WHITE COLLAR

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

The NLRB on Recognition
—See Page 3

No. 238 **December, 1965**

Season's Greetings

Feliz Navidad

Joyeux Noël

The Executive Board of the Office and Professional Employees International Union takes this opportunity to wish to our members everywhere a

Merry Christmas
and a
Happy New Year

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OPEIU Wins Airline Bonanza, Ballot Brings Unit of 270

A unit of 270 Bonanza Air Lines Inc. agents chose the OPEIU as their representative in a mail ballot election conducted early in November by the National Mediation Board.

Bonanza Air Lines services the major vacation spots of the Southwest with 19 stations located throughout Arizona, California, Nevada and Utah. Bonanza General Offices are located at Las Vegas, Nevada.

Included in the widely scattered unit are Passenger Service Agents, Reservation Agents (including City Ticket Office Agents) and Teletype Agents.

The OPEIU replaces the Bonanza Air Lines Agent Association, which was also on the ballot in the election.

Saw Handwriting

During the last contract negotiations it became evident to most Bonanza employees that their Association was handicapped in its dealings with management. They realized that they needed professional representation and the backing of a strong, effective international union in order to catch up and stay up with the economic gains being made by other organized white collar workers.

Two-Week Campaign

A number of interested employees contacted the OPEIU for assistance, an organizing committee was formed and the campaign for stronger representation was under way. With the active support of Bonanza agents the OPEIU was able to sign up enough employees in two weeks to permit the filing for an election with the National Mediation Board.

Former officers and stewards

(Continued on page 4)

Local 11 Wins Grinnell Vote

Twenty-five office employees at the Grinnell Corporation in Portland, Oregon voted four to one for Local 11 representation in an election conducted by the National Labor Relations Board.

In order to win the right to cast ballots, the employees first had to carry out a successful three-week strike.

Strongly biased against unionism, the company refused to bargain with Local 11 and subsequently opposed an NLRB consent election. The employees were determined to win union recognition and walked off the job until the consent election had been held.

The Grinnell Corporation is a major national pipe and sprinkler system outlet with branches in every major city of the United States.

Organizer Walter A. Engelbert led the Local 11 campaign.

Philadelphia Local Signs R. L. Polk Unit

The employees of The Polk-Connelly Organization in Philadelphia have won the right to be represented by OPEIU Local 14.

The management of the concern, a division of R. L. Polk Company, recognized the union as the collective bargaining agent for the 140 employees after a card check.

Polk-Connelly is one of the largest direct-mail advertising firms in the United States, and the union too used the direct-mail approach in conducting its organizing campaign, following up with telephone calls.

Two well-timed meetings climaxed the campaign, the success of which was made possible by an energetic employees organizing committee spearheaded by Leonard Hicks and Ruth Scott. They were elected to serve on the bargaining committee.

In making the case for unionism, Local 14 stressed the advantages that the employees of other R. L. Polk units were enjoying as a result of OPEIU contracts.

Local 14 President Edw. Springman and International Representatives John Fitzmaurice and Bud Manning worked together to achieve the new OPEIU victory.

U. S. Reports:

Minimum Wage Cheating By Employers on Rise

Employer violations of the Fair Labor Standards Act and the Public Contracts Act have increased every year for the past 10 years, and in 1965 the total of illegally withheld wages was 23 per cent higher than in 1964, according to a U. S. Department of Labor report.

The report showed that a significant number of employers are victimizing workers who need every cent of their earnings to get along—those whose wages are set by the minimum rates in the Fair Labor Standards Act. Other highlights of the federal report:

- 400,000 Americans were underpaid nearly $75 million in minimum wages and overtime earnings last year.
- Employers caught by Wage and Hour inspectors in violation have been ordered by federal judges to pay $24 million to underpaid workers.
- These violations were

(Continued on page 3)

How Would You Rule?

Employees of the "X" firm had received a Christmas bonus for many years and naturally were quite shocked when management abruptly ended it.

"You can't unilaterally terminate the Christmas bonus," stated the union, taking the issue to the National Labor Relations Board. "The bonus is a part of wages that your employees have been conditioned to expect and receive."

"We disagree," was the firm's position. "A Christmas bonus is a gift by the company and accordingly is revocable at our discretion."

How would you rule? *See Page 4 for answer.*

Meeting at Memphis, Tenn.

The never-ending work of union education goes on. Here those attending the Southeastern Educational Conference, held in Memphis, Nov. 6-7, pose on a spiraling staircase with President Howard Coughlin. Photos of other conferences on Page 3.

LOOK FOR LABEL

A call to union members to look for the union label when they do their Christmas shopping has been issued by the AFL-CIO Union Label & Service Trades Department.

WHITE COLLAR

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

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Office Work Measurements

Companies are borrowing some tools, both old and new, from the production line in order to hold down the costs of office work. Stopwatches, and statistical tables of time-motion data are being used in clerical work measurement.

The computer, too, is producing performance standards for both blue-collar and white-collar workers.

So far, banks and insurance companies have led the way in measuring clerical jobs and establishing work standards.

In office work, micro-second analysis is most common in simple repetitive clerical jobs. Time measurements are used for other types of work.

A number of banks and insurance companies have been able to reduce their staffs considerably as a result of the use of work measurement programs.

OPEIU Locals are alerted to the ways and means now being used by certain managements to squeeze jobs out of their staffs.

Easing Technological Change

Seymour L. Wolfbein, Special Assistant to the Secretary of Labor, in an address to the Southwestern Legal Foundation's Institute on Labor Law, recommended a list of ten safeguards to ease technological change. The list is as follows:

1. A collective bargaining contract that spells out in detail management's right to make technological changes.
2. A pledge by management to give adequate notice of impending technological change.
3. A specific written mandate guaranteeing job security during introduction of new technology.
4. Application of seniority to training and retraining, thereby recognizing that the older the worker the more likely that retraining will be needed.
5. Company-financed displacement allowances.
6. Contingent arrangements, such as early retirement, to supplement the training and job security guarantees.
7. Agreed-upon procedures for negotiating wage rates for new jobs before the jobs are set up.
8. Continuous rapport with public agencies that might provide help, such as the on-the-job training programs available under the Manpower Development and Training Act.
9. Training that is company-financed, on company time, and at the wage rate of the old job.
10. Provision for continuous meetings between union and management throughout the process of technological adjustment.

The OPEIU has been advocating similar procedures since 1955.

We are glad to note that a representative of the federal government agrees that these procedures are essential if we are to have orderly technological change.

Sex Bias in Insurance Plans

Sex distinction in benefits and costs under a medical insurance plan may violate the Equal Pay Act in the opinion of Clarence T. Lundquist, Wage and Hour Administrator. He believes that unequal insurance benefits for males and females do not violate the law if the actual payments made or costs incurred by the employer are equal.

If, for example, the cost for full family coverage is given equally to married male and female employees alike, there would be no violation. If, however, a female married employee wanting family coverage was required to pay the difference between the cost of individual and family coverage and the married male employee was not so required, there may be a violation.

AFL-CIO Lauds 89th Congress

The AFL-CIO Executive Council has hailed the first session of the 89th Congress as "the most productive Congressional session ever held."

The Council singled out among "highlights in a list too long to enumerate" passage of medicare and other health legislation, social security improvements, aid to education at every level, the Voting Rights Act, stepped up war on poverty, regionally-based public works, housing; creation of the Department of Housing and Urban Development, highway beautification.

In a separate statement, the Council said a vote on repeal of 14(b) in the Senate is "the first and unalterable objective of the AFL-CIO in 1966."

It attacked Sen. Everett Dirksen's filibuster, which prevented a vote on repeal on its merits in the session just concluded, charging Dirksen "has done grievous damage to the basic principles of representative government." The Council vowed in 1966, "We will be fighting, not just for a favorable vote, but for the right to vote."

Following is part of the record of the first session of the 89th Congress:

• *Medicare*—Enacted after a 20-year struggle. Brings hospital care for the elderly under the social security program. Provides option plan to help pay for doctors' and related fees.

• *Social Security* — Benefits increased seven percent retroactive to Jan. 1, 1965. Increased earnings of recipients permitted without loss of benefits. Liberalized provisions for widows, disabled and dependents.

• *Public Education* — First major program of federal aid to public elementary and secondary schools. Primary aim: to help children of the poor break out of poverty cycle through education. More than 90 percent of counties in the U.S. will benefit.

• *Higher Education* — New program of scholarships and low-interest loans to help young persons from low and middle income families attain college education. Doubles funds for college construction to accommodate booming college-age population. Provides money to build up college libraries and to improve level of teaching at smaller colleges. Establishes a national teacher corps to train teams of experienced and novice teachers to teach in slum schools (appropriations were knocked out in last days of Congress).

• *Civil Rights* — A strong follow-up to the sweeping Civil Rights Act of 1964, the Voting Rights Act of 1965. Guarantees all Americans the right to vote. Provides for federal registrars in areas where patterns of discrimination exist in registering and voting. Eliminates literacy tests as conditions of voting.

• *Taxes* — Excise taxes slashed on long list of consumer goods. Average family will benefit by savings of $57 annually, according to U.S. Treasury Department.

• *War on Poverty*—Series of programs including special aid to 11-state Appalachia area; broad planning for regional development through public works; Operation Head Start to give children of the poor preschool training; Neighborhood Youth Corps to help jobless youngsters; VISTA, a domestic peace corps.

• *Housing*—Stepped-up construction of low-rent public housing, grants for home improvements for home-owners earning less than $3,000 a year, housing for the elderly. Breakthrough rent subsidy plan to help poor meet rent payments for decent housing, though enacted as part of bill, was squeezed out by Congress' refusal to appropriate funds. President Johnson has vowed to fight to restore it next year.

• *Pollution Control*—Legislation providing for both air and water pollution. Requires 1968 model autos be equipped to control exhaust. Takes steps to control pollution filling air from industrial fumes, smoke of municipal dumps.

• *Aid to Cities*—Enactment of law creating new Department of Housing and Urban Development. Gives urban-dwellers voice at Cabinet level for first time. Will coordinate all programs of federal aid to cities, helping them deal with problems of transportation, education, housing, development of community facilities.

• *Manpower Training*—Improved 1962 act by extending period during which persons could receive training from one to two years, providing additional benefits and allowances for trainees. Also now permits 100 percent federal financing rather than requiring states to pay one-third of program's costs.

• *Health* — In addition to medicare, a sweeping series of measures to improve the health of Americans, the quality of their care.

Unfinished Business

The OPEIU and the rest of organized labor will be fighting for four major pieces of legislation when the second session of the 89th Congress convenes next month.

They are: Repeal of 14(b); minimum wage improvement; thorough reforms in unemployment compensation; and situs picketing.

Returning to Southwest Texas State College, from which he was graduated 35 years ago, President Lyndon B. Johnson signed the higher education bill which includes scholarship, loan and work opportunity programs. The President said the bill means that a youngster "can apply to any college or any university in any of the 50 states and not be turned away because his family is poor."

Birchers Deep in Fight To Keep 14(b)

The John Birch Society is deeply involved in the campaign to keep Section 14(b) in the Taft-Hartley Act.

Robert Welch, founder and president of the extreme right-wing organization, confirmed this in answer to a question at a news conference in Washington.

"Retention of Section 14(b) is not one of our 12 continuing study projects, but it is a temporary project of the society," Welch said. "I am sure that most of our members would support 'right to work' laws."

He observed that the Birch Society works "very close with the National Right to Work Committee. In fact, in a recent bulletin to our members we gave the name and address of the

(Continued on page 3)

Labor and the Law

By Joseph E. Finley
OPEIU General Counsel

NLRB on Recognition

Another important example of how you can win bargaining rights even if you lose an NLRB election has been provided in a case brought by Local 13 in St. Louis against Von Der Ahe Van Lines. Some of the legal problems in that case may affect many of you. Local 13 held a meeting attended by 13 office clericals, all of whom signed membership application cards. A statement was made at the meeting that it was Local 13's policy to waive initiation fees until 30 days after an NLRB election. This statement was later challenged by the employer, who claimed the employees had been "bought." Those of you who tell employees in a campaign that initiation fees will be waived can rest assured, for the Board overruled the company's objections. However, when you tell employees about no initiation fees, be sure to include the magic words that this applies "win or lose."

Local 13 then made a demand for recognition upon the company. The employer rejected the demand, saying he had "no evidence" that the union represented a majority. Incidentally, in other recent NLRB cases, the Board has indicated that it will view your demand for recognition even more favorably if you include an offer to prove your majority by a card check, which could be conducted by any impartial person, such as an arbitrator or public official. The employer immediately embarked upon a campaign of unfair labor practices, involving discharges, serious threats, interrogation, surveillance, and other common union-busting tactics. Despite all this, Local 13 went ahead with the election, which was lost. After the votes were counted, Local 13 then filed objections, based upon the employer's conduct after the petition was filed, and also filed a host of unfair labor practice charges, including a refusal to bargain allegation.

The case then went through the long process of a trial before a trial examiner and then an appeal to the NLRB in Washington. The employer claimed that two clerks were supervisors, but the Board overruled these contentions, stating that merely calling someone a supervisor doesn't make it so. Because of the serious unfair labor practices, the company was ordered to recognize and bargain with Local 13, even though the NLRB election was lost.

Now, let's look at another recent NLRB case to show the other side of the coin, where a union loses on its claim for recognition based up on a majority of employees signing cards. In this case, union representatives went in to see the employer and spread a majority of cards on a table in front of the boss. The employer refused to recognize the union. Charges of refusal to bargain were filed and this case went through appropriate NLRB channels. The Board pointed out again, for the benefit of all of us, that in cases where an employer is charged with a refusal to bargain based upon a majority claim of signed cards, there is the burden of proof that the employer in bad faith declined to recognize the union. How do you prove bad faith? The Board said, "This is usually based on evidence indicating that respondent has completely rejected the collective-bargaining principle or seeks merely to gain time within which to undermine the union and dissipate its majority." In other words, the key to winning recognition on a majority of cards is still the extent of unfair labor practices committed by the employer. If you have a majority, and make a demand, the employer's future conduct is the answer. If he behaves himself and does not violate the law, you will have to win an election. If he commits unfair labor practices after you make your demand, you will have an excellent chance of winning bargaining rights without an election.

(Continued on page 4)

CANADIAN NEWS

The Canadian Educational Conference, held in Toronto, Ontario, October 23-24.

Canadian Unionism Shows Gain

Canadian union membership rose by 100,000 between January of 1964 and the beginning of 1965 to hit a record high of 1,589,000.

The Canadian Department of Labor showed that 71 per cent belonged to international unions.

Birchers

(Continued from page 2)

Right to Work Committee and asked our members to work with this group."

The National Right to Work Committee has not only been seeking to block repeal of Section 14(b), but has a continuous campaign to push for compulsory open shop laws in each of the 50 states.

Repeal of 14(b), which permits these state laws, was voted by the House in the first session of the 89th Congress, but was stymied in the Senate as a filibuster led by Minority Leader Everett McKinley Dirksen (Ill.) prevented it from coming to a vote.

Abitibi Power & Paper Co. Pact to Run for Three Years

A new three-year agreement with the Abitibi Power and Paper Company, Ltd., has been ratified by eight OPEIU local unions in Manitoba, Ontario and Quebec.

The pact, which runs to April 30, 1968, provides for four wage increases, as follows:

- A general wage increase of $25 monthly retroactive to May 1, 1965.
- A four per cent increase effective this coming February 1st.
- A $17 monthly increase as of November 1st of next year.
- A three - and - a - half per cent increase effective August 1, 1967.

The Abitibi employees benefiting from the new agreement are members of Local 151, Iroquois Falls; Local 214, Sault Sainte Marie; Local 236, Thunder Bay; Local 236, Lakehead Woodlands; Local 216, Pine Falls; Local 191, Beaupre; Local 161, Smooth Rock Falls; and Local 282, Sturgeon Falls.

Other provisions, originally negotiated by the production workers and subsequently won by the white-collar group, include three weeks of vacation with pay after eight years of service; four weeks after 20 years; and five weeks after 25 years. Employees who have 25 years of service and are in the 60-65 age group are to receive additional vacation of one to five weeks.

Also increased contributions by the company to the medical, surgical and hospital insurance; company and government pension plans integrated at no increased cost and with no reduction in benefits; severance pay of one per cent of an employe's total earnings; salary continuance insurance; and provision for schedules, hours of work, wages and working conditions prior to the implementation of a continuous operation, commonly called "a seven-day operation."

Assistant camp clerks, who have been receiving the maximum in Grade C for a year, and have demonstrated their ability to fulfill the duties of camp clerks, will be promoted to Grade D.

Pulp license scalers are promoted to Grade D, with a $1.50 per day premium for full license scalers, and a shift differential of 75 cents for the second shift, and $1 for the third shift.

All field personnel with first aid certificates to receive a supplement of $10 per month.

Northwestern Educational Conference, held at Tacoma, Washington, November 13-14.

*Minimum Wage

(Continued from page 1)

found by Wage and Hour inspectors who visited only five per cent of the nation's 1,100,000 business establishments.

- In the year ending June 30th, it was found that 18,605 children were illegally employed: 7,076 on farms, 11,529 in other businesses. The record for the previous year was even worse: 21,006 minors were employed in prohibited work.

from the desk of the

PRESIDENT

Strikes Are Rare—But On Occasion Are Essential

Some years ago, the National Planning Association stated: "The absence of strikes is not the only criterion of good industrial relations nor is their occasional occurrence a proof that relations are bad."

Some advocates of finding other methods of resolving labor disputes base their case on the contention that strikes are "futile" since workers often don't gain as much as they lose in pay.

An article in the AFL-CIO publication, "The Federationist" replied recently to this type of argument in this way: "This argument is unrealistic. Workers strike only because they feel that bettering their conditions and maintaining their union is worth the sacrifice. They strike to get a fair settlement because they could not get it any other way."

Strikes, however, are rare occurrences on the American scene. Actually, twice as much work time is lost each year because of on-the-job injuries than is lost because of strikes.

The November issue of the AFL-CIO "Federationist" analyzes many of the common misconceptions about strikes including the fiction that the public is always the loser when labor and management clash. It points out that if we were free from strikes, it would mean that workers are accepting the dictation of working conditions by either the employer or the government. In effect, therefore, strikes are an indication that our system operates as a democracy.

All one has to do in order to prove this point is to question whether or not there have been strikes in Soviet Russia or their Communist satellite nations. Needless to say, workers are not free to strike in those countries and never will be under a totalitarian system.

Elizabeth Jager of the AFL-CIO Department of Research, in "The Federationist" article, seeks to set in proper perspective the impact of strikes on the nation's economy and the true reasons why we have strikes.

She does not question the fact that there is a "public interest" in many strikes. However, she also stresses that the public has an interest in insuring the fact that the democratic concept of collective bargaining and the right of workers to use the strike weapon is continued.

All unions have a system of checks and balances to prevent hasty and unnecessary strikes. The most common procedure is a secret ballot vote on the part of the union members directly involved, approval by the Local Union itself, and subsequent authorization by the parent union.

Many of the columnists dealing with this subject in the public press fail to point this out. In fact, in reading the usual article describing a strike, one would get the impression that a particular union leader ordered the strike—that it was caused solely by his personal decision.

Many years ago, we had federal legislation in the United States, since repealed, that required workers to vote by secret ballot before a strike could be waged. Actually, we had more strikes during that period than after this legislation was repealed. The workers involved, because the strike votes were ordered by a federal agency, got the impression that the government in effect not only authorized the strike but supported the strike. The politicians were quick to realize this and changed the law.

A Brookings Institution study by three prominent Harvard University professors came to the conclusion that in numerous instances, serious strikes have been constructive turning points in particular histories of union-management relations.

In effect, therefore, strikes in certain cases can have a positive effect in the thinking and policies of both union and management.

It is imperative that we do everything possible to educate the organized and unorganized alike that strikes which inconvenience the public may be of greater advantage to our democratic life than the temporary inconveniences they may cause.

In conclusion, we must do everything possible to preserve democratic institutions including the right to strike.

The NLRB Verdict

(Answer to question on page 1)

Management should have notified the union of its intention to discontinue the bonus and should have negotiated with the union, the NLRB ruled. It ordered the company to bargain concerning the failure to pay the bonus and on the general subject of bonuses.

The Board's decision, however, did not state the company must pay the bonus.

5th Day in Holiday Week Means Time-and-a-Half

An arbitrator has ruled in favor of OPEIU Local 333's contention that employees obliged to work a fifth day in a week with a paid holiday are entitled to overtime.

The company involved was the Westerville (Ohio) Creamery Division of Beatrice Foods Company, which required Local 333 members to work on Saturdays following Thanksgiving of 1964 and New Year's Day of 1965.

The union cited its contract in taking the case to arbitrator Vernon L. Stouffer after management declined to pay for the Saturday work at the premium rate.

The contract provides for "normal workweek" of 40 hours, with the company agreeing to pay time-and-half for work beyond 40 hours.

The company argued that the employees had not worked over 40 hours when it brought them to work on the Saturdays and were not therefore entitled to the overtime rate. The union held that the holidays counted, pointing to the contract provision for "eight hours straight time pay" for the holidays.

Stouffer ruled for Local 333, citing an earlier decision that "provision for a four-day holiday week clearly implies that fifth day of such weeks is premium day."

In his ruling the arbitrator asked:

". . . why did the company agree to a reduction of eight hours in the 'normal workweek' . . . in weeks in which holidays occurred if it were not for computing overtime, i.e., paying overtime for hours worked in excess of the hours of such reduced normal workweek? It is obvious that it was not for the purpose of assuring office employees a full regular week's pay. They would have received the same even without provision for a reduced 'normal workweek.'"

Mediated Pact Brings 153 $11 Advance

A two-stage $11 increase was won by New York Local 153 in a new three-year agreement with West Coast Lines, Inc., after arduous negotiations which included federal mediation.

A $6 increase is retroactive to last August 15, and a further advance of $5 goes into effect 18 months from that date.

Other terms included four weeks of vacation after 10 years of service and increased employer contributions to the Local 153 Welfare Fund.

The federal mediation and conciliation service entered the picture after talks reached an impasse and helped to bring about a settlement.

★ *Bonanza*

(Continued from page 1)

of the Bonanza Air Lines Association have been invited to work closely with OPEIU representatives and are being encouraged to take an active part in the affairs of the union.

The Bonanza campaign was conducted by Gordon Stanton, President and Business Representative of Local 400 at Las Vegas, and Joseph F. McGee, OPEIU International Representative.

International Vice President Frank E. Morton assisted in the campaign by holding meetings with agents at Las Vegas, Phoenix and Los Angeles. Secretary-Treasurer J. Howard Hicks coordinated the election with the National Mediation Board at Washington, D. C. and represented the OPEIU when the votes were tabulated at Alexandria, Virginia.

Detroit Local Wins NLRB Poll

A swift campaign conducted at the Gleaner Life Insurance Soicety ended in victory for OPEIU Local 10, Detroit, and the 27 Gleaner clerical employees who will benefit by union representation.

The employees voted 3-1 for the union in an NLRB election.

Local 10 President Thelma O'Dell praised committee members Anita Paschick and Dorothy Mihalciuc for invaluable assistance in the election campaign and current negotiations.

35-Hour Week Written Into Frisco Pact

Members of OPEIU Local 3, San Francisco, employed at the Mohawk Oil Corporation have won a reduction in their work week from 40 to 35 hours.

A new one-year pact with the company also provides for:

- A 5 per cent wage increase.
- Three weeks' vacation after 5 years of service and 4 weeks' after 10.
- Two additional holidays.
- An improved pension plan.

Unit of 23 Joins Local 3

Twenty-three employees of the San Francisco Shopping News will enjoy the benefits of an OPEIU collective bargaining agreement as a result of an NLRB election victory.

The clerical staff voted 13 to 3 to join Local 3, Secretary-Treasurer Phyllis Mitchell reported. Seven employees failed to vote.

Give To VOTE (Voice of the Electorate)

Arbitrating Two Cases at Once

(Continued from page 3)

Many local unions have struggled over the years with the problem of whether they can take more than one grievance to arbitration at the same time before one arbitrator. This has the obvious advantage of saving a great deal of money in the arbitartion process, but it also carries the disadvantage of possibly having an arbitrator split two cases, deciding one for the union and one for the company. If you think your cases are strong enough to combine, or you need to throw in more than one for strategic or economic reasons, then two recent rulings, one in the courts and one in arbitration, can bring us some balm.

A union in Massachusetts processed two separate grievances through the grievance procedure and then asked the American Arbitration Association to combine the two cases at one time before one arbitrator. The company then filed suit to enjoin combining the two separate grievances in one arbitration before one arbitrator. The federal court hearing the case ruled that the issue was one of procedure under the contract, and since procedural questions are for arbitrators, and not for the courts, the injunction was denied. The court then ordered the company to proceed to arbitration before a single arbitrator, but permitted it to make its arguments for separate hearings before separate arbitrators at the arbitration hearing.

How will the arbitrators rule? In a recent case, Arbitrator Vernon Stouffer held that under a contract that spoke in specific terms of "griveance" in the singular, the union could compel the employer to arbitrate several grievances at one time before the same arbitrator. He cited the major reason that "arbitration itself is dedicated to speedy, efficient and economic handling of grievances," citing several arbitration cases for that proposition. If the company believes that one arbitrator is not capable of hearing all the grievances which may thrown together, it has the choice of selecting someone who is able to hear various issues. This ruling could be extremely helpful to your local union in the future if the need arises.