

WHITE COLLAR

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

**"Right-to-Work"
Falters**

Page 3

No. 259

September, 1967

17

Greyhound Local Gives A Helping Hand



When members of Local 215 of Lexington, Kentucky, employed by Southern Greyhound in a 16-state area, found out that the husband of member Carol Weir needed an expensive artificial kidney to stay alive, they did more than offer sympathy. They raised \$800. Tom Weir, the beneficiary of the all-for-one spirit, receives the check from Local 215 President Ethel "Susie" Rose at his home in Coral Gables, Florida. At left are Richard W. Merritt, Transportation Supervisor; OPEIU Vice-President J. O. Bloodworth; and Mrs. Weir. Raffles on cakes, hams and TV sets helped to raise the needed sum.

Local 29 Units Gain in Renewals

Local 29 has scored substantial gains in three contract settlements.

The employees at Pacific Intermountain Express terminals in San Francisco and San Jose have reached a new three-year contract with the over-the-road trucking firm calling for a 55¢ an hour wage increase and two new fringe benefits.

The pact, covering 38 office workers, brings a 25¢ an hour wage boost the first year, with additional 15¢ jumps scheduled for each of the following years.

The new fringe benefits are a two-day bereavement leave and adoption of Local 29's prescription drug plan.

Other improvements over the old contract include sick leave cumulative to 18 days per year; two cost-of-living increases during the three-year period, and higher overtime rates.

Pension plan contributions will be increased 17½¢ an hour on July 1, 1968, and to 20¢ an hour a year later.

In a second settlement, Local 29 has signed a renewal agree-

ment with Simon Stores, retailers in Oakland, giving the 110 employees in the unit a 32½¢ an hour increase. The first 12½¢ raise took effect August 1. It will be followed by a 15¢ raise August 1, 1968 and another 15¢ jump in 1969.

The three-year contract embodies an employer commitment to pay 2¢ an hour health and welfare premiums for employees and their dependents. The employer will also pay \$3.46 per month toward the local's prescription drug plan starting August 1, 1969.

New clauses set up job classifications and wage scales for the Data Processing Department. Classification of employees was rewritten and the promotions and layoffs section was revised.

The third settlement was with the Central Scientific Company, wholesalers of scientific equipment in Santa Clara. It boosts wages \$40 a month.

The first raise of 15¢ an hour became effective July 1; the

(Continued on page 3)

Time-Motion Studies Will Spur Unionism, Coughlin Predicts

White-collar workers who are subjected increasingly to time-and-motion studies will respond by joining unions, President Howard Coughlin of the OPEIU predicts.

In a public statement commenting on a *Wall Street Journal* report that white-collar measurement had increased 50-fold in 15 years, Coughlin said:

"This cuts the ground out from under those who argue that white-collar work is basically so different from blue-collar work that union organization is not appropriate.

"If the office worker's output is going to be measured by production-line techniques, then he

certainly needs to assure himself adequate pay for that output by the same process of unionization that factory workers have employed."

Use of time-and-motion studies in the office, Coughlin contended, "has no other purposes than to speed up output per employee and to reduce size of staff."

The OPEIU, he declared, would resist the application of these methods as "dehumanizing." Where they are used, he said, "our union will seek participation in setting of standards that do not make unreasonable demands on employees and that provide adequate pay levels."

Maine Local Wraps Paper Pact

A new three-year contract bringing paperboard and paper mill office employees salary increases averaging \$92.55 a month has been concluded between Great Northern Paper Company, Millinocket, Maine and Local 192.

The first 6% hike averages \$33 a month. An additional 5%, averaging \$29.05, takes effect July 1, 1968, and another 5%, averaging \$30.50, will be tacked on July 1, 1969. In the latter year, shift differential will be raised 40¢ a week.

Fringe benefits add Christmas Eve as another paid holiday with double-time pay if worked. A revised vacation schedule calls

for one week after six months; three weeks after 10 years; four after 18, and five after 23.

Welfare benefits, including insurance and hospitalization, were also substantially improved.

New employees must now join the union in 30 days, instead of 60. Overtime was eliminated for non-permanent work-

(Continued on page 4)

Final Fall Conference Schedule

The Northwestern and Western Educational Conference has been advanced a week. It will be held at the Travel-Lodge-at-the-Wharf in San Francisco October 7-8. The dates and locations of the other fall conferences are as follows:

Erie—September 16-17 at the Brown Derby Motor Inn at Cuyahoga Falls, Akron, Ohio.

Southeastern—September 23-24 at the Downtowner Motor Inn in Atlanta, Georgia.

Canadian—October 14-15 at the King Edward Hotel in Toronto.

North Central—October 28-29 at the Knickerbocker Hotel in Chicago.

Southwestern—November 4-5 at the El Tropicana in San Antonio, Texas.

Northeastern—November 18-19 at the Barbizon Plaza Hotel in New York City.

The subjects on the agenda include contract administration, arbitration, bargaining unit protection, preparation for negotiations and organizing leads.

Record Employer Tax Delinquency

An Internal Revenue Service report shows that 289,552 employers set a tax delinquency record when they failed to turn in the income and Social Security taxes they deducted from their employees' wages in 1966.

The employers pocketed \$312,636,000—some 29 per cent more than the \$222,296,000 they pocketed in 1965. The employers are subject to fines and prison sentences.

But even if the government never gets the money, employees of delinquent firms are protected. The IRS says that once the taxes have been withheld, the government credits income tax and Social Security accounts of the worker even if the money has not been turned in.

WHITE COLLAR

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affiliated with the AFL-CIO, CLC

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Man As Beast Of Burden

The International Labor Organization (ILO) has recommended that the maximum permissible load for any male adult worker to carry anywhere in the world at one time be set at 88 pounds. It asks a limit of 44 pounds for women and for 16-18 year old youths. For 16-to-18 year old girls the suggested maximum is 33 pounds. Regular load-carrying for both boys and girls under 16 should be prohibited entirely, the ILO says.

A 112-page, single-spaced report is being sent by ILO to all governments, employer associations and worker organizations in the hope that it will result in world-wide action to upgrade man from being a beast of burden.

Minimum wage and hour laws, higher standards of living and inventive genius have gone a long way in raising human dignity in the past half century. Machines have eliminated entirely this arduous labor in many areas of the New World and the Old, especially in advanced industrialized countries. But this back-breaking labor still exists in far too many other lands.

It is in the context of this very detailed ILO report that one feels the full shock of recognition of how much remains to be done. The proposed world load maximums may gradually reduce the number of men, women and children still being used as beasts of burden in many parts of the world and, one can only hope, eventually end that barbarity forever.

Real Wages Trail Living Costs

With the Consumer Price Index hitting an all-time high and continuing to rise, the average worker finds his paycheck buying less at the store than a year ago even though his earnings are higher.

The Bureau of Labor Statistics finds that a typical worker with three dependents averaged \$90.90 after taxes in its most recent study. While this was \$1.94 more than he took home a year ago, it represented 44 cents less in terms of buying power—the eleventh month in a row that “real wages” have been less than in the previous year.

Gross pay—before deductions—of all nonsupervisory workers was \$113.81 before taxes. The factory worker with three dependents took home \$100.39, or 62¢ less than a year ago, but it was \$1.83 less in buying power measured in 1957-59 dollars.

Medical care services showed a jump in costs of 9.2% over a year ago. This was the sharpest year-to-year rise in any category of the market basket of goods and services measured by the government's cost-of-living index.

Some unions with cost-of-living escalator clauses in their contracts were able to receive pay raises amounting to 3¢ an hour last June based on this index. As inflationary forces gather steam, more and more unions in renegotiating contracts will be wise to seek such a clause, in addition to fairer compensation for increased productivity.

H.H.H. Said a Mouthful

Vice-President Hubert H. Humphrey in a recent talk at Miami Beach declared that the nation needs “active, vigorous trade unions” to continue its progress.

The Vice-President reminded younger members of unions that they have “a special obligation,” emphasizing that their wages and working conditions were made possible by the struggles of an earlier generation.

“Other people had to literally go to jail for what you have—had to fight on the streets for what you have,” Humphrey declared, adding: “The struggle must go on and the union must continue to grow. The unorganized need to be organized and the younger generation must carry the torch.”

Every member of the younger generation should take the Vice President's words to heart.

Loosening the White Collar

by Robert B. Cooney
(Excerpted from The American Federationist)

Upward mobility, the desire to be promoted and “get ahead” is probably the major reason for most white collar workers having remained outside of unions. This aspiration was reinforced by an air of superiority towards manual work, an attitude going back to feudal times. The more skillful employers recognized these ambitions, status cravings and sense of “differentness.” White collar workers were paid salaries and used to enjoy many fringe benefits which the production worker lacked: paid vacations, holidays, sick leave and so on. And they also had relative employment stability.

Professor Albert Blum has reported on surveys which point up the extent of these attitudes. More than 75 per cent of the white collar employees in a 1957 survey said they viewed themselves as belonging more with management than with production workers.

But what happens when the world of the white collar worker changes so drastically that he is forced however reluctantly, to face the facts of life? With white collar workers now the majority group, the “typical” workers in the nation today, it becomes more apparent that all can't become chiefs. Illusion must eventually give way to reality.

Mills' View

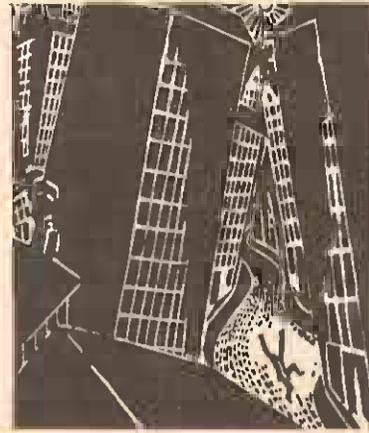
Sociologist C. Wright Mills perceived this rising tension when he wrote in his book, “White Collar.”

“In the minds of the white collar workers a struggle has been going on between economic reality and anti-union feeling. Whatever their aspirations, white collar people have been pushed by twentieth century facts toward the wage worker kind of organized economic life and slowly their illusions have been moving into closer harmony with the terms of their existence.

“They are becoming aware that the world of the old middle class, the community of entrepreneurs, has given way to a new society in which they, the white collar workers, are part of a world of dependent employees.”

Today's world of the white collar worker includes the same technological change and automation which has had such a great impact on production workers since the 1950s.

The machine is transforming the office. There are “invisible” firings or non-hirings as the same number of employees



produce far more. The office workload is becoming more highly rationalized, the tasks more routine and boring.

At the same time, the ladder to the top is being blocked. The age of the computer and modern management techniques have given rise to a middle level made up of college-trained technicians and professionals. The lower grades of white collar workers now face a ceiling on their advancement. And it follows that grievances and needs submerged in the dream of promotion will find an outlet.

There are observers who feel that recognition that upward advancement is blocked will be the most important factor in moving many white collar workers toward unionism.

The Narrowing Gap

Another reality facing white collar workers is that many earlier advantages they enjoyed either have been wiped out or are being quickly narrowed. The blue collar unions have raised wage levels considerably, have made rapid gains in such fringe benefits as paid vacations and holidays, severance pay, sick leave and health insurance and pensions.

In fact, the key advantage belonging to the worker with a union. The union worker has all his contract gains as a matter of earned right. What the white collar worker has been granted by management can also be taken away or reduced arbitrarily. A contract contributes a sense of dignity and self-respect which is crucially important.

As far as the employer is concerned, it appears most of the

things management is doing and will have to do for its own purposes will enhance the prospects for white collar unionization.

Management will be able to “buy off” the white collar group less and less. As the office, technical and professional workers becomes a larger proportion of the firm's workforce, they represent a growing labor cost. As competitive pressures require it, management will try to rationalize this workgroup, make it more efficient, cut costs and try to raise its productivity. A “good” management will regard the white collar group—which already outnumbers the production group in some manufacturing firms—like any other production worker group and so induce it to behave the part.

Work Measurement

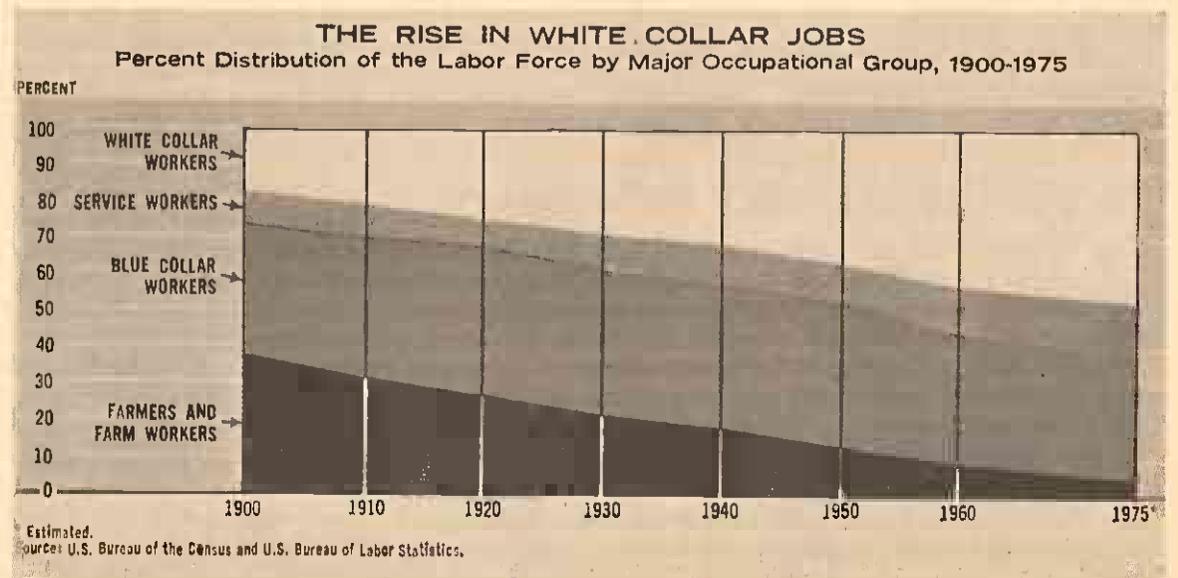
To illustrate. In the Michigan Business Review, management consultant Bruce Payne claims the efficiency of the average office ranges from 60 to 80 per cent. In effect, it is asserted that, of every 100 office workers, 20 to 40 produce nothing.

“Today, less than 5 per cent of the total clerical workforce in the United States is measured against accurate standards of a ‘fair day's work,’” Payne writes. “On the other hand, over 80 per cent of the blue collar workers are working under some form of modern work measurement system.”

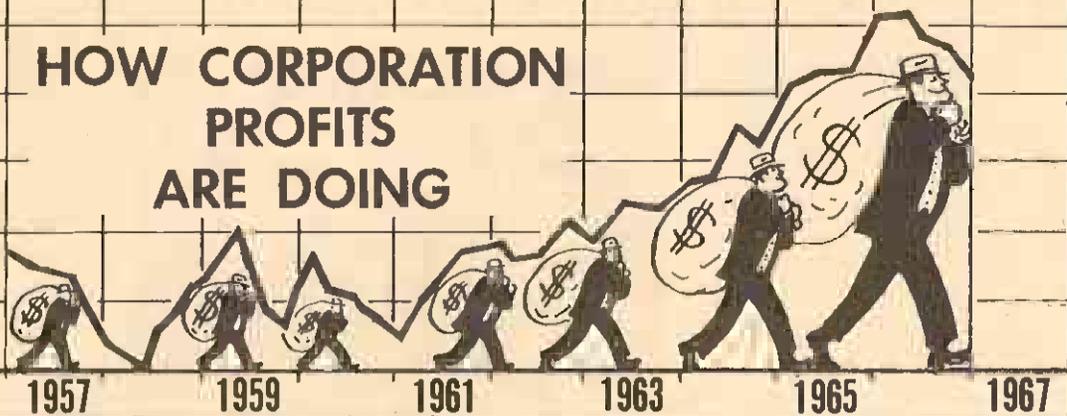
The time and motion man is coming into the office, Payne predicts, because it is possible to measure and control office work accurately and economically. Companies using new tools of clerical work control have cut labor cost by 20 per cent and more, he reports.

Since white collar workers are expected to total 38 million by 1970 compared to 28 million blue collar workers, Payne believes it is obvious where management must turn to cut costs.

Blue collar workers have been through all this. And they found their own protection against the time-study speed-up was their union. White collar workers are not likely to behave any differently.



HOW CORPORATION PROFITS ARE DOING



SOURCE: FIRST NATIONAL CITY BANK

After years of climbing from one record to another, corporation profits are still holding at a high level. A slight dip in recent months is expected to be only temporary.

The chart above shows manufacturing profits over the years, as reported by the First National City Bank of New York.

The bank's newsletter reports that 1,431 of the nation's leading corporations accumulated \$6,139,840,000 in profits after taxes during the

first three months of 1967. That's 7 per cent less than for the same period a year ago.

But despite the drop in the total, the bank notes that "58 per cent of all reporting companies showed increased profits from the first quarter 1966."

The profit outlook for 1967 is good, according to the experts. Standard and Poor's *Industry Surveys* predicted that 1967 profits will top even the all-time record set in 1966.

Credit Union Strike Ends, 1st Pact Brings Union Shop

Settlement of the eight-week strike against the Lansing (Michigan) Automakers Credit Union was announced by International Representative John Richards on behalf of OPEIU Local 393.

The agreement unanimously ratified by the strikers, brought recognition and a full union shop including a dues deduction clause.

The office employees gained an increase in the number of holidays, two weeks vacation after one year and three weeks after five years, 12 days of sick leave, and a sickness and accident benefit of 68% of salary

for twenty-six weeks in this first contract.

Wages were increased 5% this year and 5% next year, plus a cost of living clause. The new wage schedule provides an \$80 weekly minimum wage, with several employees getting immediate increases ranging from \$10 to \$15. A Loan Interviewer will now receive a maximum of \$129.15 weekly.

During the course of the strike it was necessary to fight off the employer's attempt to obtain an injunction against picketing.

The strike began June 1 and ended July 31, the effective date of the new agreement.

Local 13 Signs Grocery Company

A new contract has been signed between Local 13 OPEIU and Tri-City Grocery Co., Granite City, Ill.

The settlement brings office clerical employees weekly salary boosts ranging from \$7.43 to \$11.26. The contract, running for two years, covers 30 employees.

Fringe benefits include three weeks vacation after 8 years instead of 10 and, effective January 1, 1968, four weeks after 15 years instead of 18. Christmas Eve now becomes a half-day paid holiday. The bereavement clause was broadened to include family in-laws.

Julia A. Riggle headed the bargaining committee.

1st Contract Jumps Wages Of Vancouver Office Unit

Members of Local 15, employed by Uniroyal (1966) Ltd. in Vancouver, rubber distributors, are now among the highest paid office workers in Canada as a result of their first two-year contract.

Salary increases range from 60% to 72% in the lower classifications to 37% in higher ones, bringing boosts that run from \$120 a month to as high as \$205 a month over the previous non-union scales.

The new agreement makes Easter Monday a tenth statutory holiday, a "first" in Canada's rubber industry for either office or production personnel.

Local 15's negotiating committee included Joe Walls, Chairman, and Darryl Rankine. They were assisted by C. Bud Arnold, Business Manager.

In a second Local 15 settlement, the 40 employees of C.U. & C. Health Services Society, Vancouver, credit union and co-op health and weekly indemnity insurers, have gained a new two-year contract providing for an 8% salary increase the first year and a \$13.50 across-the-board raise the second year.

The new pact achieves improved vacations, a Medical Plan with dental provisions, plus job reclassifications. It also includes provisions for upgrading by either the union or the society during the term of the agreement.

The unit's bargaining committee was headed by Pat Ellis, Chief Office Steward. Committee members were Margaret Monhay and Margaret Singleton.



from the desk
of the
PRESIDENT

"Right-to-Work" Falters— But Oklahoma Fight Looms

From time to time this column has commented on the so called right-to-work campaign whose sponsors jubilantly hailed the 1966 election results as giving new steam to their drive. Developments in the meantime don't appear to give much substance to their bombast. Organized labor has fought them to a standstill, although they won't give up easily.

Their highest hopes centered on Republican-controlled New Mexico and Idaho. But New Mexico's legislature refused by a 40 to 30 vote to put right-to-work on the ballot for a popular referendum. Idaho's top-heavy GOP legislature didn't even consider a right-to-work bill.

Adding insult to injuries, a right-to-work bill introduced in Massachusetts, where unions are much stronger, fell flat on its face in the house by a 210 to 0 vote. Even the bill's sponsor didn't vote.

In Wyoming, newest of the 19 right-to-work states, the house voted to repeal the four-year old law although the repeal bill died in the senate. Once there were 20 right-to-work states, but Indiana repealed its eight-year old law in 1965. No other state this year has given serious consideration to passage, or repeal, of a right-to-work measure.

Right-to-Work Equals Social Backwardness

Most of the right-to-work states, largely in the South, have weak labor movements. They use the law as an inducement to industries with little capital and low labor incentives. These draw from a defenseless pool of unskilled labor so they can fatten on poverty. It is highly significant that the percentage of families living in poverty in right-to-work states is much higher than in the other states, none matching the federal minimum wage of \$1.40 an hour. Only three have equal pay for women, and none has fair employment laws.

Conversely, it is equally significant that none of these problems exist in states with strong, democratically organized unions. Twenty-three such states have enforceable minimum wage laws; 14 cover men as well as women; 21 provide at least \$1.00 an hour minimum wage; and 12 equal or exceed the federal minimum wage of \$1.40 an hour.

But despite the fact that GOP politicians in many states are shying away from the "right-to-work" label, Reed Larson, executive vice president of the National Right to Work Committee, discloses that his group isn't yet ready to throw in the sponge.

Bigger Staff and Budget

He reveals that since January 1, the committee has put seven full-time staffmen in the field; three in Oklahoma; one in New Mexico, Missouri, Massachusetts and California, and it expects to nearly double that by year's end. Its 1967 budget of around \$800,000 is 10% to 15% above last year's, according to Larson.

The next battle now shapes up in Oklahoma, where a right-to-work proposal was narrowly defeated in a 1964 referendum. Its advocates plan to launch a petition drive in July for the 101,000 voter signatures needed to put the issue on the ballot in the August 1968 primary election.

Vernon Beals, an Oklahoma City ad man who heads the fund-raising campaign, says his organization will soon have raised \$150,000 to spend on getting signatures (\$1.50 per signature). He estimates another \$350,000 to \$400,000 will be needed in the election campaign itself.

"The smaller manufacturers are stepping right up" with contributions (tax deductible), Beals says, and so are individuals (non-deductible). Significantly, he adds that "Big businesses that are already unionized feel they can't take too active a part in this thing."

If Oklahoma voters are foolish enough to put "this thing" on the ballot, organized labor will have to spend at least \$500,000 to fight these forces of reaction and greed, which dupe the voters with distortions of truth. Needless to say, the labor movement would much prefer to use such funds in organizing the unorganized or in promoting many other programs not only beneficial to workers and their families, but also adding to the prosperity of their communities, their states, and the nation as a whole.

Right-to-Work has done poorly of late—but it is an unfinished story.

Canadian Labour Sings Out

A new record of labour songs—most of them Canadian and recorded for the first time—has been released by the Canadian Labour Congress as one of its Centennial projects.

Rendered by The Travellers, the songs include such historic works as a song written by Joe Hill in 1912 for striking construction workers in British Columbia; the "Onward One Big Union" song of the Winnipeg general strike; and the "Song of the Estevan Miners" from the coal strike of 1931. More recent events are recognized in "The Tilco Song."

Including such songs as "Les Midinettes", "La Chanson du Speed-up" and a French version of "Solidarity", the recording is typically Canadian. One of today's labour problems gets light-hearted treatment in Joe Glazer's "Automation".

Copies of "A Century of Song" may be ordered from the Education Department, Canadian Labour Congress, 100 Argyle Avenue, Ottawa 4, at \$2.50 each.

Labor and the Law

By Joseph E. Finley
OPEIU General Counsel

New Dues Refund Ruling

How do you get better attendance at union meetings? This has been an old problem that has haunted perhaps every local union for many years. Various gimmicks have been tried with different degrees of success, such as door prizes, lotteries, refreshments, entertainment and educational programs. When the question comes up of what does the law allow, the issue of fines for non-attendance is often raised. A new ruling by the NLRB now tells you what the law will permit you to do.

Unions in the past that tried to impose fines for failing to attend meetings have had a rough time of it. The most common device was the dues refund, where those who attended meetings would receive a part of their monthly dues back. But the Board, in a series of cases over the years, dealt a block-buster to this. In a rather well-known ruling of only a few years ago, it held that a dues refund was in fact a fine. Employees who were fired for non-payment of dues where the refund technique was used filed charges with the Board, alleging they were fired for failure to pay fines. The Board, and an appeals court, upheld this position, which cost a particular local union an enormous back pay bill for three years for eight people who had been fired.

But a new decision has changed all this. The old cases have been reversed and the Board has now said that the dues refund technique is legal after all. The local union in the new case properly amended its by-laws, by secret ballot as required by the Landrum-Griffin Act, to increase its dues to \$6 per month. It then provided that at each monthly meeting, there would be a cash refund of \$2 to each member in attendance. Attendance at meetings increased immediately three times over. There was a union shop contract in effect, which required membership as a condition of employment. One employee who refused to sign a checkoff was paying his dues in cash. He became delinquent and his discharge was demanded. He came in to pay, stated it was under protest, and then filed a charge with the NLRB.

The Board, in its new decision, stressed the importance of obtaining good attendance at union meetings. It pointed out that the Landrum-Griffin Act, in its Bill of Rights, protected and encouraged rank and file activity in the affairs of each local union. It serves the public interest to have wide and full participation in the union's affairs.

The dues refund system was not a fine at all, said the majority. It was no different from the use of union money, obtained in the form of dues, for the serving of refreshments, the award of prizes, or entertainment at meetings. The rule was applied with equality. Each member paid an equal amount as dues, and each member had an equal opportunity to attend the monthly meeting. Thus, the dues refund was a legitimate device for a good purpose, and the old rule was held to have been an unwarranted interference with the internal affairs of the union.

A second problem that has bothered many of you in organizing campaigns is the secrecy of the authorization card you ask members to sign. Many people have been told that their signatures will never be revealed, but if you file a refusal to bargain charge based upon a majority of cards, each card must of necessity be not only shown, but tested under oath. There are many other legal situations before the NLRB where an employee may have to reveal the fact that he has signed a card, for his own protection.

Employers have been having a field day blasting union claims about the secrecy of the authorization cards signed by employees. A new NLRB case upholds this company right, which can lead you to expect even more of it. During an organizing campaign, union literature stated the following: "No one in your Company will ever see this card or know who has signed it." The Company came back to tell employees not to be deceived by this claim, saying that, "knowledge of who signed union cards is ordinarily as secret as the country telephone party line."

The union filed an unfair labor practice charge, alleging interference and threats by this attack. The Board ruled that this was legitimate campaign propaganda. If an employer wants to tell his employees that the cards are not secret and that he knows who signed, there is nothing wrong about this. However, if the boss utters one word that may be construed as a threat, then an unfair labor practice may be committed.

Many organizers have been embarrassed in the past by employees who have been angered when their card signing has been revealed. You should now know that there are many legal situations in which a card must be shown, that employers know this, and that they have much leeway in telling employees that cards are not secret after all. If you tell employees their signatures are secret, you must at least let them know there are some situations where the truth will come out. In the ordinary election petition, where you make your showing of interest and there is an election, secrecy is likely to be preserved. But even then, a hearing on challenges or objections might cause some cards to be turned over.

YWCA Workers Vote Union, 137-27

The employees of four New York City YWCA residences have voted overwhelmingly in favor of representation by the Hotel and Motel Trades Council, which includes OPEIU Local 153. The vote was 137 for the union to 27 against, with a dozen ballots challenged.

The organizing success is a breakthrough in the area of non-profit and charitable institutions, which have generally succeeded in keeping their employees outside the ranks of organized labor.

General Drive Underway

Local 153 is participating in a general campaign to organize such institutions. The room clerks, cashiers and clerical workers in the YWCAs are joining the local.

New York State law long excused non-profit institutions from engaging in collective bargaining, but a vigorous campaign led by the Hotel and Motel Trades Council succeeded in ending this exemption last year.

Vangel Kamaras, general organizer of Local 6, Hotel and Club Employees, was in immediate charge of the YWCA organizing drive. The team of organizers included Larry Harless of Local 153.

The American Arbitration Association conducted the election.

Negotiation of a first contract covering the 200 workers is under way. Meanwhile, a campaign to organize YMCA residences is showing progress.



YWCA employees cast their ballots in an election which brought victory to Local 153 and other unions in the hotel field. The success is spurring a general campaign to organize non-profit institutions in New York City.

In another development, Local 153 has signed a second contract with the Diners Club significantly improving the working conditions of the 700 employees, who joined the union two years ago.

The two-year agreement provides for two annual wage increases totaling 12 per cent and embodies a new job classification system which is retroactive to last October. Medical benefits were extended.

Business Representative John Kelly conducted the negotiations with the aid of a committee led by Chief Steward Walter Strong.

Local 153's effective strike against the Public Service Electric and Gas Co. of New Jersey has been followed up by agreement on a new contract covering wage and other gains to the 350 members.

Win in San Juan

Local 433 OPEIU has been certified by the National Labor Relations Board as the bargaining agent for 81 office and clerical employees of Blue Cross in San Juan, Puerto Rico, following an overwhelming election triumph.

Of the 81 eligible who cast ballots, 70 voted for the OPEIU, one for another union, and 10 abstained. Anibal Marin, OPEIU International Representative, and Augustine Benitez, AFL-CIO Regional Director, spearheaded the Local 433 campaign.

Paper

(Continued from page 1)

ers. Three new classifications were brought into the bargaining unit.

A complete new clause was inserted covering promotions, with any improvements made in promotion increments to prevent overlap. The 40-hour personal time-off application was also improved.

Local 192's bargaining Unit comprised Owen H. Toussaint, president; Raymond Paoletti, vice-president; Henry J. Barker, Robert E. Farrington, Richard B. Farrington, John Hews and Dick Bouchard. They were assisted by Leo J. Wallace, OPEIU International Vice-president.

Seattle Renewal

Local 8 OPEIU has renewed its agreement with M. G. Moskowitz & Associates, Seattle insurance firm, and gained two annual automatic 5% salary increases for its office employees.

A new fringe benefit includes the day before Christmas as an additional paid holiday. Two new clauses were also inserted covering seniority and technological changes.



WALL STREET JOURNAL

"Here's a modern innovation, sir. Sheltered areas around the entrances provide weather protection for pickets."