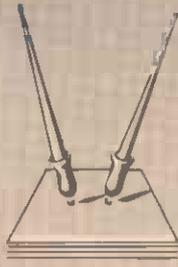




# WHITE

Official Publication of the



# COLLAR

Office Employees International Union



No. 235

September, 1965

17



As blood was drawn at Sandia. From left: Dominic Russell, Chairman, Job Study Committee; Manuel Chavez, Secretary-Treasurer, Local 251; Paul Cruz, seated, President, Local 251; Frank Morton, OEIU Vice President; Mrs. Betty Tatum, Sandia nurse.

## All for Science, Though

# Blood Drawn During Sandia Bargaining

Albuquerque, N. M.—Blood was drawn at the bargaining table but only in the interest of science.

The sampling of life's vital fluid was a unique medical experiment conducted by Sandia Corp. Medical Director, Dr. S. P. Bliss to test the relationship if any, between tension and the cholesterol level of the blood.

OEIU Local 251 negotiators, Metal Trade Council Committeemen and management all volunteered for the scientific endeavor conducted after selected bargaining sessions.

While negotiators may have

to wait to find out if their blood contributed to the advancement of medical knowledge, Sandia union members are already drawing greater salary checks as a result of the negotiations.

The first-year increase was 3.5 percent—3 percent in wages and the rest in health care improvements. Another 6 percent raise is effective Jan. 1, 1967 with 3.5 percent in cash and 2.5 percent in pension improvements.

Employees under the renewed contract will not suffer a loss in pay if reclassified or if they become physically handicapped.



## Signing at Sandia

Pictured, left to right, Manuel G. Chavez, Secretary-Treasurer, Local 251; Dominic Russell, Chief Steward, Local 251; Paul J. Cruz, president, Local 251; K. E. Sutton, Labor Relations Representative, Sandia Corporation; and E. C. Peterson, Manager Labor Relations, Sandia Corporation.

# Lab Technologists in Cal. Choose Local 29

The Medical Technologists Committee for Collective Bargaining, representing 140 laboratory technologists at seven California East Bay hospitals, voted by a 90% vote on June 15th to merge with Local 29, Oakland. The technologists work for Alta Bates, Peralta, Merritt, Alameda, Childrens, Providence and Herrick Hospitals and are covered by a contract running to February 1, 1966.

Other unorganized groups of laboratory technologists attended the merger meeting and have indicated a keen interest in representation by the union.

Secretary-Treasurer Leah Newberry and Senior Business Representative John Kinnick held meetings with officers and members of the Association prior to the merger vote.

## Sign with Washington Gas Light Co.



Pictured seated left to right: Donald S. Bittenger, Company President; Rodney Reamy, Secretary; John P. Cahill, President OEIU No. 2, and International Union Vice President; Walter Straub, Negotiating Committee. Standing: Robert T. Keith, Company Vice President; Fred W. Amadon, Jr., Assistant Vice President and Director of Personnel; Herman Hazel, Union Vice President; Jim Sheridan, Joseph Chillari, Thomas Rogers and Lyle Morse, Union Negotiating Committee.

Over 650 Local 2 members will benefit from a renewed two year pact with the Washington Gas Light Company.

The negotiations resulted in a 3.55% wage increase effective June 1, 1965, and an additional 3.45% increase June 1, 1966. Agreement was also reached on an increase in the daily room allowance in a hospital from \$22.00 per day to \$26.00 per day, with the company paying the increased cost. A statement

(Continued on page 4)

## Shop Steward at Reynolds Wins Reinstatement, \$4200 Back Pay

"One who is caught up in an incident of violence neither of his own making nor of his own sustaining cannot reasonably be said to be engaged in creating a disturbance," ruled arbitrator Edgar A. Jones, Jr.

As a result of this decision James Burt, OEIU Shop Steward for Local 400 at the Reynolds Electrical & Engineering Co., Inc. was reinstated and awarded back pay amounting to over \$4,200.00.

Several months ago, Brother Burt was the victim of an attack by a belligerent co-worker. Despite his repeated efforts to avoid violence, he was discharged without investigation for being party to a disturbance.

## Educational Conference Meetings Fall 1965

North Central  
Erie  
Canadian  
Southeast  
North Western  
South Western  
Western  
North Eastern

La Crosse, Wisconsin  
Columbus, Ohio  
Toronto, Ontario  
Memphis, Tenn.  
Tacoma, Wash.  
Galveston, Texas  
San Diego, Calif.  
New London, Conn.

Sept. 18-19  
Oct. 16-17  
Oct. 23-24  
Nov. 6-7  
Nov. 13-14  
Nov. 20-21  
Dec. 4-5  
Dec. 4-5

## WHITE COLLAR

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

HOWARD COUGHLIN  
President

J. HOWARD HICKS  
Secretary-Treasurer

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## Accurate Poll?

The Wall Street Journal, on July 7, 1965, quoted a recent Gallup Poll of union members and their families whereby it was indicated that 42% of those polled felt that unions have too much power and 30% opposed the union shop.

We would hazard a guess that a minute number of workers and their families were polled on this subject matter. Actually, we do not have to consult the pollsters to find out how union members feel about the union shop.

After the passage of the Taft-Hartley Act, the National Labor Relations Board conducted 46,119 elections to determine, by secret ballot, whether or not workers wanted to be covered by a union shop contract. In 97% of the elections, workers overwhelmingly voted for the union shop. These 46,119 elections involved five and a half million workers. 91% of the five and a half million workers voted for the union shop. As a result, Senator Taft, in 1952, introduced and had enacted into law an amendment which eliminated the need for union shop elections.

We would call the attention of the pollsters and the Wall Street Journal to these election results which are far more accurate than the sampling of pollsters.

## The War on Poverty

As has been the case down through the years, the AFL-CIO responded immediately to our federal government's request to assist in the anti-poverty programs throughout the United States.

AFL-CIO President George Meany contacted all International Unions regarding the need for participation in these programs at the Local level. The International Unions, in turn, obtained the support of their Local Unions throughout the country.

In at least one instance in Oakland, California, the anti-poverty program is being sponsored by the Central Labor Union. Trade unionists are already found in the numerous programs sponsored by the government as a result of the passage of the Economic Opportunity Act of 1964.

This is consistent with the position of organized labor which has always been active in social improvement programs.

## Canadian Pension Plan

John E. Osborne, Director of Research and Statistics of the Canadian Department of National Health and Welfare, addressed the Educational Conference of the Office Employees International Union on the Saturday prior to our recent Convention.

While some people tend to think of Canada's problems as somewhat different from those of the United States, the similarity of workers' interest in pension plans was amply demonstrated by Mr. Osborne. His outline of the benefits which will accrue to 92% of the Canadian labour force was of great interest to United States delegates because its planners took into consideration not only the normal pension needs but also widows' and dependents' needs as are contained in our social security program.

## Beer Salesmen Vote For Union Shop

Beer salesmen at the Newark, New Jersey plant of the F & M Schaeffer Brewing Co. voted 21-18 in an NLRB election for representation by Local 153 Salesmen's Division.

The union now represents salesmen at Pabst, Ruppert, Schlitz, Piel Bros., Miller High Life and Budweiser.

Contract negotiations for the new unit of approximately 40 salesmen are now in progress, reports William Griffin, Local 153 Business Representative.

## LBJ Lauds AFL-CIO for Public Interest

Upon affixing his signature to the new Older Americans Act, President Johnson immediately "took the occasion" as he termed it, to praise labor's role in helping toward passage of the bill.

The President stated "The AFL-CIO has done more good for more people than any other group in America in its legislative efforts."

"It doesn't just try to do something about wages and hours for its own people. No group in the country works harder in the interests of everyone."

"It helps young and old and middle-aged. It's interested in education, in housing, in the poverty program, and does as much good for millions who have never belonged to a union as for its own members."

"That is my conception of an organization working in the public interest," the President continued. "I've wanted to say this for a long time because I believe the American people ought to know the remarkable contribution which organized labor makes to the promotion of sound legislation."

The Older Americans Act,

sponsored in the House by Rep. John E. Fogarty (D-R. I.) and in the Senate by Sen. Pat McNamara (D-Mich.), creates an Administration on Aging in the Dept. of Health, Education & Welfare and authorizes \$17.5 million in federal funds to promote cooperative efforts toward enriching the retirement years of elderly citizens whose life spans have been extended by improved medical science.

The new Administration on Aging will serve as coordinator and technical adviser to state agencies and public and private non-profit groups to develop training programs and community centers for the elderly.

## Local 11 Raises Oregon Office Minimum Wage for Women and Minors

"The new minimum requirements will assist more than 23,000 people" reported Local 11, Secretary-Treasurer James Beyer, following the local's victorious campaign to elevate minimum wages and working conditions for women and minor office employees.

Three months ago the Portland Local asked to have the office Order covering women and minors in the State of Oregon opened to readjust various antiquated portions of the law. The union's appeal for readjustment met with a barrage of employer opposition. (Many protests were received from banks and financial institutions where wages are notoriously low.)

Nevertheless, the Conference Board of the State Wage and Hour Commission by a 6-1 vote effectuated the recommended code changes proposed by Local 11.

Below are the amendments which will be incorporated in the new State Office Order.

1. The Executive salary requirements raised from \$250.00 per month to \$350.00 per month.
2. Wages—Section 1. The former minimum rate was 75c per hour, this has been raised to \$1.25 per hour. The rate for learners has been increased from 60c per hour to \$1.00 per hour.

3. The conditions in Section 2 have been modified by adding additional language regarding holidays which would provide for time and one-half the employer's regular rate of pay, whichever is the greater.

4. The former Section 4 provided for a 44 hour work-week, this has now been reduced to 40 hours.

This is the first time that a minimum wage Order has been reduced to 40 hours and that the minimum wage has been increased to \$1.25. All other minimum wage Orders are presently at a minimum of \$1.00 or less, depending on the Order.

## State Supreme Court Rules For Local 277 in Appeal

Fort Worth Local 277 was upheld recently in its legal argument to obtain testimony from two drug company officials.

The Supreme Court rule that the 10th Court of Civil Appeals in Waco, which heard the case, was in error when it accepted an appeal from a 17th District Court order involving the lawsuit.

Associate Justice Clyde E. Smith, who wrote the opinion, said the decision of the trial courts was not subject to appeal and ordered the appeals court to dismiss the petition before it.

The Supreme Court ruling was technical in nature and involved legal mechanics in a lawsuit filed by the union and J. B. Moss, its president.

Named as defendants were the Southwestern Drug Corp. and two of its officials, Walter N. Kuntz and Charles E. Major.

The Union had gone into 17th District Court seeking an order to obtain testimony from Major and Kuntz so it could be used in an anticipated lawsuit for damages.

The trial court granted the petition and Kuntz and Major appealed. The case was transferred to the Waco court of appeals on a docket equalization order.

Moss immediately challenged the right of the high court to hear the appeal contending that

the trial court order was not appealable.

In agreeing with Brother Moss, the Supreme Court ruled that the order to preserve testimony was not an independent

action but ancillary to an anticipated lawsuit.

The Supreme Court also said the deposition order should have been granted and that the appeals courts was without legal grounds to hear arguments challenging it.

The lawsuit grew out of a labor dispute involving the union and the drug company.

## Seattle Refund



TRUSTEES OF Local 8, Seattle, and the Allied Metal Crafts Pension Trust Fund are happy as they receive an administrative refund check for their Fund from Joe Davis, President of the Washington State Labor Council, AFL-CIO, in Seattle, Washington. Davis, who is also the Executive Director of the non-profit Welfare and Pension Service of the WSLC, made the presentation at a refund luncheon early this month. The check, first of its kind to be given by the Welfare and Pension Service, is equal to one month's administration service charge. Those taking part in the ceremony are, l to r, Don Olson, Local 8 organizer; Joe Davis, President of the Washington State Labor Council; and Dominic Sardarov, Union Trustee of the Allied Metal Crafts Pension Trust Fund. The employees of the Welfare and Pension Service Office, are represented by OEIU Local 8.



# CANADIAN NEWS



## Better Off Without Unions?

VANCOUVER, BRITISH COLUMBIA—The most internationally popular feature ever carried by the Vancouver Sun newspaper proved to be the following recently-published article titled: "Better Off Without Unions?"

How much better would we all be without unions? Yes, how much? Before the unions came a man was free to do an honest day-and-a-half's work for an honest day's pay. He was at liberty to stand on his own heels and bargain with the boss. He could be pushed around at any time. Nobody regimented him against it.

The unions have changed this. Today not even the nonunion employee is free from the evils of unionism. As a result of union people being dragged into accepting pay raises many non-union people have been intimidated into accepting raises, too.

The editor speaks with sad personal experience. I once, misguidedly, helped organize a union. My hopes for greater individuality were high. Imagine my remorse when I saw what unions really do to you.

The good old six-day week, that we employees knew so well and were attached to, was scrapped! In its place the five-day week was foisted on us!

Instead of being free to work 70 hours in six days, we were quickly coerced into working 40 hours in five!

And from the very moment the union got us we had to take more pay!

To show how unions treat you—for every \$20.66-a-month raise the union forced on us we had to pay, I believe it was, as much as \$1.01 in dues! The state of union members' wives must be particularly trying! In place of the happy times of long hours, low pay and personal insecurity, unions have compelled entire families, indeed entire communities, to accept a better standard of living.

## 42 Signed at Domtar Newsprint

Three Rivers, Que.—A one week organizing drive at Domtar Newsprint, Ltd. proved highly successful for O.E.I.U. Local 265. Of a total of 43 employees, 42 have signed membership cards.

The whirlwind campaign was led by Local 265 President Bob Hennessy. Brother Hennessy received able assistance from Local 57 Business Representative Gilles Beauregard.



## British Columbia Signing

Attending the contract signing between B. C. Hydro and the Office and Technical Employees Union, Local 378, at Head Office were, from left: Vic Daykin, OTEU first vice president; Morley Fox, manager labor-management services department; Ron Bone, OTEU president; Dr. H. L. Keenleyside, B. C. Hydro chairman; Bill Swanson, OTEU business manager, and Garth Griffiths, acting manager, Staff Services Division.

## Apply for Certification

Opal Skilling, Secretary-Treasurer of Local 15, Vancouver, reported that nine of ten employees of the Liquid Carbonic Canadian Corp., Ltd. have requested Local 15 representation. Certification has been applied for.

## IN U.S.A.

### Substantial Insurance and Pension Gains End Strike at Addressograph-Multigraph

Local 49 members employed at the Addressograph-Multigraph Corp. Euclid, Ohio returned to their positions having secured substantial improvements in their pension and group life insurance benefits.

#### New Insurance Benefits are:

The Company will make the following improvements in its present plan effective as of the first day of the month next following the month in which a new group life insurance agreement is executed by the Company and the Union as to all employees actively at work on that date, and as to employees on leave of absence on that date, upon the date active service resumes:

1. An increase of \$1000 (from \$5000 to \$6000) for all active employees to age 65.
2. An increase of \$1000 (from \$500 to \$1500) to all employees hired before 3-1-56 who retired on or after 3-1-65 with less than 25 years of service.
3. An increase of \$1000 (from \$500 to \$1500) to all active employees hired after 2-29-56 at age 65 and thereafter while working.
4. An increase of \$1000 (from \$500 to \$1500) to all employees hired after 2-29-56 who retire on or after 3-1-65.
5. An additional type of insurance — Accidental Death and Dismemberment—which is, what its

name implies and which will pay 50% of whatever group life insurance any active employee has under the plan in addition to the increased payments mentioned above.

Every employee hired before 3-1-65 will continue to have \$3000 at age 65 and thereafter while working.

Every employee hired before 3-1-65 will continue to have \$3000 in retirement, if the employee has 25 years of service.

#### Pension Improvements:

The Company will make the following changes in its present pension plan effective March 1, 1965 as to retirements after that date:

1. An increase of \$1.20 per month per year of service in the Normal Retirement Benefit (from \$2.80 to \$4.00) for all service on or after 3-1-65 (35 year maximum).
2. An increase of \$.30 per month per year of service in the Normal Retirement Benefit (from \$2.70 to \$3.00) for all service prior to 3-1-62 (35 year maximum).
3. An increase of \$.20 per month per year of service in the Normal Retirement Benefit (from \$2.80 to \$3.00) for all service during the period 3-1-62 to 3-1-65 (35 years maximum).
4. An increase in the Total and Permanent Disability Retirement Benefit which

will double the Normal Retirement Benefits indicated above on the present basis.

5. Full vesting after 10 years of service, regardless of age. (The present plan requires 10 years service after age 40).
6. Actuarially reduced benefits for vesters who become such on or after 3-1-65 payable at age 60 and thereafter. (The present plan pays no benefits to vesters until age 65.)
7. To reduce the service required for disability retirement from 15 to 10 years.
8. To increase the pension benefit payable to the surviving spouse, that is, the benefit will be calculated at 55% rather than 50% on the present basis.
9. To permit future retirees on disability to make the surviving spouse election at age 65 instead of 3 years before his retirement date.
10. To provide that when an employee eligible for Early Retirement (60 to 65)

dies, his surviving spouse will automatically receive the survivor's benefits, as if he had already made the election. (The present plan does not contain this

provision. This benefit is really additional insurance for the surviving spouse, in the nature of annuity payable to the surviving spouse for life.)

## First Agreement Signed With Major Shade Mfr.

Wage increases ranging up to 70c an hour including inequity increases over the life of a 3 year agreement highlight the first agreement between Breneman Hartshorn Inc., of Muskegon, Michigan and Grand Rapids Local 353. The company is the leading manufacturer of window shade rollers and equipment in the United States.

Increment increases every 3 months or 6 months over the course of the agreement will raise the average wage paid to the employees from \$68 weekly to \$90 per week. New maximum attainable rate in the accounting office is \$132 weekly, an increase of \$30 over present maxi-

mums.

Other features of the first agreement are 8 paid holidays; a 3rd week of vacation at 15 years; maternity leaves; sick leaves; funeral leaves; union shop; the OEIU subcontracting clause; grievance and arbitration procedure and full seniority for all time employed with the Company.

Bargaining rights were won in an NLRB election last February. Negotiations were led by International Representative John W. Richards assisted by Mrs. Eileen Johnson of the Local 353 group and Mrs. Ida Smith, stewardess for the employees.

## Local 5, Scott Trucking Sign

80c per hour and an additional 19c per hour were the major successes in a renewed collective bargaining agreement between Denver, Colo., Local 5 and the Scott Truck Lines, Inc.

The wage and fringe increases

are to be spread over the period June 6, 1965 to July 1, 1967.

The Scott settlement now gives Local 5 representation in ten Denver Truck lines reports Business Representative Frank S. Schoepel.

## Pardon

In the July-August 1965 Convention issue of "White Collar" Mrs. Ethel Rose, Secretary-Treasurer of Lexington, Kentucky, Local 215 was erroneously listed as President. The President of Local 215 is Miss Wilma Ginn.

Buy and Keep U. S. Savings Bonds



from the desk  
of the  
**PRESIDENT**

## A 'Service' Economy

The American economy is undergoing another amazing transition. In many ways the changes taking place are as profound as those of the change from agriculture and crafts to the industrial revolution. Fewer and fewer people are needed to produce machines, houses, clothes, food and other tangible goods. The majority of the United States labor force now works in service industries—banking, education, retailing, recreation, government, health, etc.

These facts are fully documented in a report by Victor R. Fuchs of the National Bureau of Economic Research, a private, nonprofit New York agency, controlled by leading universities and professional organizations.

The number of workers engaged in production of goods began declining in 1953. The total then was 33.3 million. Since that time, the number has decreased to some 31.4 million, which is roughly 45% of total employment. Employment in service industries on the other hand, now stands at approximately 38 million. Further, total population has increased from about 150 million in the early 1950's to more than 180 million now.

In themselves, these figures offer dramatic and a somewhat frightening proof of the tremendous impact automation is having on our economy. Despite a growth of some 30 million in our population, there has been a loss of almost 2 million goods—producing jobs! And this in less than 15 years. Inasmuch as total production and the gross national product figures have not dropped correspondingly—they have, in fact, been on the rise throughout these years—it is inescapable that automation is the reason for this seeming paradox.

There are many implications for employers and unions in this continuing shift to a service economy. Because so many occupations in the service sector do not demand as much physical strength, women can compete on more equal terms with men. Already, women hold nearly half of all service jobs compared with only 20% of those in the goods sector.

Also, more older workers and part-time workers find jobs in the service industries. Self-employment is also expected to increase in the service field.

This combination—Women, older workers, part-time workers, and the self-employed—includes the groups that unions have had most difficulty in organizing.

There are those who say that the continued shift to service employment constitutes a threat to the power and influence of unions. This may be true, and could be true if the labor movement remains static and unconcerned about the problem. We of the OEIU—the foremost union in the White Collar field—view this as our greatest Challenge. Our programs for higher wages, promotions from within, an effective grievance procedure on the job, true employment security, and positive protection from the ravages of unrestricted automation are specifically geared to meet the needs and desires of all white collar employes.

The Office Employees International Union and its Local Unions are working together to insure the complete unionization of office and clerical workers throughout the United States and Canada. The initial organizational impetus stems from the Local Union. If the Local Union is geared to complete the organizational efforts, it proceeds to do so with or without the assistance of the International Union. If a Local Union requires the assistance of the International Union, such assistance is always given. The International Union subsidy program is also available for Local Unions faced with the task of organizing the unorganized.

If we all concentrate our efforts to meet this challenge—and bring our message and programs to all unorganized white collar employes—we need not fear the ramifications of a service economy. Firmly met, it can, instead, provide us with the greatest opportunities in our history.

### Local 10, RCA Service Sign

Thelma O'Dell, President, Local 10 Detroit reported the signing of a 3 year bargaining agreement with the RCA Service Co.

A wage increase of \$8 highlighted the renewed pact. Major improvements were made in the areas of seniority, health insurance, minimum work week and vacation compensation for part-time employees.

GIVE TO  
SUPPORT  
**VOTE**  
(Voice of  
the Electorate)

## Kaiser Contract Signed by Local 29, Oakland



Seated, left to right: Carl Steil and Andrew Gensey, Company Representatives; John Kinnick, Local 29 Business Representative; and Joseph Anderson, California State Conciliator. Standing, left to right: three members of Local 29 Negotiating Committee, Lois Harley, Patricia Barry and Louise Patchan.

After two months of negotiating, a settlement was reached with the Kaiser Medical Entities covering 435 Local 29 members. State Conciliator Joe Anderson assisted the parties during the last negotiation session. Union members ratified the settlement by better than an 80% vote.

The contract will run from July 1, 1965 to July 1, 1968 and includes the following increases in wages and benefits:

1. Wage increases ranging from \$36 to \$39 per month.

2. Full payment of health and welfare coverage including spouse and children (employees were paying from \$5.30 to \$10.50 per month to cover dependents).

3. Sick leave cumulative to 30 days instead of 24 days during one employment year.

4. Complete job audit to be conducted by a Union-Management Committee with all increases due to upgrading retroactive to July 1, 1965. If any jobs are downgraded, the incumbent will not be reduced in salary.

5. An employee who is promoted will receive the step rate in the new labor grade which will provide an increase of least \$10 per month.

6. Temporary transfers to a higher grade for more than three (3) days shall be paid at the higher rate retroactive to the date of transfer.

7. An agreement that if vacation or holiday provisions are improved in negotiations with unions representing similar classifications of employees in other areas, such improvements shall be extended to Local 29 members with the same effective date.

8. A unique jury duty section which provides for employees to receive the difference between their regular pay and jury duty pay with half the difference paid by the Employer and half by the Union. This provision may be terminated by the Union on July 1, 1966 or July 1, 1967.

9. The contract shall be automatically open for the negotiation of a pension plan if the Kaiser-Permanente Employees Pension Plan is terminated.

The Agreement was negotiated for the Union by John Kinnick, Senior Business Representative and the eight (8) stewards, Rebecca Ambrose, Patricia Barry, Lois Harley, Erma House, Manuel Lopez, Louise Patchan, Helen Platt and Nell Randall.

## New London Metal Trades Council Negotiates Pact at Electric Boat

New London, Conn.—The New London Metal Trades Council of which OEIU Local 106 is a participant recently negotiated a renewed three year contract with the Electric Boat Co.

Pending ratification by the membership the following economic benefit will be effective.

### First Year:

Insurance—Entire additional cost of this plan to be paid by the company.

Daily Hospital Benefit \$30 per day for 70 days, at the end of which major medical plan becomes effective. (was \$15 per day)

Hospital Extras \$300. (was \$150)

Surgical Schedule \$300. (was \$250)

Dependent Coverage for a Student to age 22.

Dependent Maternity \$200. (was \$150)

Weekly Accident & Sickness increase \$10 per week.

Life Insurance and Double Indemnity increases ranged from \$500 to \$1500.

Holiday—A ninth (9th)

Holiday — the Friday after Thanksgiving was added resulting in a four day week-end with two paid holidays in a row.

Vacation—Four (4) weeks or 8% for 20 or more years of service.

Pension — Increase from \$2.25 to \$3.00 per month per year of service.

Vested Rights with 15 years of service, reduce age requirement from age 45 to 40.

Maximum Benefit Years increased from 35 years to 40 years.

A Joint Survivorship Option. Full Retirement Benefits at age 62 with Actuarial Adjustment at age 65

Compulsory Retirement at age 65—effective 3 years from date of Contract.

### Second Year:

Wages—8 cents an hour across the board.

### Third Year:

Wages—7 cents an hour across the board.

Job security of employees was considerably strengthened and other improvements were made in the area of fringe benefits.

## Local 180 and Alcoa Sign

Massena, N. Y.—O.E.I.U. Vice President Leo J. Wallace reported the successful conclusion of contract negotiations between Local 180 and the Aluminum Company of America.

Clerical employees received effective June 1, 1965, a general increase of \$5.40 per week. An additional general increase of \$3.40 per week will be received on June 1, 1967. Effective June 1, 1966 Employer contribution to the pension fund will be raised to \$5 per month for all past and future service. Current pensioners will receive an additional \$15 per month.

Retirement at the end of 30 years' service will be at the sole discretion of the employee. Early retirement will be possible for those employees that have a combination of years of service and age that average 80.

A \$100 per month supplement will be given those employees who elect or receive early or disability retirement.

Other major gains include: a 23 cents per hour cost of living increase effective June 1, 1965; stronger seniority rights in the area of job progression and lay off; increased job training; and an improved grievance procedure.

The negotiating committee consisted of Local 180 President Joseph Elliott, Vice President Fred Dona, Mary Agresta, Steve Smythe and John Chaszar.

The committee was assisted by O.E.I.U. Vice President Leo J. Wallace.

## Renew Pact With D.C. Utility

(Continued from page one)

of understanding between the company and the union covers the efforts of the parties to continue the employment of members whose jobs may be displaced by the implementation of an electronic data processing system presently being instituted by the company. The company also agreed to meet with the Pension committee of the union to work out some improvements in the survivor option provisions of the Pension program.

John P. Cahill, President of Local 2, and International Vice President, in reporting this settlement, pointed out that because of increased pension contributions and higher insurance premium cost, as a result of the actual wage increase, the cost to the company will be higher than the actual percentage wage increases. He also pointed out that with the 1965 wage increase, the average monthly rate in the gas company for union eligible employees is \$528.87. This represents, when allowance is made for certain fringe benefits which are included as costs in the AFL-CIO City Workers Budget, the attainment by Local 2 of the wage level recommended by the AFL-CIO.