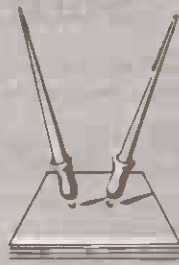




# WHITE

Official Publication of the



# COLLAR

Office Employees International Union



No. 226

November, 1964

17

## FOUR-DAY WORK WEEK SEEN A "MUST"

### OEIU Officials Pictured With F-111



J. B. Moss, President of OEIU Local 277, D. P. Brockie, General Dynamics Labor Relations Administrator, F. E. Chambers, General Dynamics Director of Industrial Relations, and Frank Morton, OEIU Vice-President, are pictured above with the TFX (F-111) fighter plane produced by the Convair Division of General Dynamics at Fort Worth, Texas. The Office Employees International Union, AFL-CIO represents the 1,500 office, clerical and technical employees who helped produce the F-111 which will fly faster at any altitude than our current fighters and has several times the payload and twice the range of any previous fighter bomber. Defense Secretary Robert S. McNamara said: "One F-111 will have the fire-power of five World War II Flying Fortresses."

### Local 10 Wins At Dura Corporation

Thelma O'Dell, Local 10 President, reported that the local was victorious in an NLRB election conducted among the office, clerical and technical employees of the Dura Corporation, Motor State Products Division, at Ypsilanti, Mich.

In a unit of 40 employees, 22 voted for the Union and 13 against. A number of the employees were ineligible due to

the date of the ineligibility list.

Lorraine Gibson and Betty Harper, employees of the Dura Corporation, gave invaluable assistance during the organizational campaign and also participated in the NLRB hearings for purposes of determination of the bargaining unit.

A contract is now being prepared for submission to the Dura Corporation.

### Local 33 Signs Assn.

A well-prepared organizational campaign led to a speedy victory at the William Penn Fraternal Association, Pittsburgh, Pa. The unit of 31 clerical employees will become members of Local 33.

The victorious campaign was led by Frank Broderick, Local 33 Pres., Martin McDermott, Business Agent, and Intl. Vice President George Firth.

### Erie Educational Conference in Session



Delegates to the Erie Educational Conference met Oct. 17-18 in Pittsburgh, Pa.

### Job Opportunities, More Profits Would Materialize

In the past decade, our economy has been burdened with a rapidly rising and dangerous unemployment rate. The ratio of unemployed workers in the nation's labor force now stands at 4.8 per cent.

Reliable and well publicized statistics and forecasts demonstrate that the unemployment problem will grow more acute. Labor Secretary Willard Wirtz has stated that by 1967, the American economy will have to produce more than 16 million new jobs just to stand still.

Today in America, 5,000 jobs are abolished daily by attrition through automation and technological change. At the close of 1963, there were over 20,000 computers functioning in America with more than 6,000 on order. The myth that automation would produce enough new jobs to absorb the growing number of unemployed has all but evaporated. Experts such as IBM President Thomas Watson and John Snyder, President of U. S. Industries, have testified that computers are designed to displace workers.

The Office Employees International Union, in a pioneer attempt to alleviate the blight of unemployment, introduced the concept of the four-day 32-hour week.

When the four-day week was statistically applied to the work force, a progressive and heartening picture developed. For example: The current white collar work force numbers approximately 31 million people. If their work-week was reduced from 35 to 32 hours, it would create room for three million jobs. Office, clerical, professional and technical employees total 18,862,000. When the four-day week is an accomplished fact, over 1,768,000 new jobs will be created.

#### Automated Equipment

Employment in industries such as banking and insurance have been hit hard by the introduction of automated equipment.

The current number of clerical employees in banking is some 525,000 and a 1975 U. S. Labor Dept. survey predicts an increase of only 200,-

000 jobs. However, if the 32-hour workweek was initiated, 50,000 new positions or 25% of the 1975 forecast would be an immediate reality.

Besides creating job opportunities in an industry where employee positions have been decimated by computer installations, management would now be in a position to operate on Saturday. Since the four-day week is based on a six-day schedule, with employees working Monday through Thursday, Tuesday through Friday, or Wednesday through Saturday, the employer can maintain a six-day business week without paying overtime.

#### Boon to Business

The six-day business week would provide a boon to both management and the customer. Presently, banks and numerous service industries are handicapped by the fact that their services can only be utilized in the few short minutes a customer can snatch from his lunch hour on a hectic work schedule.

Metropolitan banks would flourish on Saturday because of the expanded retail trade in the downtown areas.

Suburban branches would enjoy an increased profit as a result of a six-day schedule and an additional day of leisure will provide ample time for workers to cater to their banking needs.

Nearly every service, commercial and manufacturing industry would benefit by a six-day operation, with a four-day work week schedule. New recreational industries would thrive and stagnant industries would be revitalized.



**WHITE COLLAR**

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

HOWARD COUGHLIN  
President

Room 610

J. HOWARD HICKS  
Secretary-Treasurer

265 West 14th St.  
New York 11, N. Y.

POSTMASTERS, ATTENTION. Change of address Form 3579 should be addressed to Office Employees International Union, 1012 14th St., Washington 5, D. C. Published monthly at 810 Rhode Island Ave., N.E., Washington 18, D. C. Second class postage paid at Washington, D. C.



Reproduction by the Labor Press of any or all material herein contained is not only permitted, but wholly desirable in the interest of workers' education.

Subscription Price \$1 a Year

## NLRB: Company May Pry

The National Labor Relations Board recently held that a company may ask individual workers whether they are for or against a Union. In effect, the Board also held in a recent case, that a company can circulate a questionnaire asking each worker if he wants the company to bargain with the Union.

In rejecting an unfair labor practice charge lodged by the Union involved, the NLRB stated that there was no show of animosity towards the Union and that the purpose was not illegal even though the questioning and the questionnaire deprived workers of a secret ballot.

This is a bad decision by the National Labor Relations Board. If allowed to stand, it will allow companies the right to undo organizational work accomplished by a Union.

We still feel that the right of a worker to join or not to join a Union is his own business and the employer should not be given the right to interfere in any way.

## Change of Contractor Changes Nothing

A contractor who took over a service contract from a predecessor contractor and hired all of the predecessors' workers was told by the NLRB that he also acquired a duty to bargain with their union. While, in this instance, the contractor did not take over the previous contractor's corporate identity or physical assets, he hired most of the workers and then refused to recognize the Union.

In holding that the new contractor was legally obliged to bargain with the Union, the NLRB said that he acquired the same operation and substantially the same employee unit.

Unless the NLRB held as it did in this case, it would be a simple matter to get rid of a Union on a particular project by simply changing contractors.

## Shorter Work Week Possible

In a rally held at Madison Square Garden prior to the election, President Johnson gave listeners a look into the future of the United States. He stressed the need for more homes, schools and hospital facilities. He pointed out that in the next decade we will have more than 27 million people over the age of 65.

He emphasized the fact that the increased population will require more jobs. He predicted a shorter work day and a shorter work week.

We say "Amen."

## Meany on Medicare

In a recent address to the St. Luke Physicians' Guild of Washington, AFL-CIO President George Meany attacked the AMA's record against Medicare. He urged the doctors present to think of medical care insurance for the elderly as something apart from the area of private enterprise.

He pointed out that the AMA also opposed the original social security act. Pres. Meany warned that medical care for the aged is not something that should be farmed out for private profit.

We agree with President Meany and feel that the nation will not wait too much longer for a medicare program for the aged through the social security system.

# Southern Progress Report

By J. O. Bloodworth  
Intl. Vice President

The "Old South" is experiencing an industrial revolution and is shifting from a predominantly agricultural economy to a more equal industrial economic basis.

Interest for organization among office and technical employees in the Southeast has substantially increased in the past several months. This increased interest has been most noticeable in the vastly expanding chemical, transportation and pulp and paper industry of the region.

In addition to the employees of private industry becoming more interested in OEIU organization one of our Local Unions has been successful in organizing and securing a contract for employees at one of the U. S. Naval Air Stations. Recognition was secured under the White House Executive Order 10988, which provides for organization of Federal Service



J. O. Bloodworth

employees. Current representation petitions being processed by the National Labor Relations Board should add many new members to the OEIU.

For many years, the clerical employees of the extensive Tennessee Valley Authority System have benefited by collective bar-

gaining through their OEIU Local Unions. The OEIU-TVA members are represented most effectively by the Tennessee Valley Salary Policy Council. Their membership is presently at an all-time high, despite the existence of the so-called "right-to-work" laws in most of the states of this region.

With the development of the Apollo moon shot at Cape Kennedy, it is anticipated that many space age contracting companies will be moving into the Southeast and the OEIU is alert to any organizing opportunities. Recently a NASA official stated that the development of space industries in this region should do for industry in the Southeast what the airplane did for the West Coast.

The OEIU has established several Local Unions in Puerto Rico and we anticipate substantial growth within these groups located on this rapidly developing Island territory.

## Arbitrator Finds Pay for Saturday Holidays Due International Paper Company Clerks

About 70 salaried employees of International Paper Company, Longview, Wash., can collect back pay for Memorial Day and the Fourth of July, which fell on Saturday this year, as a result of an arbitrator's interpretation of the company's agreement with Office Employees Local 11.

The company refused to pay for the unworked days, contending that the holiday pay clause is inapplicable when the holiday does not fall within the regular five-day work week and that the purpose of the clause is to prevent employees from losing a day's pay if the holiday falls within the work week. If the holiday pay clause was intended to require extra pay for nonworked holidays, the company said further, it specifically would have provided so.

Arbitrator Barnett H. Goldstein finds, however, that the language on holiday pay is "clear, plain, and explicit . . . and free from any ambiguity whatsoever." His award continues:

"It specifies the six non-working holidays to be observed and specifically directs that its regular employees shall be paid

for the same. This direction of payment and the beneficiaries thereof is absolute, positive, and unmistakable. It is not limited or restricted by any qualifying provision that no such payment be made if the holiday falls on a Saturday and not on a regularly scheduled work day.

"Nor is there any distinction made as to what is contemplated by the term 'regular' employees which has a general accepted meaning and is unambiguous. If the parties to the agreement had intended to restrict holiday pay for only such holidays as fall within the regular work week or to exclude certain employees from the benefits of holiday pay, they could and would have done so by incorporating an appropriate provision in the holiday clause to that effect.

"In the absence of such qualifying, limited, and restricted provision in the holiday clause, no conclusion can reasonably be reached other than that neither party considered it necessary to do so because it was clearly understood and intended to provide for the non-working holiday payment whatever the day they fell upon, whether it be on a Saturday or during the regular work-day week."

## Crown-Zellerbach, Local 89 Sign 3-Year Pact

Bogalusa, La.—A 10% wage increase over three years headed the list of contract improvements for clerical employees of the Bogalusa Container-Multi-Wall and Mill Division of the Crown-Zellerbach Corp.

Other improvements include an additional holiday plus a provision for holidays falling on Saturday to be observed on the prior Friday.

Also incorporated into the agreement are a modified union shop clause and provision for five weeks' vacation after thirty years of service.

Numerous other minor improvements were negotiated.

## Local 3 Signs States

Negotiations were completed with States-Marine Isthmian Agency and San Francisco Local 3 on a two-year contract to be opened the second year for wages and fringe benefits, with a 6.7 per cent across-the-board increase, plus inequity adjustments from \$10 to \$75 a month.

Saturday holidays are to be observed on Monday or Friday. Also included were an improved hiring clause, vacation clause, jury duty clause, a paid Educational clause, and the Local 3 Pension Plan to be effective November 1, 1964 at \$4 per week.

## OEIU Delegates at Michigan State AFL-CIO Convention

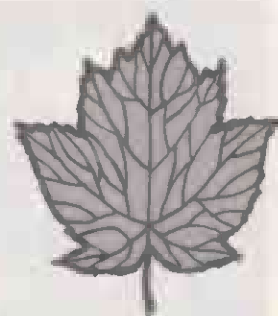


From left to right: Ruth Snyder, Local 353, Grand Rapids; Bert Lambert, Local 393, Flint; Betty Wensierski, Local 42, Detroit; and Thelma O'Dell, Local 10, Detroit.





# CANADIAN NEWS



## Ontario Labor Asks Anti-Poverty Drive

North Bay, Ont.—The 500,000-member Ontario Federation of Labor at its 8th annual convention challenged the federal and Ontario governments to wage war on poverty.

Armed with a 50-page study showing one-third of the nation living below a decent subsistence level, delegates demanded a royal commission into the whole question of poverty in Canada and endorsed an eight-point program for dealing with the situation.

The study, prepared by the OFL Research Dept. under Dir. John Eleen, stressed that the numbers of the poor are growing in an age of plenty and at a time when the problem of poverty can be solved.

The report noted that a growing section of the population is getting less and less of its share in an expanding economy. In the ranks of those living on the borderline of poverty are older

workers, pensioners, the underemployed and the unemployed, school dropouts and the undereducated, widows and fatherless families, the disabled and sick, the retarded and mentally ill, small farmers, migrant workers, Indians and new immigrants.

The study estimated that nearly 2.5 million persons, or more than 13 per cent of the total population, are living in actual destitution—families with incomes of \$2,000 a year or less and single persons with incomes of \$1,000 or less.

Another 1.6 million are living in poverty with total family incomes of \$3,000 or less or single-person incomes of \$1,500 or less—a total of more than 22 per cent living in either poverty or destitution.

The study listed another 2,340,000 persons whose incomes were under \$4,000 a year for families or \$2,000 for single per-

sons—persons lacking the comforts and some of the necessities of life. Of the 6.5 million in the three categories, almost 2 million live in Ontario.

Apart from the need for research at both federal and provincial levels to analyze the extent of poverty, the OFL demanded action on minimum wages, education, economic development to create jobs, housing and welfare legislation.

The new Ontario minimum wage of \$1 an hour was called far too low to remove poverty and excludes too many who should be covered. In a separate resolution, the convention called for a \$1.50-an-hour minimum now with periodic adjustments and inclusion of those in farming, domestic service, tourist operations and hotel and restaurant service currently omitted from coverage.

The statement said more resources should be devoted to education with cost no bar at

any level of the system. Adult education should be assisted.

### Long-Range Planning Urged

The federation called for long-range economic planning coupled with short-term measures such as tax cuts to low-income groups, an overhaul of the unemployment insurance fund to provide for at least a 30 per cent increase in benefits, stepped-up government spending in housing, hospital and road construction and the encouragement of new industry.

It also suggested a complete revamping of the present antiquated welfare system in Ontario where no over-all standards are observed and administration at the local level is generally inefficient.

Pres. David Archer and Sec.-Treas. Douglas Hamilton were reelected by acclamation. Archer has held his post since 1959, Hamilton since the merger in 1956.

## Canadian Workers Seek \$1.25 Minimum Wage

Ottawa, Ont.—A national labor code keyed to a \$1.25 an hour minimum wage has been introduced in Parliament by the Liberal government.

If enacted, it would become effective next year and apply to about 550,000 workers in industries under federal jurisdiction—interprovincial shipping, communications, chartered banks, pipelines, radio and television, and airport services. It would affect less than 10,000 workers in these industries because aside from chartered banks they are highly organized and have negotiated standards higher than those proposed.

Other main features of the code are the eight-hour day and forty-hour week, two weeks' paid vacation after one year and eight paid holidays.

The \$1.25 basic wage would not apply immediately to all parts of the country or to all industries, as allowances are made for areas and industries that might have difficulty in meeting the standards at once. However, it was hoped that it would apply throughout Canada by 1967.

The code, it is expected, would serve as a model for provincial labor codes covering the bulk of Canada's workers—more than 5 million. Most provinces now have a \$1 minimum wage, with some dropping as low as 90 cents for specified industries. Ontario recently set a \$1.25 minimum for construction workers in the Toronto-Hamilton district and expects to extend it gradually to the rest of the province.

The government hopes to have the code enacted at this session of Parliament. Preliminary debate in the House of Commons will probably be followed by referral to the Labor Relations Committee for hearings at which the Canadian Labour Congress, individual unions, provincial labor departments and organized business would be heard. Changes are possible as the result of such testimony and suggestions from members of Parliament.

## Local 15 Continues Western Successes

Opal Skilling, secretary-treasurer of OEIU Local 15, reported that the local has received certification for the newly organized office and clerical employees of RCA Victor and Fletchers Meats Limited. These two successes followed fast on the heels of the OEIU strike victory at the MacMillan, Bloedel and Powell River Limited plant at Port Alberni.

### The problem of double-job holders

## MOONLIGHTING

*Is the practice of moonlighting—holding more than one job at a time—greatly affecting unemployment in Canada? A federal survey seems to indicate that it doesn't.*

The Dominion Bureau of Statistics and the federal department of labor recently released a joint report on a problem which has been a matter of concern for the labor movement ever since the last World War—the practice of moonlighting.

The report, which is based on statistics compiled from 1960 and '61, indicates that moonlighting is not as extensive in Canada as most believe.

For instance, our rate is only half that of the United States.

During the period covered, it was found that 158,000 people, representing 2.6 per cent of all employed persons in Canada, held two or more jobs at the same time.

However, this does not mean that they were keeping 158,000 of our huge unemployed labor force from working.

The report said: "Nearly three-fourths of all multiple jobholders worked full time (35 hours or more) on their regular or primary jobs during the survey weeks—of these only an insignificant number were reported at two full-time jobs. About one-quarter worked part-time on both jobs. Less than 30 per cent of all multiple jobholders worked 15 hours or more on their secondary jobs—and a great majority of these worked less than 25 hours."

Thus, it can be seen that although moonlighting has some effect on unemployment, it is doubtful whether any steps to prevent it would significantly reduce the vast army of unemployed.

The report also shows that moonlighters are not likely to be people who are trying to get rich quick. Many of them have found it necessary, when faced by growing family responsibilities, to eke out the inadequate incomes derived from their primary jobs.

Quoting from the report again: "About three-fourths of multiple job holders were married men, indicating that a good deal of multiple jobholding is associated with financial responsibilities. Further, one-half of all multiple jobholders were between 25 and 44 years of age, and another one-third were between 45 and 64 years."

Another significant factor is that one out of every six moonlighters is an agricultural worker, although they form less than one-tenth of the labor force.

It is also significant that close to 40 per cent of agricultural workers work more than 55 hours a week.

The tie-in between moonlighting and inadequate income

levels is self-evident. Further proof of this was given by a regional comparison contained in the report:

"The rate of multiple job holding was highest (3.6 per cent), in the agriculturally-dominated prairies, closely followed by the Atlantic provinces with 3.4 per cent. Industrially advanced Ontario, though it had the greatest absolute number of multiple jobholders, had a rate of 2.5 per cent—about the same as the national average."

Moonlighting is not as widespread as some may believe—but even so, it cannot be denied that it is causing some unemployment.

What is the solution? Should moonlighting be banned?

Labor leaders believe a careful study of the report's finding will provide the true solution.

If adequate salaries were provided for men with family obligations, and for our grossly underpaid agricultural workers, who are not subject to minimum wage laws, the practice of moonlighting, which is now an economic necessity to many, would virtually disappear.

The answer is not to legislate moonlighting out of existence, but rather to remedy its cause—to prevent the economic hard-

ship resulting from a minimal income level, said Paddy Neale, secretary of Vancouver Labor Council.

"There is, however, one area in which a ban on moonlighting is needed," he said. "The report included no statistics on the armed forces—a group notorious for moonlighting—which is perhaps a reflection on the amount of useful work they do during the day."

"The armed forces probably form only about two per cent of the labor force, but any moonlighting on their part can have a disproportionate importance. Most of them are concentrated in large military installations such as the naval base in Esquimalt—or the huge air force and army stations in Ontario."

"Large scale military moonlighting can have disastrous effects on the unemployment situation in the neighboring communities."

The Canadian Labor Congress, at the request of the B.C. Federation of Labor, brought this matter to the attention of Labor Minister MacEachen.

He has promised to consider this with Paul Hellyer, Minister of National Defence. Said Neale: "We hope that their study will provide some positive results in the near future."





from the desk  
of the  
**PRESIDENT**

## Crystal Ball Was Clear

Since the inception of automation, we have been predicting that workers employed in electronic data processing installations would be more receptive to unionization. We made these predictions some years ago based on our discussions with numerous employees so employed who were bored with the monotony of machine operations and the constant attention that must be given to the computer and its peripheral equipment. We stated that these workers would develop the same psychological outlook as manual workers employed in mass production.

These predictions have been borne out by the fact that numerous requests for organization on the part of clerical workers employed in many companies have emanated from the computer installation. Key punch operators, console operators, those who operate peripheral equipment, programmers and systems analysts do not readily respond to the usual employer indoctrination which generally carries with it a word or two against unionization. These workers are completely aware of the tedious monotony which is prevalent in electronic data processing areas. They are pretty much aware of the fact that they are not going to rise to the top official spots in their companies.

Unfortunately, however, the National Labor Relations Board will not recognize the electronic data processing classifications as an appropriate bargaining unit. The Board insists that the entire clerical force be incorporated as one unit because of the mutuality of interest, similar payroll practices and supervision, in addition to occasional transfers and the same fringe benefits.

Those clerical workers whose jobs have not as yet been automated are fearful of conversion of their tasks to the computer or similar automated equipment. Copy typists who just a few short years ago did numerous repetitive copying tasks now find this work accomplished by the Xerox 914 or other reproduction machines, such as the Bruning. Automatic typewriters which operate at the rate of 100 words per minute have infringed on the work of the typists. Technical engineers, who a few years ago, were in short supply, are now unemployed because of the work of the advanced computers.

Needless to say, there is greater interest in unionization in the white collar field today than ever before. Our failure to organize these workers in terms of tens of thousands, if not hundreds of thousands, is due to the lack of skilled organizers and the lack of finances to support these union representatives if the necessary number were available.

We endeavor to make up for this lack of trained manpower through the work of our Educational Conferences throughout the United States and Canada. Through this medium, we are giving much information to more OEIU representatives so that they can efficiently accomplish the task of organizing the unorganized. Much of the information given to the delegates in attendance at the Educational Conferences is brought back to the Local Unions for dissemination.

In too many cases, however, the delegates return and give a short report on the Conference and do not proceed to implement the instructions given at the Conferences at the Local Union level.

However, when a delegate or delegates return to the Local Union and prepare similar forums for active Local Union members, organizational information is disseminated to a greater degree and the Local Union generally benefits to the extent of increased organizational activity.

All OEIU Local Unions should be made aware of the Educational Conference program. All delegates should set up similar seminars for Local Union Shop Stewards and active members. Courses in collective bargaining, organizational techniques, and NLRB procedures should be the order of the day in OEIU Local Unions. Only through this method can Local Unions carry out their responsibility of organizing the unorganized.

## OEIU Local 277 Reports Two New Texas Agreements

Office Employees Local 277 parlay a wage reopener at Western Gillette, Inc., Dallas, Tex., into a new 31-month agreement containing 19 new or improved items in addition to wage increases.

An agreement negotiated a year ago with the then recently merged Gillette Motor Transport and Voss Truck Lines had two more years to run. The merged companies have since become part of Western Gillette, Inc., operating throughout the western states. The union and the employers agreed to expand the negotiations this year and move the contract expiration date to April, rather than October, so that it will follow the expiration dates of industry-wide agreements in February 1966.

The Gillette unit received pay increases ranging from 10 to 16 cents hourly on October 1. Increases of eight and 10 cents an hour are due on October 1, 1965; and a final three cents across the board will be added on October 1, 1966. New hourly rates, including the initial increase range from \$2.45 for file clerks to \$3.13 for rate clerks.

A provision for cost-of-living adjustments is retained, with six cents hourly to be frozen into basic rates.

A new vacation provision,

with service requirements reduced throughout the schedule, calls for two weeks after two years, three after 11, and four after 16. Additional contract advancements include fully paid pensions and insurance, six paid holidays, a "hiring hall" and irrevocable check-off; unit-wide seniority; additional leave for maternity, personal use, and military service; two 15-minute rest periods daily, and equal distribution of overtime.

Local 277 also reports a new three-year agreement covering a unit varying from 15 to 25

clerks at ARA Manufacturing Company, Grand Prairie, Tex., providing for across-the-board wage increases of eight cents October 1, six cents October 1, 1965; and five cents October 1, 1966. Tab machine operators at ARA are upgraded to receive an additional 10 cents hourly.

Other provisions include an \$18 monthly company contribution for insurance coverage; three weeks vacation after five years of service; additional sick leave; automatic progression; automation protection; and a hiring hall arrangement.

## Mid-West Meeting



The North Central Education Conference was held in Joliet, Illinois, on October 10 and 11.

## Agreement Ratified at Galveston

The members of OEIU Local 27, Galveston, Texas employed at the home office of the American National Life Insurance Company ratified the renewal of a three-year Agreement covering 650 employees on October 6, 1964. There were substantial gains in salaries and increases in fringe benefits.

The salary increases negotiated were a 5 per cent across the board increase the first year (effective October 10, 1964), 3 per cent the second year, and 3 per cent the third year.

The fringe benefits negotiated include three additional amendments to the Pension Plan, which are as follows:

1. Liberalization of the age limitation for participation from 45 years of age to 55 years of age.

2. A provision providing for a "Spouse Survivorship Benefit."

3. Increased the "Retirement Life Income Benefit" to provide for a monthly life income equal to 50 per cent of the employee's salary (based on an average of the last five years service) minus Social Security.

Concerning the Pension Plan, the first and the third Amendments were of particular interest to the ANICO Negotiating Committee because it affected a number of ANICO employees that were near retirement at age 65 in the near future. Since these employees were over 45 years of age when the Pension Plan was initially enacted, they were not eligible for benefits at their retirement date. The amended provisions would enable them to

enroll in the Plan with the Company picking up credits for past service.



Standing, left to right: Joyce Douglas, Mike Buzbee, International Representative; Olga Perez. Seated: Frank Carnes, Local 27 President; Frank Morton, International Vice President; Lucile Davenport, ANICO Unit Chairman.