WHITE COLLAR

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

Job, income forecast Page 2

No. 263 **January, 1968**

Kansas City local wins 1,568-member unit

A year marked by an encouraging number of OPEIU organizing successes saw further gains—including a resounding election victory in Kansas City, Missouri—in its closing weeks.

In a poll conducted by the National Labor Relations Board, Kansas City's Local 320 was chosen collective bargaining agent for 1,568 employees of National Bellas Hess, Inc., a mail order house. It unseated Teamsters Local 838.

A vigorously waged campaign under way since last April channeled the unsatisfied aspirations of the employees toward the OPEIU. Aiding Local 320 and the employees' own committee was an effective team of OPEIU International Representatives and AFL-CIO field organizers.

Of the two-thirds of the unit casting ballots, 596 voted for Local 320 against 222 for the Teamsters local. Twenty-one voted for neither union, 120 ballots were challenged and one was voided.

A follow-up effort was proceeding as this issue went to press. An additional 300 employees of Bellas Hess remain outside the union fold and the drive aims to bring them in. Local 320 Business Representative Jerry Schmit, who coordinated the effective election campaign, is optimistic that a second advance is in the making.

OPEIU President Howard Coughlin described the victory as "an eloquent demonstration of the desire of Bellas Hess employees to be part of the main family of the American labor movement."

The election's outcome, he added, "shows how deep and widespread the yearning for collective bargaining is among American workers, including those in hard-to-organize fields."

Coughlin said the election also proved the value "of the AFL-CIO team concept in organizing," with OPEIU leaders working "in tandem" with AFL-CIO regional staff representatives all during a five-month organizing drive.

OPEIU International Representatives George P. Firth of Pittsburgh, Wade McCool of Cleveland and Gene Dwyer of Gary, Indiana, were assigned by President Coughlin to the Bellas Hess project. Participating also was OPEIU General Counsel Joseph E. Finley who joined NLRB lawyers to derail a last-minute Federal court effort by the Teamsters to halt the election.

Local 320's campaign committee was headed by President Rose McFadden and also consisted of Secretary-Treasurer Ray Magness; James Collier, executive board member; Hugh Wilburn, trustee; Winifred Evans, formerly an OPEIU vice-president; Daisy Crone and Eleanor Hauer.

A group of Bellas Hess employees served as poll watchers: Freddie Allen, Theresa Double, Jewell Hogan, Autry Holman, Helen Jackson, Gladys McNutt, Edith Singleton and Lorene Yates.

Directed by Regional Director Del Garst and his assistant, Elmer Powell, the following AFL-CIO organizers helped in the campaign: Fred George Jr. (whose wife was an effective volunteer worker), Wayne King, William (Moon) Lewis and Joe Lynch.

Other OPEIU organizing gains added to the evidence that the union is in a period of growth and opportunity.

In Washington, D.C., Local 2 was the victor in a NLRB-conducted election among office employees of the Group Health Association, gaining a unit of 148.

In Wisconsin Rapids, Wisconsin, Local 95 successfully launched a drive to organize technicians employed by Consolidated Papers, Inc. by winning a six-member unit in a NLRB poll. Under the leadership of Business Manager Carl Meisnest, the local is seeking to sign up 83 additional Consolidated technicians in seven locations.

In St. Louis, Local 13 overwhelmingly won representation of the office employees of Warwick Typography., Inc. The vote, supervised by the NLRB, was 18 to 2. Local 13 Business Representative George O'Brien reports that several other organizing efforts are going on in the area.

In New York City, Local 153 added another shipping line to the number it represents: the Brazilian government-owned Lloyd Brasileiro Shipping Company, with 27 office employees. When management utilized its official status to persuade the NLRB to disavow jurisdiction, the determined employees staged a one-day walkout which brought recognition of the union and a pledge to enter into collective bargaining.

Earlier Local 153 had won one of the most outstanding of OPEIU organizing successes when it gained representation of the clerical employees of Fordham University—the first such white-collar union success on a major campus. Efforts to sign up the employees of other institutions of higher learning in the area are now on the local's agenda.

Numerous campaigns-in-progress are reported by locals in the U.S. and Canada. In Portland, Oregon, Local 11 has added an organizer to its staff. In Ponca City, Oklahoma, Local 437 is in the midst of a major campaign to organize some 1,000 office employees of Continental Oil, following upon its success in the computer department. McCool has been reassigned from Kansas City, to help out.

Texas locals score for insurance units

Local 27

A three-year Local 27 pact, covering 650 office clerical employees of American National Insurance Company in Galveston, Texas calls for an 11.2% wage increase and improved fringe benefits.

The first 5.2% hike is retroactive to last October 10 and will be followed by two 3% raises, each taking effect on the 1968 and 1969 anniversary dates. A new labor grade was secured as well as higher promotional increases.

Other gains are 13 sick leave days per year cumulative to 39; a holiday on the Friday after Thanksgiving for a total of nine; an additional paid vacation of one day per year after 15 years to four weeks after 20 years; a 20¢ per hour shift differential for the second shift and 40¢ for the third shift; and an improved hospitalization plan.

The negotiating committee included Mary Lou Rothermel, Joyce Douglas, Lucile Davenport, Erwin Felscher Jr., Jane Lynd and Local 27 Business Representative Mike Buzbee. They were aided by OPEIU Vice-President F. E. Morton.

Local 277

Members of Local 277's unit employed by the American Life Insurance Company in Waco, Texas have ratified a 30-month contract bringing them an average $720 per year in wage increases. Negotiations were completed five months in advance of the expiration of the old contract.

Besides an automatic 5¢ per hour wage increase from min-

(Continued on page 4)

Joyce Douglas adds her signature to American National Insurance contract. Other members of Negotiating Committee are Mary Lou Rothermel (seated left), Lucile Davenport (right), and (standing from left) Erwin Felscher, Jane Lynd, Business Representative Mike Buzbee.

Local 77 ups wages 30c

OPEIU Local 77 has concluded a contract covering 60 office workers of the Manitowoc (Wisconsin) Engineering Co., heavy equipment manufacturer. To run for three years, it brings a 30¢ an hour wage boost and a cost-of-living adjustment, in addition to a better vacation schedule and other fringe benefits.

The first 14¢ increase was effective November 1, with 8¢ on the same 1969 date. Employees are now entitled to three weeks of vacation after 10½ years (was 15), and four weeks after 20 (was 25). A new clause provides a two-day paid bereavement leave in cases of death in the immediate family, one-day leave when the deceased is a close relative.

Hospital and surgical benefits have been increased, with the company agreeing to make payments of $9.84 a month, against $6.91 previously.

Strikers remembered at Christmas

At Christmas time New York Local 153 remembered the 200 OPEIU members striking against Kennecott Copper Company in New Mexico and Utah, sending them checks totaling $5,000.

Twenty-two AFL-CIO unions have been on strike for six months against four major copper companies. A prime issue is the refusal of the companies to negotiate with the unions jointly. Their aim is to fragment and thus weaken collective bargaining.

The Local 153 gifts were authorized by the union's executive board, acting on a recommendation of International President Howard Coughlin, secretary-treasurer of the local.

A letter from Business Manager Ben J. Cohan was enclosed with each check.

"We want to congratulate you on your courageous fight to obtain a just contract with the copper industry," the message said. "We are aware of the industry's refusal to cooperate with the federal government on the subject of fact-finding.

"A long strike is always a difficult thing for a worker and his or her family. However, being out on strike at the Yuletide season is particularly trying.

"On behalf of the membership of Local 153, we are enclosing a check which we hope will help you and your family enjoy the happiest holiday season possible under these circumstances."

The AFL-CIO has set up a special fund for the copper strikers. Announcing it at the AFL-CIO convention last month, President George Meany observed that, "It is the obligation of the labor movement as a whole to insure that those who man the picket lines, and their families, are protected from economic catastrophe."

WHITE COLLAR

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

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More on the need for white-collar unions

When Langendorf Bakeries in Berkeley, California arbitrarily dismissed a member of Local 29, the union filed a grievance challenging the discharge as unreasonable and unjust. The case went to arbitration.

After sifting the facts the arbitrator agreed with the union and ordered the employee reinstated, with an award of more than $1,000 in back pay for lost employment. A good union secures its members against arbitrary dismissal—a protection non-union office workers lack completely.

U.S. federal employees, the vast majority of whom are white-collar workers, enjoyed Civil Service protection, but they have learned from experience that this is no substitute for collective bargaining.

Once President Kennedy signed Executive Order 10988, federal office workers leaped at the opportunity to join unions. In 1961 the government recognized only 26 bargaining units covering a mere 19,000 federal employees. Today Uncle Sam has contracts with more than 100 unions—including the OPEIU—covering more than 1,000,000 federal workers.

Surely, if government office workers need unions, white-collar workers in private employment need them even more urgently for their own protection, self-advancement and general betterment.

As a rule, OPEIU members average $1,000 a year more earnings than those in similar non-union office jobs. A recent U.S. Department of Labor survey for the 1960-66 period shows that industrial workers in non-union plants also earn less than the unionized worker. When wage adjustments are made, collective bargaining wins raises for 87% of the unionized workers, while only 63% get raises in non-union plants.

Why not cite these facts to friends in non-union offices as proof that it pays to belong to a white-collar union like the OPEIU?

"Don't bother to cringe, Ripley. I'm just passing by."

New Yorker

Survey sees job, income growth

Office jobs for white-collar workers, especially women, grow brighter between now and 1975 while openings for men, particularly in manufacturing, have dimmer prospects. These are the findings of a National Industrial Conference Board study of population projections in selected metropolitan areas. It finds jobs in government, services and offices will grow rapidly in the years ahead.

While population gains in metropolitan areas are expected to fall short of those in earlier years, white-collar jobs and income gains are seen as accelerating. A spurt in incomes, coupled with moderating population increases, will combine to produce gains in real per capita incomes of 2.4 per cent annually to 1975, significantly higher than the 1.4 per cent annual increase of the 1950-62 period, the Board believes.

It declares that the projected jobs and earnings pickup will be partly due to greater employment of women who by 1975 will comprise 40 per cent of the labor force, against 38 per cent in 1965 and 36 per cent in 1960. Manufacturing jobs, particularly for males, will not be as important a growth stimulant as they were in the past.

Total U.S. population is expected to be roughly 228 millions by 1975, against 194 millions in 1965, with some 164 millions living in metropolitan areas, compared with 133 millions today. The gain forecast through 1975 average 1.5 per cent annually, contrasted with 1.7 per cent since 1950. NPA expects that metropolitan areas will raise their proportion of the total population to 75 per cent by 1975, against roughly 133 millions, or 66 per cent, at present.

Growing urbanization should be most apparent in towns and villages adjacent to the 219 more densely populated metropolitan areas included in the study.

Miami leads all metropolitan areas in the 20 per cent to 50 per cent growth range with a projected 43.8 per cent gain, followed by Detroit, Atlanta, Chicago, Baltimore, Los Angeles-Long Beach, Minneapolis-Seattle, Buffalo, St. Louis, Denver, San Francisco-Oakland, St. Paul, Milwaukee, New Orleans, San Diego, Indianapolis and San Jose.

In the 10 per cent to 20 per cent growth range are Dallas, 19.2 per cent, followed by Cleveland, Pittsburgh, Kansas City, Washington, D.C., and Philadelphia.

Growth rates below 10 per cent are projected for Portland, New York, Houston, Boston, San Bernardino, Cincinnati, and the Anaheim-Santa Ana-Garden Grove area.

What Does a Secretary Do?

Secretaries come in all shapes, sizes, ages, temperaments, abilities, and previous conditions of servitude—which means even the most crotchety boss ought to be able to find one to suit him. It also indicates secretaries are human, too. (Surprise!)

The secretary must have a diplomat's tact, a mule's endurance, a chameleon's effacement, a salesman's enthusiasm, the sun's punctuality, the speed of light, a sister's loyalty, a rhino's hide, an Einsteinian brain, a mother's sympathy and the patience of Job.

She must be purchasing agent (tickets, etc.), cover-up (he's in conference), button sewer-on, cryptographer (to read his writing), interpreter (to make sense of his dictation), spy (office gossip), accountant (he can't keep his budget balanced), and, at the same time, keep his appointments (and her seams) straight.

Meanwhile, she endures Mr. Big's ego, his fuzzy thinking, his indolence, his 4:30 p.m. dictation. To keep up his confidence and relieve his ulcers, she flatters him constantly despite the brushed-over bald spot, the after lunch slouch, the nickel cigars. No wonder secretary-boss love affairs are mostly fiction! —**Anonymous**

Local 29 wins $700 bakery package

Solidly backed by the Alameda County Labor Council and bakery unions, Local 29 in Oakland, Calif., has wrapped up a three-year package of wage boosts and fringe benefits for bakery office workers. It is valued at about $700 per employee.

The pact covering 50 employees lifts wages $12 a week in the first two years with a third year reopener. It adds a $2 per week employer contribution to the Pension Plan; institutes Local 29's Drug Plan, and secures four weeks of vacation after 15 years. Sick leave will be cumulative to 15 days after three years. A three-day bereavement leave was also obtained.

Other gains are two 15-minute rest periods, a higher hiring rate, grade rates for higher classification work, overtime by seniority, and an eight-hour guarantee for regular full-time employees. Also, employers must notify the union in writing before discharging a member.

The negotiating committee included Rhoda Vargas, Mary Kreigh and George Joseph, assisted by Business Representative Joe Nedham.

Wage boosts averaging $38 a month with better vacations and other fringe benefits have been secured for 13 office employees of Shepard Cadillac, Oakland auto sales and service dealers, in an amended agreement with Local 29 which runs until next July 31.

The pact includes Local 29's Health & Welfare Plan with the employer paying for $2,500 in life insurance for each employee and dependents and contributing $25 per employee monthly to the Pension Plan.

Vacations now are three weeks after five years and four after 15, with an additional six days sick leave per individual. Strong seniority and job posting clauses are also included.

Europe far ahead of U.S. in white-collar unionism

The United States is an "under-developed" nation in the area of white-collar worker organization but where office automation is concerned the "future has begun." These observations highlighted remarks by Erich Kissel, general secretary of the International Federation of Commercial, Clerical and Technical Employees (FIET), during his recent visit to Washington, D.C.

FIET, founded in 1904, is the second largest of 16 international trade union federations and includes the OPEIU and four other American unions.

Although only 15 per cent of America's white-collar workers are organized, the figure for Western Europe is 45 percent. Over there, Sweden and Austria are in first place. In both countries more than 70 percent of office workers are organized in the government and private sectors.

White-collar unions play important social and political roles in many countries around the world, Kissel said. He noted that with FIET's assistance a bank workers' union was organized some time ago in South Korea.

On the other hand, he said that bank workers in the United States are almost totally unorganized and, as a result, receive only 79 percent of a garage mechanic's pay although entitled to far higher salaries on the basis of their functions.

He attributed this to the fact that American bank workers assume they are "bankers" with all the so-called prestige attached to the position, mistaking this illusory social status for adequate compensation.

CITED FOR 25 YEARS SERVICE TO ST. LOUIS LABOR COUNCIL, AFL-CIO, at the Council's October 17 meeting was office secretary Rita Harty, second from left. Council President Joseph Clark, right, and Secretary-Treasurer Oscar Ehrhardt, second from right, presented her with a gift and check. They paid tribute to all three Council office secretaries, who are members of OPEIU Local 13. Caroline Babbitt, left, has some 8 years of service; and Margaret Ritch, who was ill when the photo was taken, has some 23 years of service and is a former president of Local 13.

Toledo local signs for newest unit

OPEIU Local 55 in Toledo, Ohio, which last June became the bargaining agent for 34 technicians and general office employees at the Engineering Research Laboratories of Prestolite Corporation, has signed its first contract on behalf of the new unit.

The agreement calls for wage increases up to $40 a month; wage progression reviews; a full union shop and strong seniority rights.

The bargaining committee included Dick Schroeder, Jack Cooper and Max Kusz, assisted by International Representative John W. Richards.

Egan Elected

Russell Egan, vice-president of OPEIU Local 13, has been elected a vice-president of the St. Louis Labor Council.

CANADIAN *NEWS*

B.C. unit receives mixed award

A government-appointed Conciliation Board has awarded 2,100 members of OPEIU Local 378 in Vancouver, B.C. a cumulative 17.7% wage increase in a binding settlement of their contract dispute with the British Columbia Hydro & Power Authority. The first 8½% raise is retroactive to April 1 last. The imposed agreement runs to 1969.

Other board awards were four weeks vacation after 15 years (was 17) and five after 25; an overtime premium increase; and improvements in shift premiums, with a differential also set up for EDP department employees. Lower hiring rates were eliminated for summer employees.

After negotiations deadlocked, the British Columbia government — which owns the Authority — named the three-man conciliation board to iron out differences. The chairman and one member represented management; the third member represented the OPEIU unit. He dissented from the majority decisions.

Local 378 President R. F. Bone, bargaining committee chairman who presented the unit's case at the hearings, said that in addition to a biased board he was also confronted by a management representative who was aided by legal counsel and had on tap an outside accounting consultant firm.

Although a single salary scale was won for male and female members, he said the method decided by the board to implement this has, in effect, destroyed the previous job evaluation system. Thus, a real gain is "doubtful at this time."

The unit's demand for a work-week reduction to 35 hours from 37½—to bring this in line with all other public utilities in British Columbia—was denied by the board despite the well-documented facts presented at the hearings in support of it.

Other unit bargaining committee members were W. Swanson, J. Friesen, R. Wilson, R. Freethy, Miss E. Lopuszenski, W. Rolston, N. Jorgenson, W. Langdon-Davies, Miss L. Singler and F. Trotter.

Quebec pact yields 14%

A 14% wage increase across-the-board on top of numerous fringe benefits characterize a contract renewal between OPEIU Local 361 and Canadian British Aluminum Company Ltd., covering about 70 office employees at Baie Comeau, Quebec.

The new pact runs until February 1, 1969. Half the 14% increase is retroactive to November 1, 1966, and the other half took effect November 1.

Two additional half-days—Christmas Eve and New Year's Eve—are added to the list of holidays. Vacations are now four weeks after eight years (previously 10).

The employer also agreed to contribute up to an additional $2 a month to the insurance plan.

A new Senior Clerk classification was set up. It will pay $8 a week above the established Clerk I scale.

OPEIU Local 418 in Cornwall, Ontario, and two other locals at Domtar Pulp Paper mills recently co-sponsored a benefit dance for the building fund of the Kinsmen School for Retarded Children. Oral Gallagher, President of Local 338, International Brotherhood of Pulp, Sulphite & Paper Mill Workers, hands cheque for proceeds to Ed Leblanc, co-chairman of the school building expansion fund. President Dan Casey of Local 418 (left), and Elburn Duffy (right), President of Local 212, United Paper Makers & Paper Workers, witness presentation.

from the desk of the PRESIDENT

Two Significant NLRB Rulings

Two important decisions were made recently by the National Labor Relations Board. One was its assertion of jurisdiction over private hospitals and nursing homes in the United States. The other was its adoption of new procedures to reduce delays and expense in unfair labor practice cases.

Reversing a 1960 decision against conducting an election among employees of Flatbush General Hospital in Brooklyn, N.Y., the five-member NLRB bases its new policy on the fact that such private hospitals and nursing homes have "an ever-increasing impact" on commerce. Besides, they are "intimately connected with the public health and welfare of the nation," NLRB now holds.

The AFL-CIO filed briefs supporting this concept, which was opposed by employer organizations. The NLRB granted petitions for representation elections among non-professional employees at the Medical Center Hospital in Oroville, Calif., and at the University Nursing Home Inc., in Wheaton Md., a Washington suburb.

Oroville Finding

In its Oroville ruling the NLRB relates that the employer argued that the operations of private hospitals in general have an insufficient impact on commerce to warrant change. The board disagreed, citing these reasons:

• While all hospitals are primarily humanitarian institutions, operationally they are a multi-billion dollar complex comprising one of the nation's largest industries.

• Registered nurses, dietitians and therapists must be recruited from all parts of the country.

• Purchases of supplies and equipment "clearly have a substantial impact" on interstate commerce.

• As of 1965, more than 970 private hospitals had gross revenues of $551 million. More than 18,000 private nursing homes had 835,000 beds and gross national expenditures of $1.2 billion —an increase of 754 percent since 1950.

The NLRB also cited the "financial impact of billions of consumer dollars expended by millions of Americans for health protection and care."

The national Medicare program had a first-year operating budget in excess of $2 billion, said the board, adding that at the end of 1964, 79.2 percent of the U.S. civilian population was enrolled for health care benefits in Blue Cross and other health care programs.

Cited also were the "numerous public health and welfare enactments" of Congress, financed by public funds. They have a major impact on commerce, the board said, and "we believe that the public interest would be served by making available the orderly and peaceful procedures" of the labor act.

Pre-hearing Stressed

The new NLRB procedure will be to emphasize pre-hearing conferences by trial examiners to reduce delays and expense in unfair labor practices cases. The goal now will be shorter trial hearings, sharpening the issues and spelling out the complaint and defense theories before the formal hearing of evidence by the examiner.

Chairman Frank W. McCulloch says that the NLRB seeks "a trial that is less a battle of wits . . . and more of an orderly, rational search for the truth."

Noting that authority for pre-hearing conferences has been listed since 1946 in NLRB rules, McCulloch points out that the board previously had not forcibly called this to the attention of labor law litigants. No one may be penalized, however, for refusing to join such a conference or to make concessions, he adds.

The conference may be held on an examiner's initiative or by joint request of the parties. The intent of the board is "to avoid surprise and obfuscation by having the issues and respective theories . . . spelled out, and to achieve a record that is shorter and uncluttered. Litigants are entitled to have their rights determined without unnecessary expense or delay."

McCulloch said a "valuable byproduct" of the pre-hearing conferences should be more and speedier settlements.

The latest NLRB annual report notes that in spite of a record-breaking volume of cases disposed of, the load of unsettled cases increased about 5.5 percent in the year ended June 30, 1966.

For the ninth year in a row, unfair practice charges constituted a majority of new cases in that year. Charges against employers totaled 10,902; against unions, 4,941.

Renewals in Brief

Local 202

Wage gains totaling 13 percent across-the-board have been secured for 96-members by OPEIU Local 202 in a new three-year contract with Dorr-Oliver, Inc., manufacturer of filters and other sewage treatment products. The unit in Hazleton, Pa. comprises clerical workers, buyers and engineers.

The contract calls for a 5% raise the first year and 4% each year in the following two years. Christmas Eve and New Year's Eve become additional paid holidays, bringing the annual total to 10.

The employer also agreed to boost life insurance and health and welfare policies to $3,500 from $3,000, with additional benefits, at no cost to employees. Weekly sickness benefits are boosted $5 a week.

The unit negotiating committee was headed by William Rowett and comprised Thomas C. Ondrey, Byron B. Evert, Bernard J. Stanziola and George J. Gyurko. Management was represented by George Walkinshaw, D. R. Hill, J. J. Hague and Eugene Kokinda.

Local 95

OPEIU Local 95 has renewed a one-year pact with Wausau Iron Works, manufacturer of heavy soils equipment and snow plows in Wausau, Wisconsin, winning a 13¢ across-the-board wage increase.

Other improvements included better wage progressions and the day after Thanksgiving as a permanent paid holiday.

Local 95 President Harry R. Kloppa and Robert E. Porath handled the negotiations. They were assisted by Business Manager Carl Meisnest.

Local 10

A ninth classification resulting in four promotions and a traditional man's job opened to women highlight a new three-year OPEIU agreement signed in Detroit, Mich.

Covering 48 office workers at McKesson & Robbins, drug wholesalers, the Local 10 contract secured promotion of a woman to the Adjustment Clerk classification, a job always held previously by a man.

Increased wages, liberalized vacations, an additional holiday on each employee's birthday and other gains will be worth about $1,000 per employee over the span of the agreement.

Wages go up 20¢ the first year, 15¢ the second, and 12½¢ the third. Many employees are reclassified upward, including the computer backup man raised one job level.

The number of years required for a three-week vacation is cut one year each year of the contract from 15 to 12. Four weeks are due after 25 years' service.

Negotiations were conducted by Local 10 President Thelma O'Dell, Virginia Mills and Donald Amadori.

Local 8

An 8.26% wage boost has been secured by Seattle's OPEIU Local 8 for some 170 office employees of the King County Medical Service Corporation.

Health and welfare gains, the one-year contract boost hospital room reimbursement to the semi-private rate from the old $36 a day; add doctor home calls up to 20 a year for dependents, and extend coverage for complications arising out of surgery for tonsils and adenoids. A three-day bereavement leave was obtained.

Local 153

Sweeping changes for the better characterize a Local 153 (New York) agreement with Grancolombiana, shipping line.

Formerly the employer and employee each made a 5 per cent contribution to the profit-sharing plan. This was changed to a 7 per cent contribution by the employer and 3 per cent by the employee.

Wages go up 4 per cent each year, bringing the total earnings gain to 15 per cent.

Welfare, insurance and vacation benefits were improved, and the thorny problem of temporary employees resolved.

The unit will be covered by the union's advanced $31.50 Welfare Plan.

89 wins wage gains, union shop

The Crown Zellerbach signing: Seated from left are OPEIU Vice-President Frank E. Morton; Local 89 President S. A. Mayor, E. M. Boddy, C. Z. Labor Services Manager; T. I. Meehan, Bogalusa Division Manager; G. J. Beinvenu, Gaylord Division Manager, and A. G. Root, C. Z. Community & Industrial Relations Manager. Standing from left are Delos Knight, C. Z. Public Relations Manager; J. W. Brumfield, Local 89 Trustee; E. L. Deal, Bogalusa Division Office Manager; L. L. Magee, Local 89 Trustee; Lennel Miller, Local 89 Vice-President; Clyde A. Williams, Local 89 Trustee; Lorraine Latino, Local 89 Recording Secretary, and R. E. Davis, C. Z. Personnel Director, Bogalusa Division.

A new three-year contract signed by OPEIU Local 89 brings more than 50 office employees of Crown Zellerbach in Bogalusa, Louisiana, a 15.75% wage increase over the period, on top of $1 to $4 in individual salary adjustments.

The company, which operates timber, container and paper mill divisions in Bogalusa, also agreed to a full union shop and arbitration of disputes.

Other improvements include 6% to 10% salary raises on promotions, Sunday becomes an overtime premium day regardless of hours worked during the week. A new vacation provision calls for three weeks after eight years, four after 15 and five after 25.

Starting in 1969, the company will pay $4 per month for dependent medical coverage.

Local 89 President S. A. Mayor headed the bargaining committee which included John Brumfield, Louis Magee, Lorraine Latino, Lenell Miller and Clyde Williams.

Court finds for OPEIU On profit-sharing issue

The OPEIU has successfully challenged the right of a company to exclude from a profit-sharing plan employees who joined the union.

The National Labor Relations Board earlier found for the OPEIU, and now the Sixth Circuit Court of Appeals has upheld the NLRB—ruling that the Dura Corporation's restriction of its profit-sharing plan to "any salaried employee . . . who is not a member of a collective bargaining unit recognized by the employer" is *per se* violation of the Taft Act.

The issue developed in 1964 when the Dura Corporation began negotiating a contract with the OPEIU and at the same time barred the workers from its profit-sharing plan.

The OPEIU filed an unfair practice charge. Meanwhile, a contract was signed which contained a waiver clause. The company cited this clause.

The NLRB found the profit-sharing plan bar in violation of the law on the ground that a natural consequence of the eligibility rule was "the discouragement of union membership."

The Court of Appeals has now concurred, finding also that the waiver clause in the contract did not affect the issue.

Correction

In addition to Local 28 in Chicago, a number of OPEIU locals have gained union shop clauses covering units in the non-profit field. *White Collar* last month incorrectly described the Local 28 clause as unique.

Insurance

(Continued from page 1)

imum to maximum in each classification, the pact incorporates an 8-cent-an-hour cost-of-living increase into the basic wage.

The agreement calls for two 15-minute rest periods; nine paid holidays, including the employee's birthday and a half-day off for Christmas shopping; and two weeks vacation after one year, three after five and four after ten. Employees with six months of service get one day off with pay to get married. Bereavement leave of three days was also secured.

The work week is now set at 37½ hours, with time-and-a-half for Saturdays, double time for Sundays and triple time for holidays. Unit-wide seniority with job posting and bidding prevails. Employees whose jobs are eliminated by automation will not suffer pay reduction or be subject to lay-off.

Several provisions are unusual. Employees with perfect four months attendance records get one day off with pay for personal business. Working mothers, required to work overtime, will get an extra child care allowance plus overtime.

If you move, send your old and new address, including zip code to:
J. Howard Hicks, Sec.-Treas.
1012-14th St., N.W.
Washington, D.C. 20005

North Central Conference