



WHITE COLLAR

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

No. 311

May, 1972

Staff Conference set for Atlanta, Ga. June 9-10

President Howard Coughlin has circularized all OPEIU Locals announcing that the annual meeting of full-time Local Business Representatives, International Regional Directors and Staff Representatives in the U. S. and Canada will be held June 9 and 10 at the American Motors Hotel, Spring Street and Carnegie Way, Atlanta, Georgia.

Sessions will begin at 10 a.m. on Friday, June 9, and will conclude by mid-afternoon on Saturday, June 10.

The two-day program will deal with collective bargaining problems under Phase II, contract administration, Local Union servicing, organizing, and recent NLRB and court decisions.

Arrangements are being made to bring in several guest speakers to address the group on matters of special concern.

Delegates are urged to contact Mrs. Hastings, the hotel's sales manager, for reservations. A bloc of rooms has been reserved for OPEIU delegates at daily single rates of \$18, \$20 and \$22. Delegates should indicate to her their OPEIU affiliation and room rate desired, also noting arrival and departure times.

Buffalo local scores for 650 at Blue Cross

Across-the-board pay boosts of 10½%, an additional paid holiday, more liberal vacations and improved health-welfare benefits were won for 650 office employees at Blue Cross of Western New York, Inc., in a three-year contract negotiated by Buffalo's Local 212.

Business Manager Emil W. Steck says the new pact, subject to Pay Board approval, is retroactive to March 30. The first-year 4% pay boost will be figured on base rates which include 46¢ an hour in previous cost-of-living adjustments frozen into existing pay rates. The pact also calls for a 3½% wage boost in the second year and 3% in the third. The cost-of-living allowance is continued in a modified form.

The day after Thanksgiving becomes a paid holiday, bringing the annual total to 10. While

the old vacation provision of two weeks after one year and three after five remains unchanged, the new pact calls for an additional vacation day, to a 20-day maximum, for each year of service after five years.

The contract provides for a prescription drug plan with employees paying \$1 toward the cost of each prescription in the first year, 75¢ in the second, and 50¢ in the third.

The company agreed to provide in the second year major medical coverage with a \$50 deductible "if it is available to the community at large."

Local Unions add units

With the International's field staff pressing major organizing campaigns in the big cities, smaller Locals using their own know-how took the spotlight and scored several notable election victories in their own communities.

Guided by Vice President J. Oscar Bloodworth, Jacksonville's Local 73 won a new 20-member unit in an NLRB election at the First National Bank in New Smyrna Beach, the first bank ever unionized in Florida. The bank employees voted by a 2-to-1 margin for OPEIU representation despite strong management opposition.

Opened in 1963 and having deposits of \$10.1-million, it is the smaller of the two banks serving the 10,500 population community.

In Utica, N.Y., an alert Local 281 Organizing Committee scored two victories without elections. Learning that Chicago Pneumatic Tool Company had set up a new corporation named the Chicago Pneumatic Equipment Company, the committee promptly signed up its 25 new employees, obtained management recognition and secured a memorandum of understanding applying most provisions of Local 281's contract with the parent company to the new unit. The interim agreement will be renegotiated in September.

At the same time, the committee won recognition as representative of the office staff at Utica's United Fund, and is now preparing proposals for an initial contract. This energetic committee comprises Local 281

3,000 strong independent merges with the OPEIU

An independent white-collar union based in Milwaukee, Wis., representing some 3,000 office, technical and clerical employees in eight bargaining units across three mid-Western states, has voted by an overwhelming 84.2% margin to merge with the Office & Professional Employees International Union.

The new entry into OPEIU ranks is the Associated Unions of America (AUA). It ended its 31-year independent existence on April 27 at ceremonies in Milwaukee when it was granted an OPEIU charter as Local 500 by International President Howard Coughlin.

AUA National Secretary Don Cameron, the union's founder who guided it over the years, explained that because of company mergers and consolidations, as well as the rise of multinational conglomerates, a merger with a strong white-collar union in the AFL-CIO mainstream of organized labor had become vital. Besides, he pointed out, raids by other unions had whittled down its membership and further weakened its bargaining position. The OPEIU was their logical choice, he said.

Merger saluted

The historic ceremonies clinching the merger were attended by delegations from both unions, with Coughlin heading the OPEIU representatives and Cameron the AUA group. Representing the OPEIU were Director of Organization Art Lewandowski, Vice President Billie D. Adams and International Representative Jay Porcaro, all of whom had participated in the various steps leading up to the merger ratification. Business Manager Edward J. Kubicki represented Milwau-



Proudly displaying the recently presented charter of Local 500 are, from left, Howard Coughlin, OPEIU President; Arthur P. Lewandowski, OPEIU Director of Organization; Donald F. Cameron, Secretary, Local 500; and Ted Luedke, President, Local 500.

kee's Local 9 in welcoming the new OPEIU members.

Present at the ceremonies, in addition to Don Cameron, were all AUA's national officers, members of its Executive Board, and the officers and stewards of its eight units.

Initial talks began some months ago between President Coughlin and AUA's national officers and Executive Board to work out details of a merger which would be mutually beneficial. The terms had to comply with the AUA Constitution which called for approval by its Executive Board, as well as ratification by at least two-thirds of AUA's membership, before any merger could be consummated.

After studying proposals submitted by Coughlin, the AUA officers and Executive Board by a unanimous 24-to-0 vote approved the terms and, at the same time, recommended that the general membership ratify the agreement. In accordance with AUA Constitutional requirements, its officers then made arrangements to set in motion the election machinery provided for ratification.

Thorough preparation

Before this vote could be taken, all AUA bargaining units were required to call membership meetings. These were attended by the independent union's officers and OPEIU officials who explained the reasons for the merger and its importance to the future welfare of all AUA members. Lewandowski, Adams and Porcaro

comprised the OPEIU team of speakers. The resulting 84.2% ratification vote was well above the 66.6% required by the AUA Constitution.

Milwaukee's new Local 500 will embrace all eight AUA bargaining units. Five of these are located in Wisconsin, including two insurance companies; two are in Indiana, and one in Illinois.

The five Wisconsin units are Northwestern Mutual Life Insurance Company — the largest group representing 1,400 employees; Northwest National Insurance Company, Cutler-Hammer, a multinational manufacturer; and the Ladish Company (all in Milwaukee); and Four-Wheel Drive, in Clintonville, Wis.

The other three bargaining units are Adams Westlake and Teledyne Metal Forming Corp., both in Elkhart, Ind., and the New Idea Farm Equipment Corp., a division of the multinational Avco Corp., located in Sandwich, Ill.

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WHITE COLLAR

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

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Welcome to Local 500

At our convention in Miami last June delegates voted unanimously for a resolution calling on all independent white-collar unions to unite under the OPEIU banner. By doing so, it was pointed out, they would not only benefit their own memberships but also accelerate the growing white-collar union movement because "in unity there's strength."

This fraternal call has now brought into our ranks the first large independent; Associated Unions of America (AUA), based in Milwaukee, Wis. In the future it will function as Local 500, bargaining with greater strength and prestige for the 3,000 office and technical employees it represents in three states.

Don Cameron, AUA's founder who as its National Secretary guided its destiny for 31 years, realized that small independent unions today are unable to cope with the complex problems they now face in a rapidly changing society.

In his mature judgement, and that of his Executive Board, the most logical solution to meet these problems was to merge with a strong white-collar union in the AFL-CIO mainstream of organized labor. We are happy to note that the OPEIU was their choice, with AUA's membership ratifying their decision by an overwhelming 84.2% margin.

Other independent unions are confronted today with the same dilemma as Don Cameron and his AUA colleagues. We sincerely hope that their leadership will recognize with equal realism these similar problems and display the same wisdom as the independent Milwaukee AUA. The OPEIU will welcome them with open arms.

This merger strengthens both our unions and also the entire white-collar union movement in the private sector. It combines the memberships, the talents, the organizing experience, and the dedication of both our leaderships in a common cause. Team work should prove fruitful in the years ahead.

We extend a sincere fraternal welcome to all our new Local 500 officers and members. Their entry into OPEIU's ranks is a happy augury for the future toward which we shall march forward together, more confident than ever in our growing strength.

Secretaries need unions

A report in our April issue described a U.S. State Department intramural drive to upgrade the status of its secretaries and dissuade supervisors from treating them as "housekeepers, office wives or go-fers," performing menial tasks beneath their dignity.

The OPEIU has long insisted that secretaries are highly-skilled office employees entitled to better treatment but, unfortunately, most of the 2½-million secretaries in the nation have not yet recognized their need to unionize to gain their rights.

We applaud the government campaign to upgrade their office status now and give proper recognition to their dignity. Perhaps it reflects the publicity pressures generated in recent years by the women's protest movement demanding equal pay and equal opportunity for promotion, among other things. In the long run, we doubt very much that the lot of secretaries will be greatly improved by this approach.

Although the women's lib movement in recent years has been highly publicized, the fact remains that women at the same time have been steadily losing ground everywhere—in government, education, professional and technical occupations simply because they have not unionized in greater numbers.

In Congress, for example, there were 17 women Representatives and two female Senators in 1960. Today only 12 Representatives and one Senator are women. Not a single woman governor of a state remains today, and for the last three administrations there has been no woman in a President's Cabinet.

In 1940, women held 45% of the jobs in professional and technical fields whereas they hold only 39% today. And for all occupations, the latest median wage for men was \$8,227 annually, against only \$4,997 for women.

If they ever hope to gain actual equality for their sex, office women belong in the growing white-collar union movement. Unionized their woman power could really go places under the OPEIU banner.

Chicago women unionists ask greater recognition

The First All Women's Conference held recently in Chicago mobilized female trade unionists in Illinois in a drive for equal rights and issued a call for greater participation by women in politics and the trade union movement. Among its prime organizers was Local 28 member Kaye Pietrzak, president of the United Union Women's Caucus of Chicago, who was conference chairwoman.

Announcing that Illinois union women have declared themselves "in" on the women's movement, Miss Pietrzak told the delegates that "in today's world, women have to work twice as hard as men even to be noticed, and often train the man who gets the promotion." She said that women "must preserve the traditions of the Labor Movement but, at the same time, must fight to bring justice to women and all minorities."

Proclaiming itself the largest body of organized women in the nation (200,000 in Illinois and 4 million in the U.S.), the women advanced their own demands for greater recognition in political life as well as in the trade union movement.

Resolutions demanded that



Speakers at Chicago conference of women unionists are from left: Dorothy Anderson, of Galesburg, Ill., who spoke on "Women in Political Offices"; Ruth Colombo, who outlined "COPE's 1972 Objectives," and Local 28 member Kaye Pietrzak (at podium), whose topic was, "Is Politics Your Business?"

women be given recognition through the appointment of union women to local and state commissions and that the Illinois State AFL-CIO appoint women to its Executive Board in proportion to their numbers among the membership. No woman now serves on the board.

The conference keynote speaker was Marguerite Gilmore, U.S. Department of Labor Women's Division, who stressed the importance of wom-

en in labor unions joining together to be recognized.

Ruth Colombo, Eastern Area Director of Women's Activities for COPE, declared that "women must become politically involved because what happens to labor happens to them."

The one-day conference ended with the theme that "women must learn to think BIG. They cannot sit back and do nothing; they must contribute and help in a positive way to advance their cause through trade unionism."

Unions Down Under on top of threat of technology

If the vast majority of some one-million non-union bank employees in North America seem unaware of the menace of technology to their job futures, such is not the case with their more alert unionized counterparts in far-off Australia.

In response to a recent *White Collar* story describing the first fully-automated bank then about to open in Columbus, Ohio, an airmail letter arrived in quick time from an Australian union

of bank employees asking the OPEIU to keep it informed on similar future technological developments in the banking field.

Although the Australian union reveals that it has an agreement both with employers and the government to help minimize the impact of technology, the automated Ohio bank story aroused keen interest among bank employees Down Under.

They already had been alerted to coming automation by a story

appearing in the *Melbourne Herald* predicting:

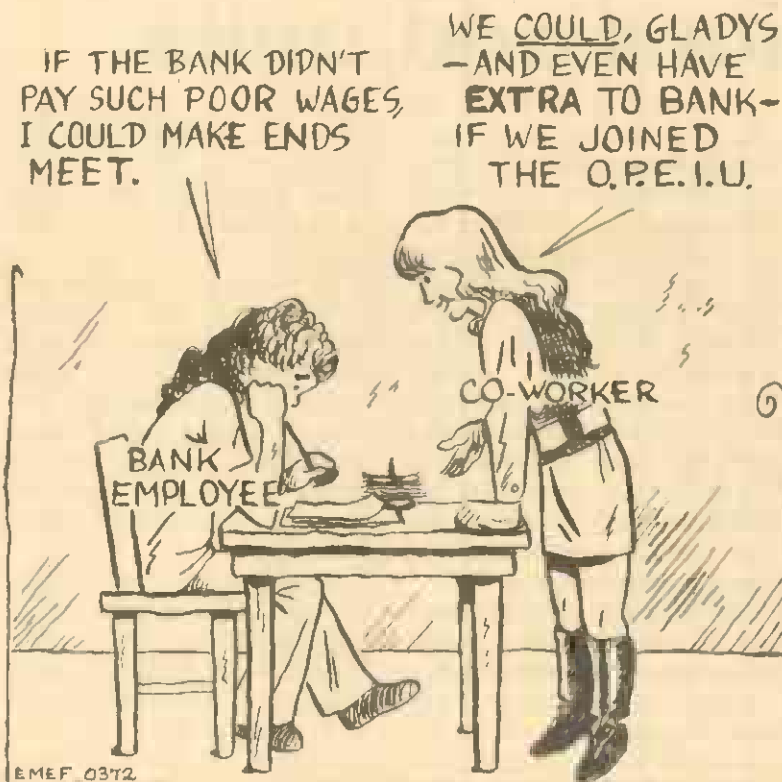
"Within the next 10 years, computers and terminals could be as common as television and telephone sets today.

"The early 1980s could see the introduction of portable computers that could be carried by hand and plugged into a telephone or power-point wherever you wish. The next decade also could usher in the 'cashless society.'

"When you buy a suit in the 'cashless society' of the future, the salesman will place your credit card in a slot in a telephone linked to your bank's computer, dial numbers representing the amount of the sale and wait for the computer's decision.

"If your bank account is in order, it will be reduced by the amount of the purchase, or your overdraft will be increased. But if you're in the red, too bad—no sale. Computer experts say that, given today's technology and improvements expected in the next decade, these ideas are not far-fetched."

From time to time, the OPEIU has been warning North American bank employees that they urgently need to unionize now to protect themselves and their families against future job insecurity, caused by onrushing technology, while there's still time.



NLRB restores Local 455 member to her job with full back pay

After a hearing on anti-union charges filed by Local 455 against the Savannah Electric & Power Company, NLRB Trial Examiner George Powell found the company guilty of unfair practices on two counts: (1) when it fired discriminatorily an office employee for union activities, and (2) when it promulgated an unlawful order interfering with union activities by its office employees on their own time.

The company was ordered to reinstate without prejudice and with full seniority Janet Gibbs, the discharged employee, and to make her whole for all lost wages with 6% interest per annum added since Dec. 21, 1970, the date of her discharge. She had been told by her supervisor she was still on probation and was "not protected by the union contract."

Miss Gibbs had been employed part-time since Sept. 9, 1969, and on June 15, 1970, after high school graduation, accepted a full-time job in the Customer Accounting Dept. This was about two weeks before the OPEIU displaced a company union as bargaining agent. During her part-time employment she had been given a raise and her work was considered satisfactory.

On Sept. 24, 1970, she joined the OPEIU and the next day the bargaining unit engaged in an economic strike lasting two full weeks. She marched on the picket line for about six hours daily.

On returning to work with the others Miss Gibbs was assigned to another job by her supervisor who later began complaining that her "attitude" had changed since the previous July. The Trial Examiner concluded that the charges lacked "credibility" and found that the reason given for her discharge "was only a pretext with the real reason being antiunion motivation (by the employer) to discourage membership" in the OPEIU.

Testimony during the hearing showed that James P. Kavanaugh, who originally hired her and offered her the full-time job, had been active in the company union and was several times its president. He was Manager of Customer Accounting, a supervisory job, when he fired her.

Miss Gibbs testified "credibly" that shortly after the strike Kavanaugh stopped the previous practice of coffee drinking at work stations in the department. She said he had also changed the job locations of other striking employees, requiring them to stand more than before the strike. One employee, Betty Nease, had been ordered by her

doctor to keep off her feet; another, Ann Crenshaw, was pregnant at the time and was not supposed to stand.

The Trial Examiner concluded that the preponderance of evidence showed the company's "antiunion animus," particularly when its Manager of General Accounting E. Olin Veale unlawfully prohibited employees from discussing the union in working areas of the office during their nonworking time.

In addition to ordering the company to reinstate Janet Gibbs with all back pay, the trial Examiner ordered it to post a notice to this effect for 60 consecutive days, also stating that it would not prohibit, threaten to suspend, or discharge employees because of their activities on their own time on behalf of the Office & Professional Employees International Union, Local 455.

Vice President J. Oscar Bloodworth, Local 455 Business Agent Paul A. Feldman, and Attorney Paul L. Styles, Jr., of Atlanta, Ga., presented the OPEIU case at the hearing.



from the desk of the

PRESIDENT

The attacks on Meany

Since the inception of the American Federation of Labor, its leaders have been criticized both from the left and the right. Samuel Gompers, its first President, was the target of big business in the United States and, at the same time, was constantly challenged by both Socialists and Communists who sought to make the American labor movement a vehicle for their respective ideologies. AFL President William Green was equally derided by both left and the right.

Criticism of the political stance of the American labor movement always reaches high proportions during Presidential election years. 1972 is no exception. Both the right wing and left wing newspapers of our country are having a field day with AFL-CIO President George Meany. The right wing, representing big business, is lambasting Meany because of his alleged mistreatment of President Nixon at the AFL-CIO Convention last year and because he led the AFL-CIO delegation off the Pay Board this year.

Big business is also on a collision course with the American labor movement in connection with the Burke-Hartke Bill. Labor is working for enactment of this bill, which is principally designed to bring equitable tax treatment to American multinational firms. Big business derides union leaders who talk about the export of jobs to overseas markets, though imported foreign goods manufactured at coolie wages are competing successfully with American products produced by American workers at the highest wage levels in the world.

On the other hand, the left wing of our country sees the labor movement and AFL-CIO President George Meany as a substantial roadblock in its fight against the establishment. Those who would topple our form of government or completely revolutionize our system encourage union strife within the trade union family. They completely disagree with the foreign policy of the AFL-CIO and constantly criticize the domestic aims of the American labor movement. They are forever pointing to the wage differentials between the skilled and the unskilled. The left wing sees no justification for strikes waged by higher paid skilled workers. On the other hand, they tend to rationalize every act of violence that may be committed by those who would overturn our society.

While approximately 98% of the union leaders in the United States follow the AFL-CIO policy of not supporting a political party but rather espouse the candidacy of those who support labor's aims and goals, there are those who would weld the American labor movement into a labor party. In seeking to achieve this end, they feel called upon to criticize the American labor movement in numerous ways. They point to jurisdictional disputes, the age of American labor leaders, the higher dues rates for skilled worker unions and the failure of a few unions to support the national policy of equal employment opportunity.

Unquestionably the AFL-CIO is not perfect. It has all of the imperfections of any institution in the United States. It is well to remember, however, that the AFL-CIO is the only spokesman for working people in Washington. Without the AFL-CIO, we would not have achieved numerous social gains, including Social Security, unemployment insurance, Medicare, free public education, workmen's compensation and the many increases in minimum wages. The AFL-CIO is the only organization in American society that works day in and day out to achieve a broad range of social and economic gains for working men and women. We should always keep this in mind when we are barraged with propaganda from the left and the right.

Local 247 upheld on demotion pay

Although contract language was silent on demotions, Arbitrator William J. Fallon in an historic decision ruled that the National Blank Book Company, of Holyoke, Mass., could not unilaterally reduce hourly wage rates of three office employees bumped into lower grades because of a layoff—the first in memory at the company—without negotiating the matter with the OPEIU.

The grievance was filed by Local 247 which contended that, in the absence of a relevant contract clause, it becomes a matter for union negotiation when demotions involve the rate of wages paid to affected employees.

The company argued that it had the unilateral right to reduce wages in this instance in the absence of contract restrictions. As a result of work curtailment, the three employees with seniority were forced to bump into the lower rated jobs in order to continue working and had their wages reduced correspondingly to those of the lower grades.

Arbitrator Fallon upheld the union's position, citing as "persuasive evidence" two supporting contractual articles with respect to its exclusive bargaining rights. His decision directed management and the union to sit down immediately and negotiate a demotion system. The decision may be considered a land-

mark one since arbiters in the past have held that managements are free to act unilaterally in the absence of contract restrictions.

He further ordered that rates made applicable by virtue of the negotiated demotion procedure became effective retroactively to July 13, 1971, the date when the grievants were originally assigned the lower protested wage rates.

International Representative Justin F. Manning prepared and presented the OPEIU case with the assistance of Local 247 President Ron Pacquette.

4 B.C. units make gains

A master agreement concluded by Local 15 in Vancouver B.C., covering office employees at four credit unions on Vancouver Island, won a minimum increase of \$30 a month across-the-board in the first year, plus an additional 7% in the second, according to Business Representative Bill Swanson.

The new pact calls for four weeks' vacation after eight years of service and a restructuring of salary scales. Agreement was reached with the help of a B.C. Mediator.

The OPEIU negotiating team, in addition to Swanson, included the Chief Stewards of the four credit unions. They were Diane Ross, Loretta Boles, Agnes Stewart and Shirley Grill.

An inquiry from one brings answer to many

"Working conditions around my office have become intolerable. How do I start a secretarial union?"

This was the inquiry recently received from a reader by Letty Cottin Pogrebin who edits a monthly feature, "The Working Woman" for *Ladies Home Journal*.

A phone call to OPEIU's Director of Organization Art Lewandowski gave her the necessary information which appeared on her feature page in the magazine's April issue. Shortly after the magazine hit the newsstands, organizing leads began to arrive at OPEIU headquarters by phone and letters.

Altogether, Lewandowski said about a dozen promising organizing leads have been received as a result of the publicity. One was from a college; another came from an insurance company where an organizing campaign already has been launched.

During her 13-year business career, Mrs. Pogrebin rose from file clerk to vice president and is the author of a best-seller: "How to Make It in a Man's World." She's 32, a wife and mother of three, and understands the problems of modern office women and their need to unionize.

U.S. Price Index

U.S. Bureau of Labor Statistics
New Base 1967=100

1971	
March	119.8
April	120.2
May	120.8
June	121.0
July	121.8
August	122.2
September	122.4
October	122.6
November	122.6
December	122.1
1972	
January	123.2
February	123.8
March	124.0

Canadian Price Index

Dominion Bureau of Statistics

1971	
March	131.3
April	132.2
May	132.7
June	133.0
July	134.1
August	135.0
September	134.7
October	134.9
November	135.4
December	136.0
1972	
January	136.7
February	137.3
March	137.4

Local 7 pioneer retires



Michael DiSilvestro, new General Sec.-Treas. of the Brotherhood of Painters, presents checks to Mildred Reinbott at a party honoring her for 50 years of service.

Mildred Reinbott, a charter member of Local 7 in Lafayette, Ind., has retired after 50 years of service on the clerical staff of the Brotherhood of Painters & Allied Trades.

She started work after graduation from high school in 1922 and was promoted to Supply and Shipping Clerk in 1924, a

position she held until her retirement.

At a retirement dinner in her honor, attended by OPEIU members and fellow-employees, Miss Reinbott was presented by the Brotherhood with a check for 100 days of severance pay; another employer check as a gift for her long and faithful service, and a Certificate of

Award for her monthly pension.

According to Local 7 President Margaret L. Barton, Miss Reinbott was a member of Federated Union No. 160022, the Lafayette white-collar union amalgamated into Local 7 when the OPEIU was formally chartered by the AFL.

We wish her happiness in her well-earned retirement.

New Local 11 unit wins top conditions

A first contract for the 115 recently organized employees of Clark County in Vancouver, Washington brings conditions "unparalleled in the Portland area for clerical employees in any local government," Local 11 Sec.-Treas. Walter A. Englebert reports.

The settlement reached by Local 11 raises wages 6½% in each of three years. In the final contract year, it sets salaries ranging from \$4,968 to \$6,036 per annum in the lowest classification, and from \$14,532 to \$18,652 in the top grade. The pact, signed by the County Commissioners, was ratified by the bargaining unit.

The agreement increased the employer Health-Welfare plan contribution to a \$44 monthly maximum (was \$10) with coordinated benefits. In the second year, a new Dental Plan will

provide full family coverage, guaranteeing that employees will not have to pay any premium increases for benefits during the life of the contract.

The employer agreed to contribute an additional 1% of payroll into the OPEIU's Western States Pension Plan and to increase this to 2% at the end of the present agreement.

Other gains are an additional paid holiday—the Friday after Thanksgiving—bringing the annual total to twelve; more liberal vacations; job bidding and posting; full grievance procedures; full union security, and sick leave cumulative to 120 days.

\$3,150 in wage raises negotiated by Local 17

Wage gains totaling \$3,150 per individual over three years and greatly improved fringe benefits were negotiated by Local 17 for 150 office employees at Chase Copper & Brass Company in Euclid, Ohio, according to Sec.-Treas. Irene Summerfield.

Retroactive to Oct. 1, it provides a first-year increase of 38¢ an hour, with additional 12½¢ boosts to take effect in each of the two following years. It also calls for a new paid holiday, Good Friday, bringing the annual total to 10.

For the first time, the employer agreed to provide major medical coverage of \$15,000, with a \$100 deductible. Sickness and accident benefits are in-

creased to \$80 per week for a maximum of 39 weeks in the second year (was \$70 to a 30 week maximum). The benefit is to be increased again to \$90 in the third year.

Effective in the second year, cost-of-living clauses provide ½¢ an hour for every 0.4 point rise in the Consumer Price Index up to 3¢, with no adjustment for the next 2.0 point rise, and then 1¢ for every 0.8 point rise.

Because of the money diverted to initial wage increases, adjustments will not be made in the second year unless the CPI rises more than 5.4 points. In the third year, the CPI must rise 6.2 points before employees receive any adjustments.

Cannery wages to rise \$360

A \$360 across-the-board annual wage boost and a three-day bereavement leave were gained in a one-year contract signed by Local 29, Oakland, for office employees at the canneries operated by California Canners & Growers at San Jose and Stockton.

11%, welfare gains won at City of Hope in L.A.

Local 30's new two-year contract with the City of Hope in Los Angeles raises wages 11% and improves health and welfare services, Business Manager Gwen Newton reports. An 84 to 4 vote approved the terms.

At the national office, wages are increased by 5½% across-the-board retroactive to Oct. 1, 1971, with a similar boost to take effect on the same 1972 date. Employees at the hospital facility received a \$25 across-the-board monthly retroactive raise, with another 5½% increase coming this Oct. 1.

A bonus based on service and regular attendance, instituted at the national office in 1970, was extended to the hospital employees retroactively to Oct. 1, 1971. Bonus terms will be improved next October.

The City of Hope agreed to perform a variety of health services, including doctor visits and free lab and X-ray work, for bargaining unit members both at the national office and hospital facility. It also agreed to negotiate dental and retirement plans when national health insurance funds become available.

The pact includes important language changes strengthening layoff and recall procedures; ma-

Local 71 to Local 153—thanks

New York Local 153 Sec.-Treas. John Kelly has received the following letter of appreciation and thanks from Local 71, Mobile, Ala.:

"The office employees of Gulf-Puerto Rico Lines in Mobile read with interest and appreciation the article in the March issue of *White Collar* about your Local protesting our Christmas bonus and vacation reduction. We all had wondered why we got the full bonus, but did not find out until today through our union paper.

"We wish to express our sincere appreciation for your efforts, not only for yourselves, but also in our behalf. Our membership is small; therefore, you can understand our inability to persuade management to mend their 'deaf ear.' We are grateful that we are covered under a Master Agreement with your Local."

The letter, dated March 30, was signed by Ed Rouse, Libby Loewen, Sonja Fassbender and W. H. Merifield.

Local 15 wins 40% more for new unit

Typical of salary gains in an initial contract negotiated by Vancouver Local 15 for office employees of the Alma Mater Society, a new bargaining unit at the University of British Columbia, is that of a clerk-typist who progresses automatically from \$335 a month (before the union) to \$470 a month by June 1, 1973—an increase of 40%.

The pact establishes a 35-hour workweek with two 15-minute relief periods daily. Overtime is to be paid at time and a half for the first two hours after seven hours and double-time thereafter. Double-time will also be paid for Saturday and Sunday work. Those working in excess of two hours overtime will be paid for a one-half hour meal period.

The agreement provides for 10 statutory holidays annually with work performed on holidays to be paid at triple rates. Three weeks' vacation after three years and four after seven are also provided.

Other gains are maternity

leave, compassionate leave and other forms of leave of absence, and a Dental Plan with premium costs shared equally between the employer and employees.

Clauses in the pact cover hiring, promotion, layoff and recall procedures and protection in event of unjust discharge. Employees becoming redundant because of technological changes will be retrained for new positions by the employer, and "shall suffer no loss in pay." Severance pay of one week's pay for each year of service is included.

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

U.S. Bonds—the way to save

In a message urging OPEIU members to enroll in the 1972 U.S. Savings Bond (Series E) program, President Howard Coughlin points out that since these bonds first went on sale in 1941 they have had the unqualified support of the American Labor Movement.

Pointing out that the bonds earn 5½% interest when held to maturity of 5 years 10 months, the highest rate in history, he says that the Payroll Savings Plan has been successful for millions of Americans who never before had mastered the art of saving since "it's not a deduction but part of your take-home pay that grows with interest."

"Savings bonds are safe, replaceable without loss if lost, stolen, or destroyed, and are easily convertible into cash in the event of emergency," he adds. "Besides, they offer tax advantages and their interest rate is guaranteed to maturity."

"I hope you will respond by enrolling in the Payroll Savings Plan where you work or by increasing savings if you already are buying bonds. In doing so, you'll be putting your money where your heart is—in America."