



# WHITE COLLAR

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

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## Two bank units get 1st pacts



**FIRST FEDERAL SAVINGS CONTRACT SIGNED:** From left are Business Representative Lance Meier, Secretary-Treasurer Walter Engelbert, Donald C. Blair, bank attorney, and John Priel, bank president.

### In Jennings, Mo.

Wage gains ranging from \$660 in the lower grades to \$1,680 in the top classifications, reduction of the work week to 37½ hrs. in the 3rd year, an extra paid holiday bringing the total to 10, improved vacations and employer-paid Blue Cross/Blue Shield coverage highlight a first contract negotiated by Local 13 for its new 81-member bargaining unit at North County Bank & Trust Co. in Jennings, Mo. The three-year pact was overwhelmingly ratified. It provides a union shop and checkoff of union dues and initiation fees.

Wage gains the fringe benefits are retroactive to September 15, the date of certification.

Other gains are 10 paid sick leave days per year, cumulative to 25 days, maternity leave and an extended illness provision. The pact also provides promotion, layoff and recall clauses with part time employees benefiting on a pro rata basis.

The OPEIU negotiating committee included Local 13 Business Representative George O'Brien, Sherry Koch, Shirley Hipp, Jane Morrows, Jane Povis and Branden Johnson. They were assisted in the latter stages by International Representative

Bill Adams and Tom O'Brien, Local 13 organizer.

### In Vancouver

A contract raising the economic and social status of bank employees has been signed by Local 11, Portland, Ore., with the First Federal Savings & Loan Association, in Vancouver, Washington.

It is the first pact covering bank employees in the Portland area, and also the first with a savings and loan association anywhere in the nation.

The one-year pact provides wage increases of 8½% to 10%, setting a starting \$400 per month salary in the lowest grade and \$960 in the highest, according to Secretary-Treasurer Walter Engelbert, who led the negotiations.

It calls for full employer-paid family medical, dental and optical coverage, a pension plan, improved sick leave, funeral leave, job security, job bidding and posting.

The Local 11 negotiating team included Engelbert, attorney Gary Galton, Business Representative Lance Meier and First Federal employees Earle Fennimore, Erma Engelquist and Joan Dye.

### Convention notice

## Pick delegates promptly, Coughlin urges locals

President Howard Coughlin has sent a circular to all OPEIU Locals officially announcing that the Twelfth Convention will be held at the Hotel Deauville, in Miami Beach, Fla., from June 7 through June 11.

The circular also announced that an Educational Conference for all delegates from U.S. local unions will begin at 2:30 p.m. on Sunday, June 6, in the convention hotel, and that the All-Canadian Educational Conference will be held in the same hotel on that date, starting at 2:00 p.m.

Coughlin's communication continued:

"We are forwarding this early notice to insure the fact that Local Union delegates are elected in a timely manner and the names of such delegates are sent to the International Office as soon as possible. This will

### **Local 8 wins municipal unit**

Local 8 in Seattle, Washington, has won a representation election for municipal employees in the City of Ellensburg, Wash.

Some 15 clerical and technical employees, including draftsmen and a computer operator, are in the unit, according to Asst. Business Representative Daniel A. O'Brien.

preclude having the entire Convention act on the seating of delegates whose credentials are not received within the time limits prescribed by the Constitution.

#### **Resolution Procedure**

"Further, upon receipt of the list of delegates from each Local Union well in advance, your President will appoint Convention Committees which will be asked to meet on June 5th and June 6th, prior to the Convention, to act on all resolutions received. Committees will then be ready to report to the Convention on the first day without the usual delay.

"Local Unions are asked to act immediately on resolutions to be submitted to the Convention. Again, such immediate action by Local Unions will avoid the possibility of presenting late resolutions to the Convention which require a two-thirds vote before they can be referred to the appropriate Committees. The text of these resolutions should also be sent to our office.

"As you are all aware, the official Convention call must be

sent to Local Unions by the Secretary-Treasurer of the International Union at least 90 days prior to the opening date of the Convention. This Convention call generally provides information such as allotments of monies from the Convention Fund which can only be determined after the close of the fiscal year. As a consequence, in the past delegates were not elected until after the Convention call was received and, in many cases, credentials were not received in a timely manner. Most resolutions were received late and were, therefore, not printed and available for scrutiny by all delegates.

"We trust that this early Notice of Convention will insure the expeditious handling of the business of the 1971 Convention."

Plans for the convention were made at the December meeting of the Executive Board.

Under the constitution, the Office and Professional Employees International Union holds convention every three years. The June 1968 convention was held in Philadelphia.

### **Meet Bill Adams**

International Representative Bill Adams, recently named an OPEIU Vice-President to replace Sarah Keenan (retired) on the Executive Board, was born in Carterville, southern Illinois. After graduation early in World War II he joined the U.S. Navy, serving on the U.S.S. Warrington for four years.

Following the war, he was employed by the A. O. Smith Corporation where he helped to organize a union of office and technical employees which later joined the Office and Professional Employees International Union, as Local 311.

Adams was chief steward and president of the local for many years, demonstrating his capacity for effective leadership.

When the Midwest Organization Council was set up, by local unions on Wisconsin and Illinois, he became its first organizer and was named International Representative three years later.

He married his wife, Jean, in 1949. They have three children,



Bill Adams

William, 19; James, 17; and Cynthia, 13.

As Vice President for Region VII, Adams will be based in Kankakee, Ill., and will cover the North Central area.

## WHITE COLLAR

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

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# Wall St. local hikes wages 19%



Local 205: President John R. Kret puts signature to contract covering 390 employees at the American Stock Exchange. Seated to right are ASE President Ralph S. Saul and ASE Vice-President Joseph J. Gulick. Standing are Local 205 officers, board members and shop stewards.

Members of Local 205 at the American Stock Exchange by a 192-to-25 vote ratified a new 30-month contract bringing a 19% boost in wages and fringe benefits.

Local 205 President John R. Kret said the contract calls for an increase of 8% retroactive to

November 1, a 6% boost on December 1, 1971, and a 5% rise on December 1, 1972. The contract runs to April 30, 1973.

Other gains include an 8% differential for the second shift; 10% for the shift beginning at 10 p.m., and 12% for the third shift. The pact also provides

three weeks vacation after five years, four weeks after 14, and five after 23 years.

Kret said the contract covers more than 400 employees in all departments, and estimated that fringe benefits would account for 2% to 3% of an employee's total compensation over the life of the pact.

## Let's go after those non-members

With unemployment at the highest level in a decade and continuing to rise, it is now more important than ever to build up OPEIU membership in every bargaining unit. It's an old but true saying that "a chain is only as strong as its weakest link."

Without a union shop, non-members enjoy a free ride—sometimes not aware that they are acting contrary to the interests of their fellow-employees and even against their own best interests. They weaken the bargaining power of the union and hamstring its efforts in contract negotiations to obtain the best wage gains and fringe benefits for everyone.

Non-members give the union that fights for them no financial assistance but—very conveniently for them—enjoy the benefits that are won. We have yet to hear of a case where, out of principle, a non-member felt conscience-bound to refuse any union-won improvement in wages or general working conditions.

Now more than ever before, a growing and militant white-collar union movement is essential if office and professional employees are to maintain the gains already won and go on to greater achievements. Each of us should pledge to sign up the non-members in our bargaining units. In doing so, we will be acting in accordance with sound union principles and our own self-interest.

## Roosevelt local showed the way

We congratulate Local 391, in Chicago, bargaining agent for the office employees at Roosevelt University, which just celebrated the Tenth Anniversary of its affiliation with the OPEIU after 15 years as an independent union. Its action marked the first entry of any large university into the mainstream of the white-collar union movement. (See story on this page.)

In the past few years, citing the fact that we represented the employees at Roosevelt University, the OPEIU has successfully unionized office employees at Fordham University and the Jewish Theological Seminary, both in New York City; Lakehead University in Ontario, Canada, and librarians at Wayne University, in Detroit. Nevertheless, the growth of unionism in the educational field has been somewhat slow.

This was due to the 1951 ruling by the National Labor Relations Board which exempted most charitable and educational institutions from coverage by the labor law. Within recent months, the NLRB reversed itself and in a new ruling extended its jurisdiction to clerical employees and professional staffs of private colleges and universities.

In the 20 years since the 1951 decision, college enrollment has doubled, nonprofessional employment now totals 263,000 in addition to 247,000 full-time professionals in the nation's 1,450 colleges and universities. With the new NLRB ruling, it can be expected that the white-collar union movement will gain new momentum among employees at these educational institutions.

The Roosevelt University office employees can feel justly proud that a decade ago they saw clearly into the future by hoisting the OPEIU banner as the most appropriate union to represent them in the educational field.

## Unionism's pay gain edge

A U.S. Bureau of Labor Statistics survey of wage developments in the first half of 1970 finds that union employees scored 7.8% in pay gains, compared with 5.4% for non-union employees.

The number of non-union employees receiving increases "is quite sensitive to economic conditions," the BLS notes, adding: "It is significant that only 28% of these workers received some form of general increase in the first half of 1970, compared with 46% in the same 1969 period."

## Keyserling: Wage raises are key answer to slump

Bigger take-home pay for America's workers is needed to pull the nation out of its economic slump, according to economist Leon H. Keyserling, who headed the President's Council of Economic Advisers during the Truman Administration. He gave his prescription for ending the recession in a study published by the prestigious Conference for Economic Progress, stressing increased buying power for workers — wage increases above the level of climbing prices—as the major ingredient.

Keyserling calls for a "shift to vigorous expansionary policies" that go far beyond any now under official consideration.

The Nixon economic game plan "has failed miserably" and has put the nation in an "absolute economic recession," Keyserling declares. This failure, combined with economic stagnation from mid-1966, means that hundreds of billions of dollars in potential gross national product has been forfeited, he says. The results are the sharpest rises in unemployment and consumer prices in many years.

In calling for stepped up expansionary policies, Keyserling urges increased federal government spending and an expanded money supply by the Federal Reserve System. Keyserling says that expansionary fiscal and monetary policies alone cannot restore full economic growth since undue restraints on real wage expansion could cancel out these policies.

Purchasing power currently lags behind prices because of the wage-price guidelines that were in effect from 1961 to 1966, he observes. The study also charges that these guidelines helped stabilize prices "only by causing real wage rate

gains to be far below productivity gains."

After 1966, real wages continued to lag behind the needs of the economy. This wage lag contributed greatly to stagnation and recession, Keyserling asserts.

He suggests that real wages between now and 1972 must grow at a faster rate than the rest of the economy to overcome the lag and offset any further increases in living costs. Wage rate increases also must provide much purchasing power stimulus to expand jobs.

Recent wage contracts and those coming up for negotiation "are not excessive in terms of these needs," Keyserling stresses. Even if reasonable price stabil-

ity were assured in the future, expanded buying power would still be needed to contribute to real economic growth, he notes.

"An attempt to restore price stability by restrictive wage policies would have little or no net expansionary effects," he stressed. "Wage increases have been chasing previous price increases . . . and the 'administered' price increases have not been due to the wage increases."

The current clamor for a lopsided incomes policy, Keyserling observes, continues to indict the wage earner for inflation and wrongly looks on wages as business costs instead of recognizing their key role in economic expansion.

## OPEIU link saluted at Local 391 installation

Office employees at Roosevelt University, members of Local 391 in Chicago, celebrated the 10th anniversary of their OPEIU affiliation January 21 at a special installation ceremony for its eleven new officers. OPEIU President Howard Coughlin was present at the ceremony, similar to one at which he gave Local 391 its charter 10 years ago.

Local 391 President Carrie B. Brown, reelected for a second three-year term, said that actually the union had existed for a 15-year period before it affiliated with the OPEIU. It now has 150 members, eleven

being charter members.

Besides Mrs. Brown, the new officers are Eileen Wolper, vice-president; Carolyn Combs, secretary-treasurer; Jane Bastian, asst. secretary-treasurer; Eleanor Gibbs, recording secretary; Creola Rigsby and Birdie Gonsoulin, chief stewards; Curtis A. Clemmer, Nellie Hickman and Susan Winfield, trustees, and Daphne Spencer, executive board member.

## Cable-TV salesmen scale: \$9,000 to \$17,000 yearly

Salesmen for Teleprompter Corp., largest Cable-TV company in the field with branches in major cities throughout the nation, will enjoy incomes ranging from \$9,000 annually (salaries plus commissions) to \$17,000, under a two-year contract negotiated by New York Local 153.

Business Representative Charles Ponti, in charge of negotiations, says the contract establishes a \$113.74 weekly base salary. This represents a 7.4% wage increase, with a cost-of-living allowance to take

effect next November 1. With a much higher scale of negotiated commissions, the salesmen in the future can achieve the above salary rates, he explained.

In an important advance, the salesmen for the first time will receive commissions on building-wide sales by management.

Other gains are an extra half-holiday, bringing the total to 10; sick leave allowance boosted to 12 days (was 10) cumulative to 36 days, and car allowance upped to \$7 weekly from \$5.

## Texaco pact brings increases to \$1,750

Wage gains ranging from \$1,425 to \$1,750 per member, an additional paid holiday and improved hospital-surgical and pension benefits, were won by Local 66 for 225 clerical employees in a two-year contract concluded with Texaco, Inc., at its Package Division in Port Arthur, Texas.

The pact follows the basic pattern taking hold in the oil industry. It calls for an 8½% wage boost in the first year, with another 7½% increase on January 1, 1972.

The previous contract provided an average starting wage of \$613.50 per month for clerks, rising to \$799 after eight years' service. For stenographers, the average starting rate was \$472.50 which became \$600 after five years.

The new pact provides the day after Thanksgiving as the ninth paid holiday and also grants

pregnancy leaves. Company contributions to the hospital-surgical plan will increase from \$7.50 per month to \$12.50 for single individuals, and from \$15 to \$25 for family coverage.

Employees participating in the contributory pension plan will receive additional benefits.

The negotiating team consisted of C. B. Carroll as chairman; James E. Adams, vice-chairman; Harold Bosarge, president; Charles Verret, vice-president, and Patricia Branson, Clyde Wing, Donald Castille and Gordon Covington as alternates.



The Marie V. Downey Memorial Charities Fund Committee, all IBEW office employees and Local 2 members in Washington, D.C., provided a half-dozen institutions with Christmas gifts for children, the aged and wounded veterans, in memory of the late managing editor of The Electrical Workers' Journal. From left are Hazel Gross, secretary; Irene Gambino, shop steward; Gladys Waddell, chairman; Catherina Fiora, treasurer, and Cecilia Williamson.



Local 2 members at three international unions in Washington, D.C., have worked with the Salvation Army since 1961 to help Santa Claus. This Christmas they made costumes for 220 dolls and filled 151 stockings with gifts for children. From left: Nettie Berzansky (Plasterers); Dorothy Guaris (IOUE), chairman; Millie Holmes (Plasterers); Salvation Army A/Captain Critchley; Margaret Fox, chairman (Plasterers); Salvation Army Brigadier Bertha Rickard; Donna Williams (IOUE); Adele Hazel, program chairman (Roofers); Ronald E. Lease, program treasurer (Roofers), and Alexandra Geralis (Plasterers).

## New Local 137 settlement adds cost-of-living clause

Wage gains totaling 15%, plus cost-of-living allowances in the second and third years, were won in a new three-year contract negotiated by Local 137 for office employees at Moore Business Forms, Inc., Elmira, N.Y.

The wage boost is 5.8% in the first year, 4.7% in the second, and 4.5% in the third.

The first increase is retroactive to September 15. Insurance benefits and hospital coverage were also improved.

Marion Dailey and Ruth Ferguson co-chaired the union negotiating team which comprised Louise Flanders, Joseph Durkin and Barbara Cicconi. They were assisted by International Representative Justin F. Manning.

### Quotable quotes

## WSJ cools high wage complaints

Complaints about soaring labor costs by business executives were recently critically examined by the *Wall Street Journal*. "Labor costs aren't the Frankenstein monster they're often cracked up to be," the business daily concluded.

The WSJ story said that the widely publicized reports of large hourly increases gained at the collective bargaining table "do not give a true picture of the trend of labor costs. They show only what has been happening to wage rates—and then only wage rates to unionized employees."

"It is a fact," it continued,

"that pay to workers has been getting bigger" but also that "labor-cost increases have been getting smaller." In the last few years, labor costs have been declining to a point that "in the last three months the Index has barely budged, rising a minuscule one-fifth of 1%."

The impact of the WSJ article should be felt at the collective bargaining table. It refutes a carefully nurtured argument of management that it must hold down pay increases because of rising labor costs.

The businessmen's newspaper listed a number of reasons for the labor-cost picture:

- Productivity of most workers is on the rise after a period of no gain.
- Premium pay such as overtime work has been declining.
- While pay of union members generally has gone up, this has not been true of non-union workers.

On the latter point the newspaper quotes Sam Nakagama, chief economist of Argus Research Corp., a Wall Street investment advisory firm: "While union workers are winning big pay hikes this year the rest of the workers are generally getting much smaller boosts or no increases at all."

## Santa gets a helping hand

Local 251 members at Sandia Corporation shared their good fortune with needy children at two schools in Albuquerque, N.M., by giving them Christmas

dinners with entertainment and gifts.

The union has sponsored the event annually for the last 10 years, with non-union employees also chipping in. The Christmas project last year showed a \$63 surplus which was donated to the schools to buy lunches and shoes for some poorer children, according to A. N. Chavez, Local 251 publicity and entertainment chairman for the project and a service coordinator for Sandia.

Santa Claus passed out gifts to each child—a sack stuffed with candy, peanuts, oranges and apples in addition to a toy. "Many of these children might not get a gift at all if we didn't give them one," Chavez said.

The event got wide publicity in the *Albuquerque Tribune*.

Local 251 Acting-President Maxine W. Stephenson coordinated the project, assisted by Acting Secretary-Treasurer Nancy Barela, and Julian Sanchez, another Sandia employee.

### U.S. Price Index

| U.S. Bureau of Labor Statistics |       |
|---------------------------------|-------|
| 1969                            |       |
| December                        | 131.3 |
| 1970                            |       |
| January                         | 131.8 |
| February                        | 132.5 |
| March                           | 133.2 |
| April                           | 134.0 |
| May                             | 134.6 |
| June                            | 135.2 |
| July                            | 135.7 |
| August                          | 136.0 |
| September                       | 136.6 |
| October                         | 137.4 |
| November                        | 137.8 |
| December                        | 138.5 |

### Canadian Price Index

| Dominion Bureau of Statistics |       |
|-------------------------------|-------|
| 1969                          |       |
| December                      | 127.9 |
| 1970                          |       |
| January                       | 128.2 |
| February                      | 128.7 |
| March                         | 128.9 |
| April                         | 129.7 |
| May                           | 129.6 |
| June                          | 129.9 |
| July                          | 130.5 |
| August                        | 130.5 |
| September                     | 130.2 |
| October                       | 130.3 |
| November                      | 130.3 |
| December                      | 129.8 |

## Canadian labour picks pollution as Feb. target

Unions across Canada are being asked to focus public attention on pollution problems during February. The 1,650,000-member central labour organization traditionally observes Citizenship Month each February and asks its affiliated unions to take part in a program which assumes national proportions.

"This year pollution has been chosen as the topic for our Citizenship Month because we feel it is a subject of vital concern to all Canadians, as it is to people throughout the world," CLC President Donald MacDonald points out.

"While to be effective the approach must be global, still the

roots of the problems are usually local, and we are convinced that it is there that a great deal of effective action can be taken.

"Pollution is everyone's problem and, as a movement which represents a very large segment of our population, unions have an important role to play in improving today's living conditions and in providing assurance of a healthy environment for future generations."



*from the desk  
of the*

**PRESIDENT**

## 32 Hour Work Week

As I wrote in numerous previous columns, we have been calling for the adoption of the four-day work week since 1962. We have often stated that the shorter work week is inevitable. We have pointed out that with the end of the Vietnam war, improved technology and increasing use of automation, our country must adopt a shorter work week if it is going to avoid serious unemployment problems.

Because of the Nixon Administration's economic policies which curtailed the supply of money and increased interest rates to a point where corporations have found it difficult, if not impossible, to borrow money, the number of unemployed workers has increased by leaps and bounds.

As a result of unemployment and many other factors, approximately 60 United States companies, with a total of 11,000 employees, have adopted a four-day work week. Unfortunately, however, in most instances the four-day work weeks already in effect and the four-day work week contemplated in the recent Chrysler-UAW settlement, in addition to those just announced by the Armour Company in Chicago and the Sparta Spoke Company in Tennessee, do not add up to the shorter work week advanced by the OPEIU during the past nine years.

While it is true that there are many potential advantages to the four-day 40-hour work week, including higher worker morale and lower absenteeism, the main fact is that the number of hours remains the same.

As we pointed out on many occasions in the past nine years, the work week in the U.S. and Canada has been cut by three hours per decade since the year 1900. This was a natural result of an increasing work force and the need to provide jobs for millions of additional workers. Needless to say, the organized labor movement sparked the demand for the shorter work week.

When the OPEIU put forth its proposal that the four-day work week be established, it contemplated four consecutive 8-hour work days in a six day basic work week with every worker receiving three consecutive days off. This proposal took into account the need for numerous industries to be open on Saturday. For example, today it is practically impossible to have an automobile repaired on Saturday. Banks are closed on Saturday, as are insurance companies. Workers who today are employed on a five day basis—Monday to Friday—cannot use the above mentioned services on Saturday and, for that matter, find it very difficult, if not impossible, to obtain medical attention on Saturday or Sunday.

The OPEIU proposal of four 8-hour days in a six day basic work week would accomplish two direct results: One, it would provide greater employment possibilities for the rapidly growing unemployed and, two, it would give many industries a six-day work week in which to do business, thus adding billions of dollars to the economies of the United States and Canada. Indirectly, our proposal would create and expand leisure time activities.

Local Unions of the OPEIU should make every effort to sell the four-day 32-hour work week to employers in negotiations. This will not only serve to stimulate our employers' businesses but also improve morale and lessen absenteeism.

And needless to say, the four-day 32-hour work week, when achieved by the OPEIU, will make our union a most appealing vehicle for white-collar workers interested in collective bargaining.

## Freight company to raise wages \$1.85 in 3 years



Signing contract that brings major gains to Local 11 members at Consolidated Freightways is Joseph J. Schoen, Jr., company vice-president. Others seated from left: Jack Horner, Local 11 president and chief steward at trucking firm; Secretary-Treasurer Walter Engelbert; Chet Parker, company official. Standing are negotiators Lance Meier, Local 11 Business Representative; Ed Maresh, of the local; Norm Otto, management; Terry Marthaller, local; Norm Banke, management; Delores Lee, local; Joe Tesch, management.

The best contract in the history of bargaining with Consolidated Freightways in Portland has been signed by Local 11 for the trucking company's office employees according to Secretary-Treasurer Walter Engelbert.

He said the high level of membership support during negotiations was reflected in the standing-room-only turnout at which they approved the settlement. Engelbert listed these major items in the agreement:

1. Wages—\$1.85 hourly increase over 36 months, starting with a 50¢ hourly increase retroactive to Oct. 1.

2. Improved vacations—two weeks after one year; three after eight, and four after 14.

3. Improved cost-of-living provisions with an 8¢ hourly maximum on July 1, 1971 and another 8¢ maximum on July 1, 1972.

4. Full family coverage in the optical plan.

5. Breakthrough sick-leave provision—those under Pacific National medical coverage will receive time loss of \$100 per week for 13 weeks, \$110 for the next 14 weeks in case of first-day hospitalization because of accident and third-day hos-

pitalization for illness. Kaiser enrollees will receive \$70 per week for 13 weeks and \$80 for the next 14 weeks. Hospital daily rates are raised from \$42

Important improvements and to \$50. The company guarantees these provisions and will absorb any increase in premiums.

6. An additional holiday—the employee's birthday.

Important improvements and clarifications in language covering such matters as job bidding, seniority and later transfers were also obtained.

## Local 251 scores gains as Sandia Corporation

An across-the-board cost-of-living adjustment of \$4 per month, retroactive to November 16, and wage gains ranging from \$5 per week to \$8.50 next July 5 were written into a new agreement negotiated by Local 251 and Sandia Corporation, government contractors, in Albuquerque, N.M.

The settlement was ratified by a 2-to-1 vote, Regional Di-

rector Frank E. Morton reports. Next July 5, weekly job wage rates will range from \$105.15 per week in the lowest grade to \$207.80 at the highest level. A wage reopener is set for July 5, 1972.

As part of the package deal, Local 251 and Sandia agreed to set up a secretarial training program.



NEW SANDIA PACT: Seated from left are Local 251 Acting President M. M. Stephenson, Labor Relations Manager E. C. Peterson; OPEIU Vice-President Frank E. Morton and Sandia Vice-President R. B. Powell. Standing from left: Division Supervisor of Labor Relations F. H. Johnson; Chief Steward J. Martinez; Local 251 Acting Secretary-Treasurer V. N. Barela, Chief Steward E. M. Gullick, and D. S. Tarbox, Director of Industrial Relations.