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, Berkeley, Merritt, Alameda, Children's, 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 Beamy, Secretary; John P. Cahill, President OEU No. 2, and International Union Vice President; Walter Straw, Negotiating Committee. Standing: Robert T. Keith, Company Vice President; Fred W. Amador, Jr., Assistant Vice President and Director of Personnel; Herman Hazel, Union Vice President; Jim Sheridan, Joseph Chilcutt, Thomas Rogers and Lyle Morris, 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, OEU 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 part to a disturbance.

Educational Conference Meetings
Fall 1965

<table>
<thead>
<tr>
<th>Region</th>
<th>Location</th>
<th>Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>North Central</td>
<td>La Crosse, Wisconsin</td>
<td>Sept. 18-19</td>
</tr>
<tr>
<td>Erie</td>
<td>Columbus, Ohio</td>
<td>Oct. 16-17</td>
</tr>
<tr>
<td>Canadian</td>
<td>Toronto, Ontario</td>
<td>Oct. 23-24</td>
</tr>
<tr>
<td>Southeast</td>
<td>Memphis, Tenn.</td>
<td>Nov. 6-7</td>
</tr>
<tr>
<td>North Western</td>
<td>Tacoma, Wash.</td>
<td>Nov. 13-14</td>
</tr>
<tr>
<td>South Western</td>
<td>Galveston, Texas</td>
<td>Nov. 20-21</td>
</tr>
<tr>
<td>Western</td>
<td>San Diego, Calif.</td>
<td>Dec. 4-5</td>
</tr>
<tr>
<td>North Eastern</td>
<td>New London, Conn.</td>
<td>Dec. 4-5</td>
</tr>
</tbody>
</table>

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, OEU Vice President; Mrs. Betty Tatsum, 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.

OEU Local 251 negotiators, Metal Trade Council Committee members 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. Cross, president, Local 251; K. E. Sutton, Labor Relations Representative, Sandia Corporation; and E. C. Peterson, Manager Labor Relations, Sandia Corporation.
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 one or two instances. No group in the country works harder in the interests of everyone."

Nevertheless, the Conference Board of the State Wage and 23rd 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 wage was 75 cents per hour, this has been raised to $1.25 per hour. The rate for learn- ers has been increased from 60c per hour to $1.00 per hour.

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, an 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 Association 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 unionists because it reveals a consideration not only of 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 Scheaffer 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 Salesmen's Representative.

Subscription Price $1 a Year

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 the 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 of the workers, whether or not the workers wanted the union shop 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.

State Supreme Court Rules For Local 277 in Appeal

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

The Supreme Court ruled that the drug company officials will provide testimony to the union in any event. The union asked the court to compel the drug company to provide testimony. The company was granted an appeal from the court of appeals court but the court did not hear the appeal.

The Supreme Court ruled that the issue was not appealable. The court did not hear the appeal.

action but ancillary to an anticipated lawsuit. The Supreme Court also said the company's argument should have been granted and that the appeals court was without legal authority to hear arguments challenging it.

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

Local 11 Raises Oregon Office Minimum Wage for Women and Minors

The new minimum requirement will assist more than 23,000 people and will be covered by a union shop contract. 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.

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Better Off Without Unions?

VANCOUVER, BRITISH COLUMBIA—The most internationally praised newspaper 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’s-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 paid what he thought was a just wage 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 pressure people being driven into accepting pay raises many non-union people have been intimidated into accepting raises, too.

To the editor: with sad personal experiences I have missed the local union meetings. I have, misguidedly, helped organize a union. My hopes for greater individuality were high. I imagined my remote view of what unions really do to you. The good old first-day work, that we employees knew so well and were attached to, was scrapped. In its place the five-day work week may have saved you.

I show how unions treat you—for every $2566-a-month raise the union forced on us we had to pay. I believe it was as much as $1200 in dues! The state of union members’ wives is now particularly trying. In place of the happy times of long hours, low pay and personal insecurity, unions have compiled entire families, indeed entire communities, to accept a better standard of living.

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 the pension and group life insurance benefits.

New Insurance Benefits are:

The Company will make the following improvements in its present plant 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 $5000 to $6000) to all employees hired before 1-3-65 who retired on or after 3-1-65 with less than 25 years of service.
3. An increase of $1000 (from $5000 to $6000) to all active employees hired after 2-29-56 at age 65 and thereafter while working.
4. An increase of $1000 (from $5000 to $6000) to all employees hired after 2-29-56 who retire on or after 3-1-65.
5. An additional type of insurance — Accident 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 $120 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 $3.30 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 $5 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 year maximum).
4. An increase in the Total and Permanent Disability Retirement Benefit which will double the Normal Retirement Benefit 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 benefits 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) and 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 7% an hour including inequity increases over the life of a 3 year agreement highlight the first agreement between Brennan Harthorn Inc., of Muskopee, 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 $58 weekly to $90 per week. New maximum attainable rate in the accounting office is $132 weekly, an increase of $30 over present maximums. 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 OTEU 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

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 Glina.

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.

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 13 representation. Certification has been applied for.

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 Rose, OTEU president; Dr. H. L. Keeley, B. C. Hydro chairman; Bill Swanson, OTEU business manager, and Garth Griffiths, acting manager, Staff Services Division.

Buy and Keep U. S. Savings Bonds

40c 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. SchoeppeL
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, and food and other tangible goods. The majority of the United States labor force 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 1955. 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 1960'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 clear that automation is probably the most important factor in the decline of employment in goods-producing industries. This may be true, and could be the reason why unions have lost so many members in the last two years. Self-employment has increased tremendously, and women hold nearly half of all service jobs.

The Office Employers 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 effort, 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 employees—we need not fear the ramifications of a service economy. Firmly met, it can, instead, provide us with the greatest opportunities in our history.

Kaiser Contract Signed by Local 29, Oakland

Seated, left to right: Carl Steil and Andrew Graeway, Company Representative; John Kincsik, Local 29 Business Representative; and Joseph Anderson, California State Organizer. Standing, left to right: three members of Local 29 Negotiating Committee, Lois Harley, Patricia Smythe and Andrew Gensey, Company Representative, November 1, 1965.

After two months of negoti- ating, a settlement was reached with the Kaiser Medical Entities covering 435 Local 29 mem- bers. Since the beginning of the negotiations, President John Kincsik, Smythe and Andrew Gensey, Company Repre- sentative, had been faced with many difficulties. This constitutes the second major organizing drive within, and the effective grievance procedure.

This agreement is one of several which have been negotiated in recent months with major employers:

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

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

7. An agreement that if vacation or holiday provisions are improved in negotiations with unions represent- ing similar classifications of em- ployees in other areas, such improve- ments shall be extended to Local 29 members with the same effective date.

A unique jury duty section which provides for employees to re- ceive the difference between their regular pay and jury duty pay with half the difference paid by the Em- ployer 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 extended for the negotiation of a pension plan if the Kaiser-Perma- nent Employees Pension Plan is ter- minated.

The Agreement was negotiated for the United Union by John Kincsik, Senior Business Representative and the eight (8) stewards. Rebeca Am- brose, Patricia Barry, Lois Harley, Emile House, Manuel Lopez, Louise Patchen, Helen Platt and Neil Rand- all.

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 member, recently negotiated a renewed three year contract with the Electric Boat Co.

Pending ratification by the membership the following eco- nomic 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)

Second Year: Wages—8 cents an hour across the board.

Third Year: Wages—7 cents an hour across the board.

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

Local 180 and Alcoa Sign

Musears, N. Y.—O.E.I.U.

Vice President Leo J. Wallace reported the successful conclu- sion of contract negotiations between Local 180 and the Alu- minum Company of America.

Clerical employees received effective June 1, 1965, a general increase of $5.40 per week. An additional 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 pen- sion rates will be raised an additional $15 per month.

Retirement at the end of 30 years’ service will be at the sole discretion of the employer, voluntary retirement will be possible for those employees that have a combination of years of service and age that average 80.

A $100 per month supple- ment will be given to all em- ployees who elect or receive early or disability retirement.

Other major gains include:

- A 23 cents per hour cost of living increase effective January 1, 1965;
- Stronger seniority rights in the area of job progression and lay off; increased job training; and improved grievance proce- dure.

The negotiating committee con- sisted of Robert H. Elliott, Vice President Fred Dora, Marion Smith, Steve Smythe and John Chuasse.

The committee was assisted by O.E.I.U. Vice President Leo J. Wal- lace.

Local 10, RCA Service Sign

Theda O’Dell, President, Local 10 Detroit reported the signing of a 3 year renewal agreement with the RCA Service Co.

A wage increase of $8 highlighted the recent pact. Major improve- ments were made in the areas of seniority, health insurance, minimum work week and vacation compensa- tion for part-time employees.

September, 1965

White Collar

VOTE

(Give of the Electorate)

GIVE TO SUPPORT

Vote

December 21, 1965

FROM THE DESK OF THE PRESIDENT

Renew Pact With D.C. Utility

(Continued from page one)

of understanding between the company and the union covers the efforts of the parties toward employment of mem- bers whose jobs may be dis- placed by the implementation of an electric utility data processing system presently being insti- tuted by the company. The company also agreed to meet with the Pension committee of the union to work out some im- provements in the survivor op- tion provisions of the Pension program.

John P. Cahill, President of Local 2, represented the Personnel Vice President, in reporting this settlement, pointed out that because of increased pension contributions and higher insurance premium cost, as a result of the ac- tual wage increase, the company will be higher than the cus- tomary percentage wage increase. He also said that the average wage increase, the average monthly pension contribution for union eligible employees is $52.87. This represents, when allowance is made for certain fringe benefits which are included as costs in the AFL-CIO City Workers Budget, the settlement by Local 2 of the wage level recom- mended by the AFL-CIO.