

# WHITE COLLAR

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

Pension  
Plans

Page 2

No. 257

July, 1967

17 CENTS PER COPY



The OPEIU booth at the recent highly-successful Union Industry Show in Phoenix, Arizona. Passers-by made many inquiries.

## Executive Board Actions

### 1968 Convention Shifted to Philadelphia

At its semi-annual meeting in Vancouver, British Columbia, the Executive Board of the OPEIU shifted the location of next year's convention from Miami to Philadelphia.

The change necessitated by the virulent anti-union response of the Carillon Hotel, where the Convention had been booked, and other members of the Florida Hotel and Motel Association to the organizing campaign conducted by the OPEIU in the area.

The Carillon fired a key pro-union employee and otherwise engaged in intimidating actions prior to the recent representation election which the OPEIU lost. The union has filed unfair practice charges before the National Labor Relations Board.

The Board authorized the officers to seek a booking at the Sheraton in Philadelphia.

Other significant actions taken by the Board:

- Art Lewandowski was elected Vice-President for Region Seven to succeed Don Hilliker, who submitted his resignation.

- Certain changes were made in the rules and regulations governing the Strike Benefit Fund.

- The request of the unit at the Truth Publishing Company of Elkhart, Indiana for a separate charter was turned down.

- The Board upheld the appeal of Sally Holtman, Local 139 member who had been found guilty of not furnishing an election list. Reversing this verdict, the Board felt that the Lo-

cal 139 constitution did not specifically define an election list and that the index card file which Sister Holtman had submitted when acting as secretary-treasurer could be considered as meeting the constitutional requirement.

- Vice-Presidents Ron Bone, Bill Lowe and John Kinnick were named by President Howard Coughlin to act as a committee to study dues, initiation fees and the per capita tax and to report back at the next meeting.

- Bone was directed to confer with the membership of Local 15 at Port Alberni regarding its request for a separate charter. He will report at the next meeting.

New York City was picked as the location of the next semi-annual meeting.

## NLRB Backs Texas Local

The National Labor Relations Board has ordered the Federal Electric Corporation to recognize and bargain with OPEIU Local 27 in Houston, Texas. The company was also told to pay back wages to 14 workers who were discharged.

Examiner Harold X. Summers ruled in Washington that

Federal Electric had ignored recognition demands after it assumed duplicating services previously performed by Data Duplicators, Inc. which was under contract to Local 27. He found also that the firm illegally assisted the Communications Workers of America, Local 6222.

## 60-Cent Increase Settles Madison Strike

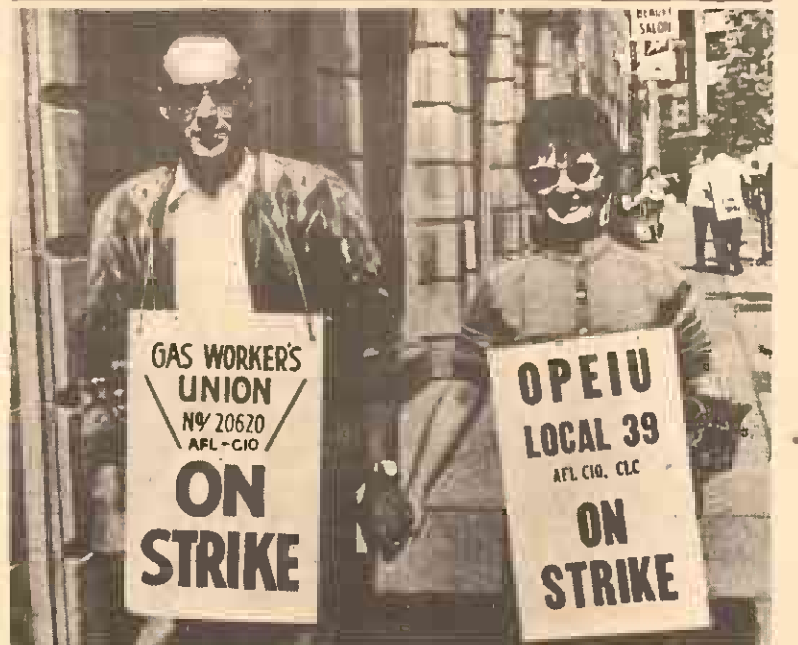
A package worth close to 60 cents an hour has ended a 20-day strike by OPEIU Local 39, Madison, Wisconsin, against Madison Gas & Electric Company. The 110 office and clerical employees of the utility returned to work June 5 after winning a new starting rate of \$1.92½ an hour now, rising to \$2.02½ cents next year. Production workers struck jointly with the office workers.

The two-year agreement calls for an 18-cent hourly increase retroactive to May 1, as well as 10-cents hourly added to automatic progression rates. This is a new feature since the old contract, which expired April 30, gave interim raises under a merit increase progression plan.

Next year the contract provides a 5% general increase averaging 15 cents an hour, with another 10 cents on the automatic progression scale. This means each employee gets a minimum \$60 monthly increase the first year, and a minimum \$50 raise the second year.

Fringe benefits, accounting for an estimated 5¼ cents of the package, include a ninth paid holiday, the employee's anniversary date of employment. Sick leave provisions are improved, and all work on Saturdays will be paid at time and one-half rates. Hospitalization benefits also go up from \$18 to \$24 a

(Continued on page 2)



FAMILY-STYLE PICKETING by this husband-wife team was one feature of a two-union strike at the Madison (Wis.) Gas & Electric Co. Clarence Young, a production worker, belongs to directly-chartered Gas Workers Union No. 20620; Mrs. Young, an office worker, is a member of Office & Professional Employees Local 39. The strike was settled with the aid of state conciliators and Prof. Nathan Feinsinger of the University of Wisconsin.

## A Surprised Steward Read This...

An employer, under contract to OPEIU Local 153 in New York City, inadvertently forwarded instructions to the Chief Shop Steward rather than to the supervisor for whom they were intended.

His memo reads as follows:

1. "Explain the planned changes and the effects of those changes to the union. The first step was taken yesterday when you and I met with John Smith, the Chief Shop Steward. On Thursday afternoon I will explain the plan to John Kelly, Business Representative of OPEIU Local 153.

"2. Explain the planned changes and the effect to the affected employees. Suggest that this be done at 1:30 p.m. on Thursday at the same time that I am meeting with the Business Representative. This timing will allow you to get to the employees with the facts before the union representatives plant doubt and suspicion in their uninformed minds. It will also allow me a chance to put the proposal on the table before any individual has a chance to start agitating."

## New Local at Baton Rouge Signs After Seven Months

The Baton Rouge (Louisiana) Water Works Company and OPEIU Local 428 have reached an agreement after seven months of litigation before the National Labor Relations Board and negotiations between the parties.

The settlement brought an across-the-board wage increase of 20 cents an hour retroactive to March 1 and a 10-cent increase effective June 9, 1968. Total increases ranged up to \$70 monthly. Also gained was a quickening of the pace of the increments in the office and technical wage schedule; it will take three years to reach the in-grade maximum instead of five. The wage schedule of the serv-

ice workers was comparably revised to enable them to reach the maximum in two years instead of four.

Among other advances were increased paid sick leave; maternity leave assuring reinstatement; four weeks of paid vacation; and bereavement leave.

Local 428 was created late last year, succeeding the independent union which had rep-

(Continued on page 3)

## Al Poulin Dies

Al Poulin, for many years President of Local 247 in Holyoke, Mass., died recently. He was one of the founders of Local 247 and was well known and highly regarded throughout our union.

## Missouri Unit Gains 52c

Members of Local 185, Springfield, Missouri, have unanimously ratified a new three-year contract negotiated with Frisco Transportation Co., effective July 1, granting wage boosts and fringe benefits amounting to 52 cents an hour.

Wage increases range up to 17 cents an hour in the first year, with additional six cents an hour in each of the two remaining years. A six-cent cost-of-living adjustment, changed to the

1957-59 index, was frozen into the new basic wage.

Fringe benefits include one additional paid holiday, the Friday after Thanksgiving, making a total now of eight annually. This becomes effective in 1968. Vacations are increased to three weeks after 10 years, and four weeks after 15 years.

Recall rights under seniority are changed from 12 months to 24 months, and members will

(Continued on page 3)

## WHITE COLLAR

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

HOWARD COUGHLIN  
President

Room 610  
265 West 14th St.  
New York, N. Y. 10011

J. HOWARD HICKS  
Secretary-Treasurer

POSTMASTERS, ATTENTION. Change of address Form 3579 should be addressed to Office and Professional Employees International Union, 1012 14th St., N.W., Washington, D. C. 20005. Published monthly at 810 Rhode Island Ave., N.E., Washington, D. C. 20018. Second class postage paid at Washington, D. C.



Reproduction by the Labor Press of any or all material herein contained is not only permitted, but wholly desirable in the interest of workers' education.

Subscription Price \$1 a Year

### Problems of Retirement

One of every three Americans alive today—some 65,000,000 of us—will reach retirement age within the next 33 years. Moreover, soon the average citizen probably will be spending from 20 to 25 years in retirement, one-third of his entire life.

A Senate subcommittee is now delving into retirement and its effects on the individual. It brought to light the above figures, startling in a day when nearly one-half of our population is less than 25 years in age. (For revealing facts on pensions, see article on this page.)

Secretary of Health, Education and Welfare Gardner told the subcommittee that: "Society is now designed to put most older people on the shelf . . . to deal them out of the game."

Gardner suggested that a "Helper" corps of older people might be used to fill community-service needs, on the pattern of the Peace Corps and Vista, the former's domestic counterpart. As an illustration, he cited one HEW project, Foster Grandparents, which now employs 3,000 older men and women to work with underprivileged children, filling for both a need for human warmth in their lives.

Senator Mondale (D-Minn.), subcommittee chairman, said Americans will have to stop equating retirement with old age and planning for their retirement years "the way their parents did."

Retired men and women have accumulated a vast store of wisdom and experience that could, and should, be useful in their communities. We applaud this Senate study as a move in the right direction and hope it results in a comprehensive plan to utilize invaluable human assets and talents now carelessly consigned to the scrap heap.

### Canada Points the Way

Canada recently enacted a medicare plan covering all its citizens and also a law that will guarantee persons 65 or older a minimum income of \$105 monthly. Because health matters are primarily a provincial responsibility under Canada's constitution, the medicare law provides that the federal government will pay half the costs of medical services furnished under provincial programs that meet four criteria of universality of coverage.

These are that no less than 90% of population is covered when the plan goes into effect July 1, 1968, rising to 95% after two years; comprehensive treatment; operation on a non-profit basis, and transferability for persons moving from one province to another.

The plan differs from that in the United States because it covers everyone, not just those 65 and over. It will cost nearly \$700 millions in its first year of operation, if all 10 provinces are in at the start, with doctors sending their bills to the Canadian government instead of to their patients.

As our editorial in April WHITE COLLAR pointed out, this union as well as others believe that our Social Security benefits in the near future will have to be financed in part from general revenues rather than solely from the payroll tax.

Canadian legislators seem to be ahead of ours in grasping the fact that human beings are paramount to statistical equations.

### Medicare and Medicine

We are happy to note that Medicare coverage of prescription drugs will be studied by a top-level HEW task force charged with making recommendations in six months.

HEW Secretary John W. Gardner, in announcing the move, says: "For many older Americans, the cost of needed drugs prescribed by a physician represents 15 to 20% of their medical care costs."

Prescription bills outside the hospital aren't covered by Medicare or other federal-assistance programs for oldsters, and any extension of coverage would require new legislation. The task force will judge how this problem can best be solved.

# Pension Plans Pay Out \$6.5 Billion Yearly; Available Study Gives Facts and Figures

Pension plans of private industry and government pay about \$6.5 billion annually to the nation's retired workers in addition to \$12 billion paid in 1965 under the Federal Social Security program to workers retired for age or disability.

These are the findings of a newly-published study of private and public pension plans issued by the Institute of Life Insurance.

Its purpose is to broaden an understanding of the basic facts and principles of pension plans and of Social Security. The study covers the extent of pension plan coverage of the nation's labor force, the retirement income these plans are now providing, costs to employers and employees, and the role of pension funds in the capital market.

The Institute study recognizes the "great impetus" given to private pension plans by the pre-war labor union drive to establish such plans and include other supplementary benefits under collective bargaining contracts. It reports on both insured and uninsured pension plans; retirement plans for civilian employees of federal, state and local governments; the railroad retirement system and federal Old Age Survivors and Disability Insurance. This new edition is a comprehensive historical and statistical analysis of the American pension system and is the only source of information including facts and data covering all types of pension plans.

Retirement plans, both private and public, invest some \$12 billion in the economy each year, the study shows. This investment not only earns a substantial interest return to the ultimate benefit of those who will receive pensions, but also meets the financial needs of industry, business, government and individuals—providing such economic essentials as jobs, plant equipment and housing.

Historically, the private pension system began in 1875 when the first plan was established by American Express Co., according to the study. It credits the first trade union pension plan, established in 1905, to the Granite Cutters. Two years later, International Typographical Union set up a formal pension plan.

However, until 1930 sufficient

data was unavailable to assemble detailed summaries of pension plan development. That year, only about 15% of all privately employed non-farm workers in the U.S. were covered under some type of retirement plan. The figure included about 2.7 million active workers and 100,000 retired employees receiving annual benefits of \$90 million, with funds accumulated for future payments amounting to \$800 million.

By 1965, thirty-five years later, some 25.3 million active workers and 2.7 million pensioners were enrolled under private pension plans. Their total assets and reserves topped \$85 billion, with benefit payments exceeding \$3 billion for the year.

The study discloses that one-half of all workers in U.S. commerce and industry, and three-fourths of all government personnel are covered under retirement programs other than OASDI.

In 1930 about one of every five trade union members in the U.S. and Canada reportedly was covered by a private pension plan. Currently, the number of workers covered by the provisions of collectively-bargained plans is well over 10 million, and over one-third of this group are under multi-employer plans.

The study notes that private pension plans, combined with Social Security payments, now provide a retired employee who has considerable job longevity with an average annual pension of up to 50% of the average salary he earned during his last ten years of employment.

A section on pension funds and the capital market points out that over the past decade the major private and public retirement funds, including the trust funds of the Social Security program, have furnished over one-seventh of the capital available to the U.S. economy. It describes and illustrates the many avenues of investment used by private and public pension funds. It also covers pension activities of the life insur-

ance business, as well as banks and other forms of trusteeship and self-administration.

The study also discusses the impact of the President's Committee Report on Pensions, and future trends including wider distribution of benefits, vesting, higher benefit levels, increasing costs and flexibility of retirement ages.

A decided trend toward increased vesting as "a partial answer to the problem of labor mobility" is mentioned. Vesting is the right of the worker who leaves his job prior to retirement to retain all or some of his accrued benefits. Typical vesting requirements range from five to 20 years of job service and attainment of age 40.

Single copies of the booklet entitled "Private and Public Pension Plans in the United States" can be obtained free by writing Labor Editor, Institute of Life Insurance, 1701 K Street, N.W., Washington, D.C.

### \* Madison

(Continued from page 1)

day now, and to \$26 a day effective next May.

The union submitted 31 demands, 13 of which were bargained into the contract as proposed; 14 were resolved by mutual agreement, and four were dropped. The utility also agreed to pay employees for the Memorial Day holiday missed during the strike.

Ken McGuigan was chairman of the bargaining committee which included Richard Thompson, Jerry Helgeson, Nancy Van Moren, Roger Christiansen, LeRoy Huggill, John Statz and Alice Fathering. They were assisted by OPEIU field representative Bill Adams.

Four mediators participated in the final bargaining session. They were Dr. Eleanor J. Roe and Professor Nathan P. Feinsinger, of University of Wisconsin Law School, and Commissioner Arvid Anderson and Mediator Donald B. Lee, of Wisconsin Employment Relations Board.

### Paul Cruz Named



Paul Cruz, former President of OPEIU Local 251 in Albuquerque, New Mexico, has been appointed Chairman-Executive Director of the New Mexico Employment Security Commission.

### Local 95 Contract Amended

Local 95 has signed an amendment to its previous three-year contract with CW Transport Inc., formerly Central Wisconsin Motor Transport Co., Wisconsin Rapids, providing a 13-cent increase an hour for each year, plus an adjustment of automatic progression to reach the maximum rate in each clerical grade.

The new agreement, covering 44 office employees of the trucking firm, calls for three weeks vacation after 11 years service instead of 12 in the previous contract. Employees replacing a

supervisor also get 10-cents an hour in addition to the regular rate.

The immediate family list now includes grandparents for necessary time off, a clause broadened to allow a bride or groom to take off with pay the day prior to the wedding. Besides, employees may also take time off with pay for personal reasons upon mutual agreement with management.

The bargaining committee included Carl Meisnest, Local 95 business manager; Shirley Slusser, Beverly Plawman and Rosemary Volkenant.

# Hunt Foods Agrees After 10 Weeks of Talks

By an overwhelming 7 to 1 vote, members of Local 30 OPEIU, Los Angeles, have ratified a new three-year contract with Hunt Foods and Industries, Inc. after nearly 10 weeks of negotiations.

Wage gains will range from \$14 to \$23 in the first year; \$14 to \$26 in the second, and \$15 to \$27 in the third year of the contract; It also provides for an additional paid holiday on the day before Christmas, bringing the yearly total to nine; four weeks of vacation after 20 years service, as well as substantial improvements in areas of performance reviews, promotions and group insurance.

The new contract greatly expands promotional opportunities for Local 30 members at Hunt Foods. It also serves to strength-

en and clarify the recall provisions of the collective bargaining agreement.

Accumulation of unused sick leave to a 60 day maximum is an entirely new feature. When added to the present annual sick leave allotment it means that employees with seven years service can accumulate as much as 90 days of paid sick leave. This, when integrated with Workmen's Compensation or unemployment insurance benefits could provide for paid sick leave for as long as six months.

The current \$5,000 major medical program is increased to \$10,000, with the first \$1,000 of hospital room and board for employees being paid 100% by the employer, who also provides \$4,000 life insurance free. The contract guarantees coverage of

one dependent at \$1.90 per month, and \$3.10 per month for two or more dependents.

Employees with more than \$4,000 life insurance may convert, continue it at a nominal cost, or drop coverage in excess of the basic \$4,000.

Effective January 1, 1968, Hunt Foods employees will be included in Local 30's dental program, which does not have the \$35 deductible paid under the company program.

The bargaining committee comprised Local 30 Business Manager Gwen Newton; Business Representative Bill Reay; Shirley Cripe, Anna Gabrielli, Robert J. George and Ken Lambie. Chuck Florey and Lea Giannone, at Fuller Paint Co., were also members of the committee.



from the desk  
of the

**PRESIDENT**

## Higher Income Tax Exemption Needed

Congress recently reinstated the seven per cent tax write-off for corporations expanding operations. Union members are in favor of anything that contributes to greater employment but, at the same time, they look with a fishy eye on tax relief measures that fail to take wage and salary workers also into account.

In an era of spiraling inflation and growing tax loads—federal, state and city—the "little man" generally is the forgotten man. And much of the blame, unfortunately, can be traced to individual apathy. How many of us ever take pen in hand to write to our senators or representatives to let them know where we stand on matters affecting our pocketbooks? Taxation today is taking bigger and bigger bites from our purchasing power, with the wage and salary earner carrying proportionately the biggest burden.

Recently Senator Vance Hartke, Indiana Democrat, introduced a bill in the Senate to boost the individual tax exemption to \$1,000 from the present \$600. A similar bill has been introduced in the House by Congressman George Rhodes of Pennsylvania.

Introduction of these measures is a welcome step in the right direction and should have the support of every wage and salary earner. In fact, President Johnson in his budget message in January declared that many aspects of present income tax laws are "unjust, unfair and inequitable."

The present \$600 exemption figure is "unreal and obsolete for its purpose," Senator Hartke points out, adding:

"To expect the American taxpayer to provide the basic minimum necessities of life for himself, his wife and children at a rate of \$50 per month is impossible and unfair even by Treasury Department standards. Since that figure was adopted 20 years ago the cost-of-living has increased by 40 per cent."

Senator Hartke notes that prior to World War II, the individual income tax exemption was \$750. It was reduced to \$500 in 1942 for wartime tax revenue, and then only partially restored in 1947 with the \$600 figure.

"Thus," he points out, "we have never returned even to the prewar levels, let alone modernize the tax exemption in accord with more recent cost-of-living increases."

He then cites a 1947 Treasury Department study justifying placing exemptions at realistic cost-of-living levels:

"According to a widely accepted view, the exemption should be at least adequate to cover some minimum of essential living costs, such as the amount required for reasonable maintenance. It is conceded that the adjustment of exemptions to living costs may not be exact and that under emergency conditions it may be necessary to go below ordinary minima. For the long run, however, it is to be regarded as essential to exempt amounts required to maintain the individual and his family in health and efficiency."

Hartke further cites the Treasury study as follows:

"Ability to pay does not commence until a point is reached in the income scale where a minimum means of life have been obtained."

Asking what is the "minimum means of life" today, the Indiana senator declares: "In 1948, when the \$500 was lifted to \$600, a family of four had an exemption of \$2,400. But these were 1948 dollars. To be equivalent, because of dollar inflation alone, moderate as it has been year by year, the sum should now read to be \$3,288, or \$822 per person."

Recently updated surveys for a typical family of four in 20 major cities show their cost of food to be \$2,005 annually, with \$1,512 for housing, \$604 for clothing, and medical cost of \$400. With other expenses, total annual cost-of-living for this typical 20-city family is \$6,797.

Consequently, a \$1,000 individual exemption for a four-member family would still be more than 50 per cent below the family cost-of-living noted above.

Meanwhile, why not write your Senators and Congressmen that you support the Hartke-Rhodes bills? **YOUR VOTE COUNTS!**

### \* Missouri

(Continued from page 1)  
now be paid while serving on juries and for court appearances as witnesses.

The company also agreed to pay \$14.35 per month for insurance, and \$4 per week for

each employee into OPEIU's Pension Plan starting July 1.

J. B. Moss, president and business manager of Local 227, Fort Worth, Texas, was appointed as special International Representative by President Howard Coughlin to assist Local 185 during the negotiations.

## Hospital Pact Adds 40 to Local 8



Local 8 Representative Don Olson watches with satisfaction as Hospital Commissioner John Lotto puts his signature to new contract. Standing: from left, are William Murray, Hospital Administrator, and Local 8 Representative Bill Grant.

A new contract between the Seattle Area Hospital Committee and the Valley General Hospital has added 40 members to the ranks of OPEIU Local 8.

The agreement provides for general increases ranging from \$25 to \$50 monthly retroactive to May 1 and for automatic in-grade wage progressions every six months until the maximum differential of \$50 is reached.

Other clauses establish a modified union shop; promo-

tion and lay-off protection; an employer-financed health and welfare plan; maternity leave; and grievance and arbitration machinery.

The committee consists of four AFL-CIO affiliates with Local 8 having jurisdiction over the office workers.

Local 8 Representatives Don Olsen and William Grant were aided in the organizing tasks and the negotiations by Mildred McCorkle, Bonnie Crane and Georgianna Harris.

### \* Baton Rouge

(Continued from page 1)

resented the employees. The company purchased the nearby Parish Water Company last August and the union is demanding that the employees be included in the unit.

Management has refused to agree, and the union has therefore filed charges before the NLRB with the aim of obtaining recognition. It points out that Parish is a wholly-owned subsidiary and that there has been an interchange of employees.

The union was represented in the protracted negotiations by International Vice-President Frank E. Morton; Local 428 President Lionel Lee; Secretary-Treasurer Nathaniel Davis; and Ed Harris, Committee member.



"Take your time finishing that, Jones, I have complete confidence in you."

L'Employe

## Law Weighted Against Labor, CLC Charges

Canada's labor management laws fall short of protecting the rights and interests of employees in organizing and bargaining collectively. Both the law and common practice are weighted in favor of management. So the Canadian Labour Congress charges in a statement to Mr. Justice Ivan Rand, Ontario government commissioner.

The CLC described the bias against unions as follows:

"The employees may get together to form a trade union, but they cannot obtain recognition of the trade union by their employer for the asking. They must satisfy a public tribunal of their representative nature. A certified trade union may require the employer to bargain with it, but the employer is not obliged to enter into a collective agreement with the trade union regardless of the merits of the case.

"The trade union may strike only subject to prescribed conditions and only at specified times; there is compulsory conciliation in advance of the right to engage in strike action. In a growing number of cases, the right to strike is absolutely prohibited.

"The state, far from being merely an umpire, has become increasingly an intervener, which, if not plainly on the side of the employer, has, to say the least, set out to make the role of the union increasingly difficult to exercise."

Discussing the broad implications of labour-management relations, the CLC continued:

"It would be well to recognize that there is always a considerable area of potential conflict between the employer and his employees. Arbitrarily to suppress such conflict would be to create social injustice since the scales would be weighted in favor of the employer. . . . To the employer, labour is basically a production cost factor. . . .

"We would suggest to you that such conflict is creative rather than destructive."

## Labor and the Law

By Joseph E. Finley  
OPEIU General Counsel

### Fining Union Members

Many of you have heard of the new ruling of the United States Supreme Court which has held that imposing a fine upon a union member is not an unfair labor practice. Now many questions arise about fines, what to do about them, how to collect them, are they wise or unwise, and what are the rights of the union and its members with regard to them?



First, let's look at what the Supreme Court held in the case of NLRB v. Allis-Chalmers Mfg. Co. A UAW local union filed charges against several members who had crossed the local's picket line during a strike and leveled fines of from \$20 to \$100 against each member. Trials were held after the strike was over, each member was given notice and hearing, and was even represented by legal counsel. After the finding of guilt and the imposition of the fines, the union then brought a civil suit in a Milwaukee County Court and obtained a judgment in the first test case. Such a judgment, of course, could be collected by garnishment of the employee's wages.

The company, obviously eager to fight for the strike-breakers it had enticed through the picket lines, filed charges with the NLRB that the union trials and fines were in violation of Sec. 8(b)(1)(A) of the Act, which prohibits union restraint and coercion against employees. The NLRB found no violation, but the U.S. Court of Appeals in Chicago, long a nemesis of the NLRB and union rights, reversed the Board and found that it was an unfair labor practice to fine union members for crossing a picket line. The case went on to the Supreme Court, which overturned the Court of Appeals.

What do we do with this ruling, and what are our legal rights under it? First of all, if a union member crosses his own union's picket line during a strike, this would violate almost any union constitution, even down to "conduct unbecoming a member." The OPEIU constitution, in Article XIV, enables the Executive Board to levy fines for "violating the constitution of the International Union, or for engaging in any activity or course of conduct which it is deemed by the Executive Board to be contrary or detrimental to the welfare or best interests of the International Union." This provision, although seldom used, certainly would permit a penalty for crossing a picket line during a strike.

In the Allis-Chalmers case, the company argued that employees were compelled to be members under a union shop contract, and ought not be bound by union discipline. The Supreme Court rejected this argument, stating that each one had taken an oath of obligation to the union and had actually participated in local union affairs. Any member, even under a union shop contract, who has been sworn in and has taken the oath of obligation, would be undoubtedly bound by the union's constitution.

Many persons in the labor movement mistakenly believe that union fines can be collected through the checkoff, or that an employee's job can be ended if a fine is not paid. This is simply not so. An employee may not be fired from his job for any union reason aside from failure to pay dues and initiation fees. Fines are something different, and if a fined employee-member will not pay up voluntarily (and those who think so little of their union to try to break its strike are not likely to voluntarily pay a fine), there is only one way to collect, file a law suit, just as the UAW did.

There are obvious dangers in fining members, of course. Their bitterness against the union may never be overcome. Anti-labor employers and commentators pound away at union fines, and often scare people with stories which make it appear that unions spend all their time imposing giant fines on helpless members. In each case, you must weigh the risks against the advantages.

In a bitter strike three years ago in a plant in the Cleveland area, where we represented a local union, some 40 members led a back to work movement that broke a strike. The company hired replacements and the union was in severe peril. Charges were filed against each of these 40 members, trials were held after due notice, and the local executive board, which was limited to \$100 for an offense, levied \$500 fines for five separate days of crossing the picket line. Without hesitation, we filed 40 individual lawsuits in a number of municipal courts in the communities where these members lived, each seeking to collect the fines on the theory that a breach of the local constitution was a violation of the contract between the member and the union. The union had little to lose at this point, but the company was enraged. For the first time, serious settlement talks began, the company finally reinstated strike leaders who had been fired, and placed \$35,000 on the table in back pay. The company even agreed to reimburse the union for the filing fees. The fines were surely the weapon that opened up the settlement and saved the local union.

The Supreme Court decision opens up enormously interesting possibilities for strengthening union discipline. There are also many pitfalls, and enough policy questions so that you should first check with international officers.

## Local 11 Scores Twice in Hard Battles



Northwest Gas signing. Seated from left: Steward Norman Cotton, Company Comptroller Joe Long, Stewards Dave Allen and Bud Tibbetts, Company Secretary-Treasurer Harry Burnside, Local 11 Business Representative Walter Engelbert, Company President Francis Hill, OPEIU Vice-President Bill Lowe, Company Labor Relations Director Willard Mayfield, Personnel Manager Earl Carol, Assistant Labor Relations Director Norman Weise, Office Manager Paul Lancefield, Steward Al Craig. Standing from left: Steward Hayden Fisher, Chief Steward Bill Snyder, Steward Don Thurman, Company Vice-Presidents Joe Smith and Cecil Griffith.

Local 11 in Portland, Oregon has achieved two hard-won settlements bringing substantial gains to its members. An agreement with the Columbia River Log Scaling Bureau ended a 27-day strike characterized by the total support of the members for the action. No member of the union crossed the picket line during the nearly month-long stoppage.

The successful settlement provides for a 20-cent wage increase and for a gain of particular meaning in this highly seasonal operation: Employees with three years or more of service get salary guarantees against layoffs due to lack of work.

The Bureau is an industry-owned cooperative providing scaling and grading services to members firms. In addition to the main office, scaling stations throughout Oregon and Washington were picked. Both log scalers and truck drivers honored the picket lines and thus forced the stations to shut down.

The employers finally made concessions on every outstanding issue and reinstated every

striker. Gains included an additional paid holiday; tighter seniority provisions regarding layoffs and overtime; job bidding and posting; maternity leave; termination notice and notice on workweek changes; refunding of 50 per cent of employment agency fees; improved vacation allowances; paid sick leave; and establishment of a joint committee on job classifications.

The second settlement, with Northwest Natural Gas Company, was obtained after the employees had voted overwhelmingly to strike.

An increase of 11.5 per cent was won, along with better maternity leave; an increase in industrial disability provisions; a new technological clause; an increased meal allowance; and increased sick pay.

"Effective leadership from a hard-working bargaining committee, plus support of the members, again make it abundantly clear that this is the formula for success in negotiations," comments Bill Lowe, International Vice-President and Regional Director.

The negotiating committee was headed by Walter Engelbert, Local 11 Business Representative, and Bill Snyder, Chief Steward. Other committee members actively participating were Norman Cotton, Dave Allen, Bud Tibbetts, Al Craig, Hayden Fisher, Don Thurman and Joe Addi.

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

## Tennessee Local Signs Two Iron Works

Local 179 OPEIU has successfully negotiated two contracts in Chattanooga, Tennessee, covering plant office employees of Mueller Co., which manufactures cast iron valves and fire hydrants, and office employees of U.S. Pipe & Foundry, which makes cast iron pipes and fittings.

The Mueller office workers won an across-the-board wage increase of 42 cents an hour; 12 cents taking effect June 1, 1967, to be followed by 15 cent raises June 1, 1968 and June 1, 1969. Fringe benefit gains amounted to another 13 cents an hour, bringing the total advance to 55 cents an hour.

Fringe benefits include four weeks paid vacation after 20 years, instead of 25 in the old contract; greater coverage and flexibility for leave of absence; broader coverage for funeral pay; improved insurance and hospital coverage, plus vested

pension rights and higher benefits on retirement.

Mueller office employees have 100% OPEIU membership. Negotiations were conducted by a bargaining committee comprising Thomas E. Wilkerson, chairman; Bob Price, vice-chairman, and George T. Skillern, member. They were assisted by Charlie Harris, Local 179 president and business representative.

The new one-year contract with U.S. Pipe & Foundry brings

a 3.5% increase, averaging 8½ cents an hour, or \$15 per month. It also won percentage payment for employees previously denied vacation pay because they had failed to fulfill the 80% hours worked requirement.

The bargaining committee comprised Philip A. Dunn, Johnnie Godwin and Philip A. Koopman. Charlie Harris also assisted this committee during negotiations.

## Council Names New Havenites

OPEIU members are continuing to play an active role in the activities of the Greater New Haven Central Labor Council.

Local 329 President Claire Pluff and Vice-President Marie McLaughlin have been named to the council's Health Committee.

Local 329 member Bud Manning, OPEIU International Representative, has been sworn in to

his third term as member of the council's Executive Board. He is chairman of the Education Committee.

Frank Fallon of Local 123, Bridgeport, has been named to the Community Services Committee. Catherine Serino of Local 329 and Irma Carbone of Local 376, Bristol, are members of the COPE Committee.