



WHITE COLLAR

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

No. 298

March, 1971

Pay study adds \$20 to Local 457 scale

Members of Local 457 at Centerville Clinics, Pa., have ratified their first OPEIU contract following a wage classification study which adds an average increase of \$20 monthly to the negotiated 10% increase. All contract conditions are retroactive to last July 1.

Monthly increases above the initial 10% range from \$5 per individual to \$125, according to International Representative John W. Richards who assisted the negotiating committee.

The contract covers 115 non-professionals such as lab technicians and medical secretaries, receptionists, clerical and maintenance employees, as well as an additional 25 professionals who include registered nurses and social workers.

The vacation schedule for professionals is now three weeks after one year; four after five,

and five after 12 years. Non-professionals will receive two weeks after one year; three after three; four after eight, and five after 12 years.

More liberal fringe benefits include 11 paid holidays; five days funeral leave, complete health care and increased life insurance coverage.

Local 457 President Walter Goliembeski led the negotiating team. It comprised Marilyn McCoy, Fran Abbadini, Sue Hill, Bea Lohosky, Mary Luslik, Mary Peters, Andy Hanko, Sandra Dils, Vince Grlovich, Lorraine Gyure and Ann Luke-tich.

An OPEIU first

350 in Detroit hospital win four-day workweek

A four-day workweek, substantial wage boosts and a cost-of-living clause were won by Local 42 in a two-year contract covering some 350 employees at Metropolitan Hospital and Clinics in Detroit.

It is the first OPEIU contract on file calling for a four-day week, Local 42 Business Representative Ruth Spotwood notes. She says a subcommittee has been appointed to work out the mechanics of the shorter workweek with no reduction in wages, adding that it "will also eradicate the problems of clinic scheduling and insure that all employees receive their proper quota of full weekends each month."

The new pact calls for a \$10 a week across-the-board wage boost, retroactive to January 1, with another \$3.60 per week raise to take effect next January 1 when the cost-of-living allowance becomes operative.

A shift premium of 2¢ an hour on January 1 was also negotiated, with a further 2¢ to be added next January 1. The half-holidays on Christmas Eve and New Year's Eve become full paid holidays. A new vacation schedule calls for four weeks after 10 years' employment.

Another new feature is that upon termination of employment, full payment will be made for all unused sick leave.

Organizing report

Bank, professional drives make gains

Two of the latest election victories are more evidence of the trend toward white-collar unionism among degree-holding professionals. One was scored in Detroit and the second in New York City. And another success in Springhill, Louisiana, takes the bank organizing campaign another step forward.

Local 42, Detroit, was the unanimous choice of professional social workers at the Lansing Family Service Agency, a United Community Chest affiliate. All hold B.A. or M.A. degrees in social work. The election was conducted by the Michigan State Labor Board. Pauline Field was the chief organizer.

The Lansing victory is the latest of a string of successes among professionals in both

non-profit and profit-making areas. Last year administrative staff members (some holding as many as four degrees) at Albert Einstein College of Medicine joined New York Local 153.

A similar victory was achieved among instructors at the Jewish Community Center, Milwaukee who chose Local 9 as bargaining representative, while Local 30, in Los Angeles, succeeded in organizing a professional unit in the profit-making field comprising chemists, bacteriologists, lab technicians and others at Sunkist Growers.

Newly-chartered Local 436, in New York City, which plans to specialize in organizing office and professional staffs in non-profit institutions, won its first success in an election conducted by the N.Y. State Labor Board among teachers employed by the American Association for Jewish Education. Local 436 gained an 8 to 1 majority.

Other educational groups already unionized by the OPEIU include Roosevelt University, in Chicago; Fordham University and Monroe Business Institute, both in New York City; Lakehead University in Ontario, Canada, and librarians at Wayne State University in Detroit.

Local 411 in Springhill, La., wrote union history by making

that town the first in the nation where all banks are fully unionized. After winning employees \$2,000 each in a first contract signed with the recently unionized Springhill Bank & Trust Co., Local 411 staged another successful organizing drive at the only other bank in town.

In a National Labor Relations Board election held among employees at the Citizens Bank & Trust Co., the vote for Local 411 was unanimous. Springhill Bank & Trust Co. was the first bank unionized in Louisiana, and the new victory makes the Citizens Bank the twelfth to be brought into the OPEIU.

Meanwhile, Local 153 reports that it has been recognized to represent the office staff at Mutual Redevelopment Houses, Inc., in New York City.

In Washington, D.C., Local 2 scored a unanimous victory for a nine-member office unit at the Social Development Corporation, while New York Local 205, which represents employees at the N.Y. Stock and American Exchanges, won the American Exchange mailroom department in an NLRB election.

Local 10 President Thelma O'Dell, Detroit, reports winning a 12-member unit at the South Lyon Board of Education, Michigan. The vote was 10 to 1.

Unions gained more in 1970, U.S. says

According to preliminary estimates by the U.S. Department of Labor, major union contracts covering at least 4½-million workers negotiated during 1970 provided:

1. An average first-year wage and benefit change amounting to 13.2% a year, compared with 10.9% for 1969.
2. When wage rates are considered separately from benefits, the average annual adjustment during the life of the contract amounted to 8.9% of straight-time average hourly earnings, up from the 7.6% advance in the previous year.
3. With continued emphasis on first-year changes, the average first-year wage adjustment was 11.9% of straight-time hourly earnings, up considerably from the 9.2% gains recorded for 1969.

Local 87 - Cities Service pact pushes top minimum to \$1,096

A new 28-month contract, negotiated by Local 87 in Lake Charles, La., four months before the old one expired, brings wage gains totaling 16% to 156 office employees at Cities Service Oil Company.

The first across-the-board wage boost of 8½% is retroactive to January 1, with another 7½% to take effect on the same 1972 date. It sets a minimum starting salary in the first year of \$536.50 per month in the lowest office grade, with a \$1,019 minimum in the top bracket. These minimums will go to \$576.50 and \$1,096, respectively, on January 1, 1972.

Other gains were scored in maternity leaves, retirement benefits, and health insurance coverage. The company agreed to boost health plan monthly payments in two step-ups to \$11.50 for a single employee, and to \$25 for an employee with family.

The Friday following Thanksgiving becomes an additional paid holiday. This provision was also amended so that when Christmas falls on Wednesday, the Tuesday following Labor Day will be considered the floating holiday.

A new clause requires the company to notify the union

six months in advance if it plans to close a plant in the Lake Charles complex. Another new clause stipulates that temporary employees are entitled to all contractual benefits, but, lacking seniority, are subject to lay-off when a temporary job ceases. However, such employees—if qualified—will be considered if permanent job vacancies occur.

The union negotiating team was headed by Business Agent A. Malone Hebert. It included Gloria Abshire, recording-secretary; Laura Daigle, trustee; R. A. Zachary, Sammy Huber and Nathan LeJune.

Union offers key to caged bank employees

Thousands of young men and women start hope-filled careers in banks each year. Many have heard the story of the youngster who quit school, took a menial job in a bank and, with courage and determination, ended up as its president in the Horatio Alger tradition.

It's a nice story and may have happened in the old days. But a real-life bank president today is usually equipped with a college education, as are many other bank officers in the upper echelons. Very few lower-echelon bank employees ever reach these high-paying jobs.

Competition for the most lucrative positions is too keen, especially when one considers that the 450 largest commercial banks—those with deposits of \$100-million or more—employ half the total bank labor force. The 9,000-odd other banks, with deposits of less than \$10-million, employ only about one-tenth of all commercial bank employees.

Women passed over

The 66 percent of bank employees who are women are not only discriminated against in pay but also when it comes to promotion. One of every five bank employees is an officer but only a few are women. Still fewer by far are women bank presidents.

Usually, the younger bank officers are college graduates who started out as management trainees, although outstanding clerks or tellers may also be promoted. Male employees with education and experience have some prospects for promotion to the ranks of about 10,000 new bank officers named every year. For the most part, women aren't even considered unless they are unionized.

It has been said that a career as a bank officer is fine if one has the patience to wait until promotions and pay raises catch up with one's experience. With inflationary pressures so insistent these days, more and more bank employees (women especially) are turning to the Office & Professional Employees International Union because salary and career advancement seem so very slow. They conclude, and rightly so, that solutions for their problems can best be achieved through collective bargaining as in the case of teachers, nurses and other office and professional employees in the white-collar field.

The slow advancement in banking careers and sal-

aries is a fact of life—not a figment of imagination. A survey indicates that a junior bank officer usually spends 4.4 years in his first position before moving up. Middle-grade officers spend five years, and senior officers put in an average of 6.8 years in each spot.

Just as in any other business, the closer one gets to the top, the longer the wait between promotions. The annual earnings of some senior officers in large banks are thousands of dollars higher today than they were two years ago but the same isn't true for the armies of clerks and tellers who have to keep up with the paperwork.

Banks across the nation use more than 200,000 tellers to receive and pay out money each day. In small banks, one teller may handle a variety of transactions. But in large banks they tend to specialize and may be called commercial tellers, foreign-exchange tellers, payroll tellers or have some other title indicating their chief duties.

The tellers spend most of their time dealing directly with the bank's customers. After closing time, they count the money in their tills, balance the accounts and, perhaps, help sort and file some of the day's paperwork. Eight of 10 tellers are women, but many work only part-time.

Salaries of tellers and clerks vary a great deal, depending on the bank's size and where it's located. Employees in city banks, for instance, usually earn more than their rural counterparts. In metropolitan areas in 1969, commercial-savings tellers with less than five years experience earned only \$87-105 per week, with note tellers earning just \$96-\$106, far below the \$131.87 per week then paid to factory workers.

Contracts signed recently for newly-unionized units of bank employees which chose the OPEIU as their bargaining representative have won salary gains running as high as \$2,000 per individual for these sadly underpaid employees. As a result, more and more bank employees are now asking to be unionized as the word spreads.

Bonus tactic

The threat of unionism at one bank recently prompted management to pay \$400 Christmas bonuses to each employee plus meager pay gains "to keep the

union out." Outfoxed by management, these purblind employees were unable to realize the far bigger gains they could have won in a union contract with collective bargaining.

These employees also overlooked the fact that computers are taking over a lot of bank jobs because check-sorters and bookkeeping machine operators are on the way out as more banks convert to computer operations. OPEIU-negotiated bank contracts protect employees with a technological clause calling for retraining in event of automation and providing iron-clad job security as well as equal treatment in pay and promotions for female employees.

Altogether, banks are expected to hire about 65,000 new employees annually throughout the 1970s. Many will replace young girls quitting to marry and raise families, but others will be hired to fill brand new slots created by expansion or new ways of doing things.

White-collar unionism has bank managements worried but it is giving new hopes for the future to lower-echelon employees, the vast majority of whom until now have been condemned to sub-standard wages and working conditions because they lacked a union.

Banking pays well . . . for those at the top

With interest rates the highest they've been in 100 years, bank profits in 1970 hit all-time records. Banking is what Wall Street would call a "growth industry." However, banks are notorious for being more than generous with their top-echelon officers and stockholders and equally stingy in paying decent salaries to their hard-working lower-echelon employees who carry heavy responsibilities in handling vast amounts of cash.

The Bank Wage-Hour and Personnel Service of Washington, D.C., in a recent survey showed that bank officers are paid as much as \$62,870 per annum. In a few very large banks, salaries for presidents go to \$150,000 and higher without counting their other fringe benefits.

Tally in New Orleans: 3 raises totaling 16.8%

Wage raises totaling 16.8% across-the-board plus improved fringe benefits were written into a three-year contract between Local 403 in New Orleans, La., and Mason-Rust, contractors at the Mischoud aerospace facility.

The first raise of 6.8% took effect February 18, and will be followed by additional 5% raises in each of the following two years. The X-ray technician classification was raised from Grade 13 to 14.

The vacation allowance was increased by one additional day after 6 years' service, rising to five additional days after 10 years. The office employees also receive an additional paid holiday, with Christmas and New

Year's Eve becoming full holidays.

Other gains include an improved bereavement clause and an additional week added to severance pay after 11 years' service. Those with 11 years' service will now receive five weeks severance pay.

The negotiating team was headed by Local 403 President Ronald S. Tardo. It included Charles Boos, vice-president; Secretary-Treasurer James Bernas, and Merlin Fleury, grievance committee chairman.

6½% increase at Preway

A 6½% across-the-board wage boost (or 17¢ an hour minimum) and fringe improvements were obtained by Local 95 for office employees at Preway, Inc., manufacturer of kitchen ranges and heating appliances in Wisconsin Rapids, Wis.

Other new clauses in a one-year contract provide that sick leave may be accumulated with no limitations; that all employ-

ees are entitled to their birthday off with pay — previously restricted to those with five years' seniority; and that all employees get a half-day off with pay on Good Friday. Formerly, only two hours were allowed.

The union negotiating committee consisted of Jean Peck, chairman, Dorothy Rivard and Chuck Stankey. They were assisted by Business Representative Carl Meisnest.

Canadian Labour College offers home study course

The Labour College of Canada is offering trade union members a Correspondence Course embracing economics, political science and sociology, made up of 12 lessons. There are also three special lessons: one on how to read textbooks, take notes and write assignments; a second on how to read graphs; and a third which gives the basic elements of accounting.

Besides studying textbooks, students must write an assignment for each lesson and send it to the College. These assignments are corrected and returned with a model reply to permit the student to evaluate his work himself. Each student's progress is followed closely by a competent staff, anxious to help in any way. Upon successful completion of all the lessons, a certificate will be given.

Students will receive three textbooks: one in economics entitled "Economics for Canadians," by H. and K. Buckley; one in political science entitled "Political Organization," by Alfred de Grazia, and one in sociology entitled "Sociology: An Introduction to the Science of Society," by Samuel Koenig.

The course is open to every trade union member, whether or not an application has been made to attend the college's Residential Session, and whether or not there is any intention of

doing so. However, the college strongly recommends that candidates for the Residential Programme follow this preparatory course.

The correspondence course is especially geared for adult trade union members who have been out of school for some time and who are contemplating enrollment in some kind of educational programme, whether at the Labour College, a university or other type of labour education.

In the classroom, one must keep up the same pace as the others. Some are quicker to learn, perhaps they already have acquired the habit of study, but the best way to get back to studying is obviously to set one's own pace, and the correspondence course lends itself admirably to this technique.

The enrollment fee is \$15, which includes textbooks, material and certificate.

The Labour College of Canada was founded in 1963 as an institution of higher educa-

tion for trade union members. It is operated jointly by the Canadian Labour Congress, McGill University and the Université de Montréal.

It is an integral part of the labour movement and of Canada. It is a bilingual, bicultural institution open to the workers of Canada and also those of foreign countries. Its students are active in economic, social, community and political affairs.

Application forms and information on the correspondence course are obtainable from: Labour College of Canada 1009 Sherbrooke St. West Montreal 110, P.Q. or Education Department Canadian Labour Congress 100 Argyle Ave. Ottawa 4, Ontario.

Correction

The tax service organized by New York Local 153 is the Union Tax Service. It was named incorrectly in the January issue.

WHITE COLLAR

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

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Quebec paper pact raises lowest minimum to \$122



Seated from left at signing of new contract with Quebec North Shore Paper Company are: A. J. Ross and H. A. Sewell, management; OPEIU Regional Director Romeo Corbeil; M. Migneault, Local 416 President; and B. Baril, management. Standing from left: L. Arseneault, Mrs. L. Fortin, R. A. Beaulieu and R. Page, management; G. Imbeault, R. Gauthier, J. Tremblay, Le. Levasseur (OPEIU committee); P. Morasse, management; O. Deschesnes, Mrs. N. Aube, Mrs. G. St. Laurent, J. Bernatchez and G. Blanchette (OPEIU negotiating team).

Wage gains running as high as 26.3% for female employees in the lowest office grades were won by Local 416 for its 160-member unit employed by the Quebec North Shore Paper Company at Baie Comeau, P.Q. The three-year pact, retroactive to May 1, 1970, runs to April 30, 1973.

Progressive wage gains will bring the old rate of \$96.57 per week for the lowest office grade to \$110.85 in the first year, and to \$122.09 in the final year. In the top office classification, the old rate of \$201.35 will go to \$234.84 in the final year.

Weekly rates for camp clerks and assistant camp clerks go from \$116.73 to a minimum of \$140.53. Scalers and assistant scalers in the low bracket, who earned a \$112.10 minimum under the old pact, will go to a \$132.90 minimum.

Other gains include another floating holiday and, effective January 1, 1972, employees completing 15 years' service will be entitled to four weeks' vacation (was 18).

Aid for returning veterans

AFL-CIO President George Meany, chairman of the Human Resources Development Institute, has called upon organized labor to help find jobs for one-million servicemen returning from Vietnam.

He has circularized all AFL-CIO state and city central bodies urging full support for the AFL-CIO Veteran Assistance program which the Institute is developing in cooperation with the U.S. Departments of Labor and Defense.

An HRDI man will interview returning servicemen at four military separation centers in the San Francisco Bay area to get all pertinent data about their skills and job preferences, to be forwarded to the HRDI (or AFL-CIO Council) office nearest to his home, which the veteran will contact on arrival in his home town.

HRDI's letter points out the urgency of the problem:

- Many of the returning servicemen will be seeking their first full-time job.
- Most are in the 20-24 age group, which is hard hit by rising unemployment.
- Nearly 20% have less than a high school education.
- Approximately 10% are members of minority groups.
- And many will be returning to urban centers where unemployment has been the worst.

Health insurance proposals

The impending battle in Congress over health insurance legislation will center on rival plans drafted by the Nixon Administration and by liberal Democrats in Congress.

The Administration's plan envisions direct government financing of health insurance for only low-income families. For other families, the Administration is studying a proposal that would require employers to provide their workers with a federally prescribed minimum health insurance plan.

Employers who don't have a plan now, or who have a below-minimum plan, would be given a fixed time period to meet the minimum standards.

The liberal Democrats' plan would provide national health insurance for all, financed in part through an increase in social security taxes. A possible compromise, which reportedly has been rejected by the Administration—at least for now—would be to limit the national health insurance plan to catastrophic illnesses by providing a large deductible, which would vary according to income, that each family would have to pay before the government-financed plan took over.

Organized labor is backing the liberal plan that would cover everyone. The Administration's plan, now before the Congress, falls far short of what the people need in view of soaring hospital and medical costs.

Twin City unit wins 27% hike in 3 years

Because of the inflationary impact on its 30 office employees, Group Health Plan, Inc., agreed with Twin City Local 12 in St. Paul, Minn., that the old contract covering them should be renegotiated four months ahead of its expiration.

A three-year pact provides 27% across-the-board wage increases during the period, Business Manager H. R. Markusen reports. The first 15% boost took effect on Dec. 1, last, with additional 6% raises scheduled in each of the following two years.

In the event that the cost-of-living index exceeds 6% in either year, the higher figure will be the wage increase.

Other gains include an upgraded employer-paid Health & Welfare program; an improved bereavement clause; more generous sick leave provisions, and the half-days before Christmas and New Year to become full holidays.

The pact also contains a new pregnancy clause. Another new provision is that the agency will supply a car for use by employees for business purposes.

Local 15 contract with truckers brings wage increases up to 49%

Wage increases ranging from 24% to 49%, plus improved health-welfare and vacations, have been negotiated for office employees of five trucking companies in western Canada by Local 15 in Vancouver, B.C.

A three-year agreement with Canadian Freightways, Ltd., United Terminals, Time, D.C., Millar & Brown Ltd. (B.C.) and Carson Truck Lines covers employees in Vancouver, Prince George, and other points in British Columbia, Alberta and the Yukon Territories. It was overwhelmingly ratified by the bargaining units.

Business Representative Bill Swanson reports that the new wage scales top the OPEIU \$100 per week minimum starting office wage objective, and

that more equitable treatment was achieved for female office employees. The contract reduces to between 1½% and 4% the 11% wage disparity which existed between Vancouver and other areas in B.C., Alberta and the Yukon Territories.

The pact calls for first year wage boosts of 40¢ an hour in the Vancouver-Prince George area; 30¢ in the second, and another 30¢ in the third year. In the other areas, hourly wage boosts are 40¢, another 15¢ after six months; a 35¢ boost on January 1, 1972, and a further 30¢ on the same 1973 date.

Starting rate for file clerk is now \$473 per month, rising to \$673 at the end of the contract. The top classification—rate

clerk—ranges from \$661 per month to \$861.

Effective last January 1, the welfare plan coverage was increased with the employers paying 60% of premium costs. Improved vacations take effect after January 1, 1972.

Swanson says Local 15 plans to use the settlement as the basis for an organizing drive among non-union office employees throughout the freightways industry in western Canada.

U.S. Price Index

U.S. Bureau of Labor Statistics

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
1971	
January	138.6

Canadian Price Index

Dominion Bureau of Statistics

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
1971	
January	130.3

\$3,160 per member gain achieved by Local 202

Wage gains totaling some \$3,160 per member were achieved for some 80 office employees at Dorr-Oliver, Inc., a Curtiss-Wright subsidiary manufacturing sewage treatment products, in a three-year contract negotiated by Local 202 in Hazleton, Pa.

The first-year wage boost of 29¢ an hour is retroactive to September 21, 1970, with another 20¢ boost set for the second year and a 25¢ raise in the third. The shift differential goes up to 15¢ hourly.

Life insurance was increased to \$5,000 per individual (was \$3,500). Sickness and disability benefits were increased to \$55 weekly for 26 weeks in the low bracket (was \$45), and to \$75 in the top bracket (was \$60).

The Local 202 bargaining team included Richard E. Vitek, Thomas C. Ondrey, John Skuntz, William J. Facinello, Eugene Skitzki and William Dinsmore. They were assisted by International Representative Gene Dwyer.



from the desk
of the
PRESIDENT

The partial Chairman Miller

Edward Miller, chairman of the National Labor Relations Board, was appointed by President Nixon over the opposition of organized labor. AFL-CIO President George Meany has pointed out that Miller is the first chairman whose entire experience has been legal representation of management in labor relations. Meany predicted that it would be difficult for Miller to be impartial in labor-management disputes because of his management background, and he was right.

In case after case decided by the National Labor Relations Board, Miller has consistently evidenced his support for management's positions. While this has earned him the approbation of *The Wall Street Journal*, it has not done much to enhance his status as chairman of the National Labor Relations Board. Worse still, his decisions have been detrimental to the aims and aspirations of workers.

In one recent case involving a Fullerton, California firm, the company declared it would never agree to a union-security arrangement, such as a union shop, if the workers voted for the union. A majority of the National Labor Relations Board felt that this was an "anticipatory and unreasoned threat" and held that the employer had thus violated the law. Chairman Miller dissented from the majority view.

In another dispute involving an Indiana paper company, the board majority found that the employer had violated the law when he stated to the employees before the election that if they chose the union, they would lose their freedom of speech. Miller again not only disagreed with the majority, but stated that the employer's statement was essentially true. The same board, however, headed up by Chairman Miller, has consistently set aside elections when it was proved that union statements before an election may have been technically incorrect.

In a more recent case, a union had a majority of signed cards and petitioned the NLRB for an election. The employer, in advance of the voting, engaged in numerous various acts of restraint and coercion designed to prevent a union majority in the election. The union lost the election and appealed to the board on the basis of the employer's illegal actions.

The trial examiner found that the employer had flagrantly violated the law and thereby affected the results of the election, and also that the only way to remedy the effects of the employer's unfair labor practices was to order the employer to recognize the union as the collective bargaining representative. A majority of the board agreed with the trial examiner.

Chairman Miller agreed that the employer's action justified throwing out the results of the balloting but refused to go along with the majority as to the remedy. Miller completely disregarded the fact that the employer, through coercion and fear, had changed the desires of the majority of the employees for collective bargaining. While it was admitted that the union had a majority of the workers signed to enrollment cards before the election, Miller felt that the only alternative was another election. As a remedy, therefore, he would give the employer another opportunity to violate the law and deprive his workers of an opportunity to obtain the benefits of collective bargaining and a signed collective bargaining contract.

The Wall Street Journal applauded Miller for his minority opinion and categorized the majority findings as "an arrogant assumption." If Miller has his way, it will be impossible for a union to win an election conducted by the NLRB. Let's hope that President Nixon does not find it necessary to make additional appointments to the NLRB of men who are completely dedicated to the cause of management!

Local 445 signs AEC contractor

Wage boosts ranging from 20¢ to 53¢ an hour, plus a 5% across-the-board increase on July 23, were achieved in a two-year contract negotiated by Local 445 in Las Vegas, Nevada, with Wackenhut Services, Inc., a contractor providing security at the Atomic Energy Commission at the Nevada Test Site.

Other gains included upgrad-

ing of various job classifications; improved seniority; increased pay for employees on temporary assignment to a higher job classification; five days paid emergency leave of absence per year in addition to paid sick leave and paid vacations; maternity leaves of absence; severance pay for employees on layoff; uniforms paid by the employer

Negotiate with Local 27, NLRB orders Texas firm

Accepting in part the recommendations of Trial Examiner Thomas F. Maher, the National Labor Relations Board orders Texas Transport & Terminal Company, in Houston, to bargain with Local 27.

The OPEIU began an organizing drive among some 50 of the employer's clerical employees in May 1969. By June 26, when the union requested recognition from the employer, it had collected more than 30 employees' cards authorizing Local 27 to act as their exclusive bargaining agent.

The company subsequently refused to recognize Local 27 and on July 1 petitioned the Board for an election in the unit. Conduct of the election was delayed by the filing of unfair practice charges by the OPEIU and on August 1, 36 employees, including 18 who had signed cards, requested the regional director to revoke the union's authority to represent them.

Maher found that some of the company's activities, including promises of benefits and threats of discharges and re-

prisal, did violate the law, but he also found that the conduct did not cause the union to lose its majority or made impossible a fair election.

The trial examiner also rejected the union's contentions that pay raises given to employees early in the organizing drive constituted an "attempt to subvert union organizing."

A Board panel majority consisting of Members Fanning and Jenkins disagrees with these findings; while Board Chairman Miller dissents from the majority, and agrees completely with the trial examiner's conclusions.

Turning to the unilateral pay increases, the majority notes that although company officials had been considering granting the raises for six months prior to their implementation, "at no time prior to the increases did respondent's management discuss specifically when to grant" them.

The majority adds that while Maher characterized the raises as "part of the normal exercise of the company's business function," the record indicates that the employer "had no intention of giving Houston office clerical employees . . . increases in June 1969, at least prior to the beginning of the union's organizational campaign on June 10."

Retired Leota Newman honored by Local 13

Leota Newman, a charter member of Local 13 in St. Louis, Mo., has retired after 30 years service with Local 1, International Brotherhood of Electrical Workers. At a retirement party in her honor, she received \$1,000 from her employer and many personal gifts from fellow-employees.

As a Local 13 member, Miss Newman served as secretary-treasurer, trustee and president, and on numerous committees. She also volunteered countless hours to OPEIU organizing efforts.

Following a recent meeting, Local 13 gave her a party and presented her with an Honorary Life Membership card. We wish her many happy years in her well-earned retirement.

Local 13 Recording Secretary Dora Marsh has been elected a



Leota Newman

trustee of the Belleville Trades and Labor Assembly, which last year selected her for its Labor Woman of the Year Award.

Local 14 increases hourly rate to \$4.25

Wage gains totaling 16% and an improved hospital-surgical plan highlight a two-year contract negotiated by Philadelphia Local 14 for members at the Eagle Point Plant of Texaco, Inc.

The first 8½% across-the-board boost is retroactive to January 1, 1971 with another 7½% set for next January 1. President Edward P. Springman reports that the average office wage is now \$4.25 an hour, and that the top rate for senior clerks with seven years or more service becomes \$12,672 annually.

The company's monthly contribution to the hospital-surgical plan was raised to \$10 for single employees (was \$7.50), and will rise to \$12.50 next January 1. For employees with

dependents, the payment will go to \$20 (was \$15), and to \$25 next year.

Eligibility for new employees participating in the Group Life insurance was lowered to four months of continuous employment, rather than the previous one year. Veterans Day was added to the holiday schedule.

Besides Springman, the OPEIU negotiating team included L. C. Thomason, C. A. DiMenna, F. L. Nelson and J. M. Oliveri.

If you move, send your old and new address, including zip code to:
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Local 2 shows how

An 11¼% wage boost in the first year, plus a 3% cost-of-living escalator in the second, were won in a two-year contract negotiated by Local 2 for office employees of the American Institute for Free Labor Development, in Washington, D.C. The institute educates Latin Americans in U.S. trade unionism.

The new pact establishes a minimum starting wage of

\$6,438 annually in the lowest office classification, rising to a \$7,516 maximum. It sets a starting minimum of \$13,896 annually in the top grade, with a maximum of \$15,755.

Effective October 1, wage rates will be adjusted quarterly in accordance with the BLS cost-of-living index, according to Local 2 Staff Representative John C. Hazel.