and Professional Employees Union, Local 3, who appeared at the meeting, to make tentative hotel arrangements, taking into consideration the needs of the International Union and the delegates.

### In the Pacific Northwest

Included among the numerous actions taken by the Executive Board were:

- Amended the OEU Pension Plan to replace the existing annuity type with a true pension benefit plan.

The Board also authorized the Executive officers to offer contingency participation to all Local Unions employing full time representatives and clerical employees not presently covered under the existing plan, based on the total number of locals finally accepting coverage.

- The Board urged all OEU Unions to form area or regional pension plans or participate in those already existing plans which offer participation for purposes of economy of expense, greater spread of risk and greater transferability of pension credits.

- The Board selected Vice President Edward Springman to be a delegate to the AFL-CIO Convention along with President Howard Coughlin and Secretary-Treasurer Hicks.

- The Board went on record for the passage of the King-Anderson Bill.

- The Board also called for an amendment to the Employ-

(Continued on page 2)

### New Jersey Blue Cross Strike Ends

By an overwhelming vote of 417 to 39 at a membership meeting June 7th, the clerical employees of Local 32 ratified a new three-year agreement, terminating a one-month strike.

The settlement establishes for OEU employees of the Blue Cross-Blue Shield Plan offices in Newark, Trenton and Camden, N. J., a general wage increase of 14.9 cents hourly over the three years.

One of the major issues successfully negotiated was a new provision on subcontracting. Under the new agreement:

"The employer has no present intention to subcontract work out that is presently being done on the premises. In the event it becomes necessary to subcontract certain work out, the employer agrees to give the union three (3) months' notice of such intent. During the three (3) months' notice period, the employer agrees not to do such subcontracting and to meet with the union for the purpose of assessing the impact of the subcontracting on employee displacement to the extent that all avenues will be explored in order to hold to a minimum any

adverse effect on employees involved."

Another major settlement concerning one of the strike aspects was the employers use of promotional testing procedures. New contract language is to provide:

"Effective five (5) working days after the date of signing this agreement, management and the union will meet together to arrive at a mutually satisfactory program of testing relative to promotions. Differences arising from this section will be subject to arbitration to resolve such a program for the period of this

agreement. The parties will make every reasonable effort to complete this program within thirty (30) calendar days of the signing of this agreement.

"Should differences arise the testing procedures in question will be held in abeyance pending resolution of such differences. The parties agree to waive all preliminary steps for the arbitration of these differences and authorize the New Jersey State Board of Mediation to assign an arbitrator for this purpose upon notification from either party that differences exist."

Making full use of figures and statistics presented at the negotiations by management showing that Plan employees earned more than the mean salaries in 20 Newark companies, Local 32 distributed pamphlets to six of the 20 companies. The management figures also indicated that fringe benefits at Blue Cross exceeded those at most of the other companies.

Thus, unwittingly, management provided substantial and definite proof that "It Pays To Belong to the Office Employees International Union."

## WHITE COLLAR

Official Organ of  
OFFICE EMPLOYEES INTERNATIONAL UNION  
affiliated with the AFL-CIO

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## Teenage Placements

OEIU President Coughlin forwarded a letter to employers in which he asked that companies take on for summer employment young people in office and clerical capacities in addition to those normally hired during this period.

His letter stated that no one union and no one employer can solve the problem of unemployed teenagers who require summer employment for purposes of financing their continued education. He emphasized, however that unions, employers and the government working together can do much to provide this needed assistance to unemployed teenagers.

## Unions Better Risks

The Ohio AFL-CIO publication "News and Views" prepared a chart which indicates that unions are better risks than banks and other financial institutions.

Banking requirements call for banks, insurance companies and other financial institutions to bond their officers and employees for a certain percentage of the money they handle. The Landrum-Griffin Act of 1959 requires the same of trade unions although most unions followed this practice before the Act was passed.

It is indicated that in 1961, the bonding companies' loss for financial institutions was 71.4 per cent as opposed to 17.6 per cent for unions. In 1960, the contrast was even more dramatic. Financial institutions had a loss ratio of 81 per cent as opposed to 7.4 per cent for unions. In the period 1959 to 1962, there were 1,771 individual cases of fraud and embezzlement involving officers and employees of banks, as opposed to only 74 union cases.

These are figures we seldom read in the public press.

## Senior Citizens

The National Council of Senior Citizens, in convention in Washington, recently heard President Kennedy assure them that he will wage an all-out fight for the adoption of the Anderson-King Bill, commonly known as Medicare.

This bill, which would provide certain hospital and medical benefits for those over 65, to be financed through the Social Security program, is long overdue.

A Gallup Poll shows that an overwhelming majority of the people in the United States feel that Anderson-King Bill should be enacted into law by the Congress of the United States.

It would appear that Congress is lagging far behind the sentiments of the voters.

## TVA's Birthday

Thirty years ago, TVA was born. On May 18, President John F. Kennedy participated in the birthday ceremonies held at Muscle Shoals. In addressing an audience of 15,000, the President said that when TVA was established in 1933, no one knew "whether this effort could ever overcome the forces of poverty and despair and destruction which had devastated this region for so long. There were many who regarded this whole undertaking with doubt, scorn and with outright hostility. Some said it couldn't be done; others said it wouldn't be done. But today, 30 years later, it has been done and there is still more for TVA to do."

TVA in our opinion and the opinion of the informed is one of the foremost accomplishments of this century, and is a lasting tribute to Franklin Delano Roosevelt.

## Local 6 Wins at Hoague Sprague

Boston Local 6 was the victor in a National Labor Relations Board election at the Hoague Sprague Corporation at Lynn, Mass., by a score of 20 to 14 with 5 challenges.

Don Hull, Business Manager of Local 6, initiated the cam-

paign and was assisted by Fred Moore, President of Local 118 of the United Paper Makers and Paper Workers. Members of the UPP were active in assisting the OEIU with house calls. Frank Prioli of the Lynn United Fund and Mary Robinson of

Local 118 were of considerable help.

OEIU Vice President Leo Wallace entered the campaign in its late stages.

The OEIU also had the support of the Greater Lynn Labor Council.

## Local 385 Signs New Pact

OEIU Local 385 has completed negotiations for a one-year contract with the Combined Locks Paper Company at Combined Locks, Wis.

The new agreement provides for a general wage increase of 7 cents an hour, plus an additional 4 cents an hour increase in the merit maximums.

Other improvements include the establishment of a major medical hospitalization program; 32 hours of personal time off with pay in each contract year, and improved layoff language.

Local 385 bargaining committee members were: Wilbert Jansen, Marge Koller and Theresa Stueber, assisted by Art Lewandowski, OEIU Intl. Rep.

### Gateway Contract

Representative Art Lewandowski announces that a three-year agreement has been negotiated with the Gateway Trans-

portation Co. for the office employees at the Janesville, Wis., terminal.

The new agreement provides for general wage increases of 10 cents per hour, retroactive to Feb. 1, 1963, a 5-cent-per-hour adjustment on June 1, 1963, 10 cents an hour on Feb. 1, 1964, and 9 cents an hour

on Feb. 1, 1965. In addition, 5-cent-per-hour merit adjustments will become effective on Oct. 15th of 1963 and 1964.

Sick leave benefits were increased, and now provide for accumulation up to 30 days. The new agreement also provides for 4 weeks' vacation after 18 years of service.

## Persistency Pays Off

Persistency has its rewards.

After nine years of complaining about the merit system and its weaknesses, the negotiating committee of Local 260 finally convinced the company to remove it from the contract. Automatic progression was proposed by the Union.

Other gains in the current negotiations are:

General wage increase of 7 cents per hour.

## BULLETINS

### New Agency Shop Ruling

In two separate decisions handed down on June 3, 1963, the U. S. Supreme Court defined the scope of the Agency Shop.

Under the Taft-Hartley Act, the Agency Shop provision by which non-union employees pay to a Union the equivalent of dues and fees paid by union members does not constitute an unfair labor practice. However, the ruling is not valid in States barring it by "right-to-work" laws.

### Legislation For Youth Employment

President John F. Kennedy has requested the sum of 100 million dollars in an effort to place unemployed teenagers in Youth Conservation Corps. in our national forests and parks. Approval has been granted by the House Education Committee and the bill is pending Rules Committee clearance.

The OEIU applauds legislation of this nature and hopes progressive steps will be taken to aid the unemployed of all ages.

## Denver Ceremony



OEIU Local 5 members who completed counseling course co-sponsored by the Denver Area Labor Federation Community Services Committee and the Mile High United Fund. From left to right are: Janice Christo, Executive Board member; Jean Wilcoxon, Trustee; Bill Speer, Business Representative; Lorene Speer; James R. Youngs, President, receiving his special award; Vi Waggoner, Local 5 member and Labor Staff Representative of the Mile High United Fund; and Fred Waggoner, Chairman of the Community Services Committee.

Shift increase of 1 cent per hour for the third shift.

Vacation payment improvements for retirees and beneficiaries of employees who have died without taking their vacation.

Improvement on insurance with the company paying 85 per cent of the premium. Previously the company had paid 75 per cent of the premium.

Stepfather and Stepmother added to the Funeral Leave clause.

Improved language restricting supervisors from doing work of the unit.

The committee, assisted by International Vice President Leo J. Wallace, was composed of L. M. Ronan, President; Ruth Beaulieu, Vice President; Louis Tardiff, Secretary-Treasurer; Mrs. J. DeRosby, Recording Secretary; Ernest Powers and W. G. Taylor.

## Executive Board In Many Actions

(Continued from page 1)  
ment Act of 1946 to be known as the Full Employment Act of 1963.

- The Board commended the President and the Congress for the enactment of the Equal Pay Bill.

- The Board called upon the employers of Canada and the United States to take the lead in sponsoring summer employment for teenagers for purposes of financing their continued education.

- The Board also recorded itself in support of the President's tax program which is needed for purposes of accelerating the economy.

- The Board endorsed the pending Distressed Areas Bill.

- The Board listened to a report by the Civil Rights Committee composed of Secretary-Treasurer Hicks and Vice President Springman.

The Board thereupon endorsed the actions of President Coughlin and Secretary-Treasurer Hicks in signing the Civil Rights pledge by President Kennedy's Committee on Equal Employment Opportunity. The Board pledged the OEIU to the full and prompt achievement of equal employment for all citizens, regardless of race, creed or color.



# CANADIAN FILE

## New Locals Find Strength in Brotherhood

Presiding as initial delegate of Local 389 to the Quebec and Eastern Canada Council of Paper Mill Unions Convention, held in Baie Comeau, President Gabriel Nadon reported having enjoyed a remarkable and comforting experience of brotherhood solidarity.

"A major problem," he stated, "was that new-born locals after the primary 'spirit' of organization has passed are often apt to

feel abandoned and unsure once they take charge of their own affairs. However, at the Council Convention in Baie Comeau in all the sessions with the OEIU Locals, junior affiliates enjoyed equal consideration among the group, together with a genuine display of 'big brother' interest.

"The Council was founded 26 years ago to present a common front toward obtaining

reasonable and uniform conditions of work throughout our industry. Thus, we have an inherited debt that must be continued. The efforts and labours of the dedicated Council members for the past two and a half decades for themselves and us better working conditions, fringe benefits and regular wage increases that, we often believed in our blissful non-participation, were bountiful blessings from

the employers.

"To date, one of the most significant resolutions developed at the Convention, in a caucus of our Union delegates at the suggestion of Quebec City Local 241 President Jean Marios, and following the recommendation of International Representative Romeo Corbeil, it was decided that an Information Center would be established to serve in channelizing informa-

tion between our Eastern Canada Locals. Brother Marios volunteered his energies in setting up this office."

A highlight of the Convention was main speaker Roger Provost, President, Quebec Federation of Labour, who hit the problem areas of unemployment, automation, economic planning and the social functions of labour.

## 7 Locals Benefit by New Contract

As a result of negotiations with the Abitibi Power and Paper Co. Ltd., on May 22, 1963, expanded and new benefits will be received by members in Locals 236, 282, 214, 216, 151 and 161.

Among the negotiated revisions are: the Retirement Income Plan boosted from 1.5 per cent to 2 per cent of earnings, retroactive to January 1, 1947. Other substantial advances for the six OEIU Locals include Group Life Insurance for retired employees. In this category, coverage was extended from \$1500 to \$2500 at company expense. The company contribution to Hospital Medical Insurance was raised from \$4.75 to \$7.00.

Successful negotiation also resulted in a weekly hour reduc-

tion from 37¼ to 36½ hours. Overtime regulations were revamped from equivalent time off to time and a half off in 30 days or less with payments in cash on basis of overtime ratio (1½: 1).

Vacation changes now include four weeks off after 20 years instead of the former 25.

Other new phases of the contract are: Increased holiday pay scale; shorter term of employment necessary for holiday qualifications; Pulp License scales qualifying time for progression from minimum to standard reduced from 18 months to 6 months; and, starting pay increased accordingly.

In addition, the contract renewal provided better working conditions for the local members.

## C. I. P. and OEIU Settle for 2 Years

An agreement has been concluded with the Canadian International Paper Company for a two year period, May 1963 to May 1965, by Locals 110, 154, 165, 265 and 114.

### Pension Improved

Important improvements were made in the pension and insurance plans which amount to \$11.19 per hour for the two

year period.

Noteworthy improvements also gained in job posting and training. An automatic wage progression clause has also been incorporated.

### Corbeil Assists

The locals involved in the negotiations received the able assistance of International Representative Romeo Corbeil.

## Progress Continues in Quebec

Another group of employees of Canadian International Paper Company at Maniwaki, Quebec, has chosen to join the ranks of those employees already members of the OEIU and protected by fifteen collective bargaining agreements already in existence with C.I.P. in Quebec, Ontario and New Brunswick.

A petition for certification has been filed with the Labour Board for this group of 50 Camp Clerks and clerical employees, who will become part of newly chartered Local 398.

Meanwhile in Chicoutimi, Quebec, certification has been granted to OEIU Local 399 for 110 office and camp clerk employees of Price Brothers.

Collective bargaining agreements are already in existence at the company's locations in Kenogami, Jonquiere and Riverbend.

Negotiations are presently in progress for this newly organized group at Chicoutimi.

**OTTAWA**—First steps to keep brand-name manufacturers in the price line their product actually deserves have been made by the Canadian Association of Consumers. The organization has launched a publication containing results of testing of brand-name commodities. It's a "sister" of "Consumer Reports" published in the United States.

## First for Local 401

Twenty-eight dollars per month is the average increase obtained for seventy employees of Anglo Canadian Pulp and Paper Company in Forestville, Quebec. A two-year agreement, effective May 1963, has been signed by the Company and Local 401. All adjustments, however, are retroactive to March 1, 1963, the date of certification.

The agreement contains all of the important fringe benefits, including grievance procedure, seniority provisions, sick leave, vacation provisions and union security clauses. It was further agreed that all improvements in fringe benefits, including pension and welfare benefits, and wages negotiated by Local 241 in Quebec with Anglo Canadian would be accorded the members of Local 401.

The agreement was ratified unanimously by members of Local 401.

## Local 225 Grants a Student Scholarship

For the third consecutive year, Ottawa Local 225 of the Office Employees International Union, has granted a \$100 bursary to a student in the School of Social Welfare of St. Patrick's College. The recipient of the bursary will be selected by the Dean at the opening of the school year.

Local 225 is already contributing \$100 a year for the next three years to the Labour College of Canada which will be officially opened in Montreal on June 1.

This bilingual college, the

only one of its kind in Canada, has been established by the Canadian Labour College and the Confederation of National Trade Unions, in conjunction with McGill University and the University of Montreal for the training of Trade Union leaders.

Local 225 recently held its annual election of officers.

Marjorie Robertson was elected President. Kathleen Pender and Reta McGillis were chosen as Vice Presidents. Other officers are: Treasurer—Anne Button; Corresponding Secretary—Renna Brousseau; Recording Secretary—Dorothy York; and, Trustees—Ruth Cook, Rosemarie Maloney and Gail Joyce.

## NLRB Issues Complaint Against American President Lines

The National Labor Relations Board issued a complaint against the American President Lines as a result of charges made against the Company by OEIU Local 3, San Francisco.

The principle violations are under the headings of Section 8(a)(1) and (2) and Section 2(6) of the Act.

Examples of violations of Section 8(a)(1) are:

- Threatening employees with loss of jobs or benefits if they should join or vote for a Union.

- Questioning employees about their Union activities or membership in such circumstances will tend to restrain or coerce the employees.

- Spying on Union gatherings.

- An employer violates Section 8(a)(2) by:

- Taking an active part in organizing a Union or a committee to represent employees.

- Paying and reimbursing employees for time spent on the assisted Union's business. The law specifically forbids an employer "to dominate or interfere with the formation or administration of any labor organization or contribute financial or other support to it."

According to Case No. 80 CA-2638, company officials interrogated employees concerning their activities on behalf of the Union. Continuing this illegitimate practice, said officials during the month of February initiated, formed and sponsored a committee in order to thwart the efforts of the Union in organizing the employees, a maneuver specifically forbidden by provision of the National Labor

Relations Act.

From February to April, company officials working with committee members on company time, discussed wages, hours, grievances and conditions, usurping the normal functions of

## Local 334 Wins Insurance Co.

After a campaign lead by Mrs. Jerry T. Bogley, Vice President of OEIU Local 334, the employees of the Richmond Beneficial Insurance Company, chose that Local Union as their collective bargaining agent in a National Labor Relations Board election by a vote of 12 to 5.

The company had originally contended that its gross business did not meet the standards set by the National Labor Rela-

a legitimate collective bargaining unit.

A hearing is scheduled for August 13, 1963 before a Trial Examiner of the National Labor Relations Board in San Francisco.

tions Board and that an election, therefore, should not be held. Upon investigation by representatives of Local 334, it was ascertained that the company's gross business was far in excess of the NLRB's inflow and outflow standards.

It was only by virtue of an alert Local Union leadership that this obstacle was surmounted and an election held.

Local 334 is now in the process of negotiating a contract with the company.

## Benefits Won at Joy Mfg. Co.

One hundred employees of the Joy Manufacturing Co., Franklin, Pa., through the successful negotiations of the Local Committee, assisted by International Representative J. M. Sleeth, will enjoy the following benefits:

- \$6.00 monthly increase per employee.

- An additional half holiday before Christmas creating a total of 8½ days.

- Four full weeks' vacation after 25 years of service.

### Vacations Improved

- Other vacation extensions on a progressive scale include 3 weeks and 1 day after 17 years; 3 weeks and 2 days after 19 years; 3 weeks and 3 days after 21 years; and 3 weeks and 4 days after 23 years of service.



from the desk  
of the  
**PRESIDENT**

## Racial Intolerance in Unions

**A** LONG with approximately 300 labor leaders, your President attended a meeting at the White House, called by President Kennedy to deal with racial problems in trade unions. President Kennedy, Vice President Johnson, Secretary of Labor Willard Wirtz, and Attorney General Robert Kennedy briefly described the progress made thus far in the elimination of racial intolerance in labor unions.

AFL-CIO Secretary-Treasurer William Schnitzler read a message prepared for the meeting by AFL-CIO President George Meany. The contents of President Meany's message, in our opinion, describes the problem most accurately. He stated:

"While progress has been achieved thus far, such progress will be empty of practical value if there are no jobs for those now entitled to them on an equal basis. A sign that reads 'No Help Wanted' gains nothing by applying to all races instead of one.

"The same facts apply to the long-time insistence of the labor movement that a Federal equal employment opportunities law is essential. We have not wavered from that position. If anything, our conviction is firmer than ever. But we recognize that opportunity itself is the first requisite.

### Employment Key Factor

"It is an incontrovertible truth that the greatest single contribution that could be made toward equal employment opportunities for Negroes is full employment opportunities for all Americans. Many job creating programs and policies have been proposed by the Administration. Some have been adopted and the Congress should act promptly on those still pending. We have urged additional measures which we feel are necessary to achieve full employment, and thus to give reality to the principle of equal employment opportunity.

"When we turn to housing, we find a similar situation. The administrative steps taken towards equal access to housing were most welcome and we hope their enforcement will be strengthened. But for equal access to decent housing to take effect, there must be enough decent housing to go around. Segregated housing is not just a matter of discrimination. It is also a matter of slums. Each feeds the other and both must be attacked. For, in addition to all else, throughout the North, segregated housing is the major cause of de facto segregation in the public schools."

Secretary-Treasurer Schnitzler also gave a step by step description of the progress that has been made towards eliminating the last vestiges of segregation in trade unions.

Very little was said, however, regarding the fact that 90 per cent of the unions in this country have little or nothing to do with the hiring practices of the employer.

The vast majority of these unions admit anyone regardless of race, creed, or color to membership. In fact, our major obstacle is the unionization of the unorganized regardless of race.

### Unfair Labor Practice?

Too many of our public officials seem to forget that the Taft-Hartley Act, passed in 1947, eliminated unions from the hiring picture with the possible exception of certain skilled crafts. If most unions, including our own, were even to suggest in collective bargaining that our union be consulted before new placements are made, we would find ourselves charged with an unfair labor practice for an alleged attempt to incorporate the closed shop in our collective bargaining contracts.

I dare say that there are numerous unorganized employers, particularly in the "right to work" states, who continue to discriminate in hiring practices.

It is our opinion that when the Congress outlawed the closed shop, through the Taft-Hartley Act, in the year 1947, it accomplished a disservice not only for the unions, but for the country and economy as well.

## 500 OEIU Members Make Substantial Gains



**OFFICIALS OF THE OFFICE EMPLOYEES INTERNATIONAL UNION AND REYNOLDS ELECTRICAL & ENGINEERING CO.** are shown after they reached a collective bargaining agreement. Seated from left are John Gorman, President of OEIU Local 400; Frank E. Morton, OEIU International Vice President; Ron W. Kiehn, Deputy Manager of REECo.; and Chadwick Lemon, Director of Industrial Relations for REECo.. Standing from left are Gordon Stanton, Local 400 Vice President; Al Guzman, Local 400 Secretary-Treasurer; Joseph F. McGee, OEIU Representative; Wayne P. Wahl and Robert Amberger both of REECo. Industrial Relations staff.

A collective bargaining agreement covering over 550 office and clerical employees has been reached between Office Employees International Union, Local 400, AFL-CIO, and Reynolds Electrical & Engineering Company, Inc. The Company operates under an Atomic Energy Commission Contract at the Nevada Test Site and has offices at Las Vegas, Mercury, Fallon and Tonopah, Nevada.

Features of the agreement include an average 10 per cent wage increase retroactive to February 4, 1963, and a 3 per cent across the board wage increase on January 7, 1964.

Other benefits gained by the OEIU include automatic wage increase for all job classifications; twelve cents premium pay for second shift work and twenty cents per hour additional for third shift work.

The contract also calls for the posting of all jobs and job bidding by employees; a grievance procedure; arbitration; two paid fifteen minutes rest periods in each eight hour shift, subsistence pay for employees reporting to Mercury; eight paid holidays. Employees accrue eight hours of vacation credit for each calendar month for the first three years of employment and ten hours for each month vacation credit after three years of service. Vacation credits may be accrued to a maximum of 24 days.

Other important gains include fifteen days paid sick leave per year, to a maximum of 90 working days after one year of employment; five days personal leave of absence with pay; maternity leave of absence, three

days paid funeral leave in the event of a death in the family of an employee; pay in lieu of notice of lay-off; time off for voting; court leave without loss of pay for jury duty or when an employee is required to testify or participate in any court case or administrative proceeding; Military leave pay for service in the National Guard or any of the reserve units of the United States armed forces; accumulation of seniority while serving in the U. S. Military service during his initial enlistment period.

In the event the Company introduces or uses any Data Processing Equipment, Computer Equipment or similar automated office devices, the Company and the Union mutually agree to utilize and arrange for the training of individuals for the operation of such equipment. The Company and the Union also agreed to make every effort to find suitable openings within the bargaining unit for employees who may be displaced by the introduction of automated equipment.

The contract also calls for a Health and Welfare Insurance program. Also the Company and the Union have agreed to establish a Joint Pension Committee to investigate the feasibility of establishing a Pension Program for REECO white collar workers.

Office Employees International Union, Local 400, AFL-CIO, was represented by John Gorman, President, Gordon Stanton, Vice President, Al Guzman, Secretary-Treasurer, Frank E. Morton, International Vice President, and Joseph F. McGee, International Representative.

## Local 29 Scores A Big Gain

Local 29, Oakland, Calif., has won its largest election victory since 1958. On June 8, the employees of Technicolor Inc. voted in a secret ballot election 58 "yes" and 15 "no" to merge their independent association with Local 29.

Talks had been initiated about two months ago between officers of the United Photofin-

ishing Employees Association (Technicolor group) and Local 29. On May 2, Business Representative John Kinnick addressed a regular meeting of the Association and answered questions about the merger.

The officers of the Association, John Begon, Nadine Crawford, Carol Harley, and Eileen Jack recommended the merger and helped bring about the favorable vote. The present agreement runs until December 3, 1963.

## Local 20 Settles With Maidenform

Bayonne, N. J.: A \$5.50 wage increase to be effective in two steps was part of the recent contract renewal reported by Local 20 President John Goughran.

Additional new features of the contract include:

- An improved grievance procedure.
- Technological change clause (a provision whereby the

company will pay any employee who serves on jury duty a sum equivalent to three-quarters of each day's pay for a maximum of ten days).

- Improved sick leave plan.
- Better cost of living wage reopener.
- Three (3) day funeral leave.

Other provisions include a straight 5% increase for ship-

ping department personnel employed on an incentive rate.

Members of the Negotiating Committee included Chairlady Sylvia Krumpel, Regina Bull, Doris Leynski, Lucille Licari and John Brooks. The Committee was ably assisted on various occasions by Local 20 President Goughran, Attorney Zach Schneider and International Rep. Bud Manning.