



WHITE COLLAR

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

No. 286

February, 1970

17

Membership gains

2 units join OPEIU

Vice-President J. Oscar Bloodworth reports that office employees at the terminal of Sea-Land Services, Inc., in Charleston, S.C., have joined the OPEIU as a result of a card check. This is the third Sea-Land office unit that has been won in recent months. Earlier, terminal employees in Baltimore, Md., and Jacksonville, Fla., came into the union following card counts.

In a National Labor Relations Board election in California, office employees at Alta Mesa Memorial Park, Palo Alto, unanimously picked Local 29, Oakland, as their bargaining agent, Senior Business Representative Joe Nedham reports.

New Local 12 unit wins \$1,352 advance

A first three-year contract negotiated by United Local 12 for a new 30-member unit of office employees at Miles Lumber Company, manufacturer of prefabricated homes and garages in Minneapolis, Minn., won wage gains averaging \$1,352 per individual according to Business Representative H. R. Markusen.

Additional adjustments for some individuals, running to 30¢ an hour, brought them wage

gains as high as \$1,976. The new agreement provides for a union shop, and employer-paid hospital and insurance coverage for all full-time employees. Benefits are prorated for part-time employees.

The pact calls for a 30¢ an hour across-the-board boost in the first year; a 15¢ raise in the second, and a 20¢ raise in the third year. (Second Local 12 story on Page 2.)

No union, no security

Goodrich Rubber bounces white-collar veterans

White Collar reported in December that although business was good and corporation profits high, many concerns were sharpening the ax, closing some plants, laying off white-collar workers and trimming budgets. Their primary target was the unorganized white-collar worker who lacks union job protection.

Continuing this trend, *Time* magazine reports that B. F. Goodrich Co. in Akron, Ohio, fourth largest U.S. tiremaker, has quietly fired or retired several hundred employees—including one vice-president and many middle-aged office employees—who have spent the bulk of their working lives with the company.

"The dismissals have often been abrupt, impersonal and accompanied by a minimum in severance pay," *Time* notes. Goodrich made no announcement of the firings and Akron's *Beacon Journal* neglected to re-

port "the biggest potential story in town."

The purge is a result of last year's attempted takeover of Goodrich by Chicago-based Northwest Industries. Goodrich then waged a successful defense that has become a classic in corporate tactics. But Northwest emerged as the largest single stockholder, with 16% of Goodrich shares.

The threat spurred Goodrich's chairman, Ward Keener, to make good on his promise in the heat of the takeover battle to "improve profit margins" in 1970. Goodrich's profits have lagged behind those of its prime competitors.

One way that Goodrich management found to improve performance was to thin out its 18,000 executive, professional and other white-collar personnel by attrition, early retirement and outright firings in Akron.

An equipment buyer with 17 years' service was given two weeks' notice and "my bare en-

An historic suit

Anti-unionism financed by taxes is union target

An historic suit filed in federal court, Las Vegas, Nevada, by the Office & Professional Employees International Union accuses the Atomic Energy Commission and Holmes & Narver, Inc., one of its Nevada Test Site contractors, of financing an anti-union campaign with more than \$10,000 in taxpayers' money.

OPEIU President Howard Coughlin reveals that the suit—first of its kind ever brought in the United States—was filed by Las Vegas' Local 445 charging Holmes & Narver with forcing employees to attend anti-union meetings, and then paying them regular salaries although they were not working. While Holmes & Narver pays the employees, the company is reimbursed by the federal government through the AEC.

According to Coughlin, the "captive audience" meetings enabled Holmes & Narver to persuade employees to vote against the union in an election held by the National Labor Relations Board on July 15, 1969.

Federal money

"In other words," he said, "the company used federal monies to defeat a bid for collective bargaining, a direct violation of U.S. policy and law, as stated in the Taft-Hartley Act."

The NLRB has since thrown out the election and ordered a new one. The union, however, has rejected the decision because the NLRB refused to question the legality of the tactics used by the AEC contractor.

"It is just not good enough," Coughlin said. "We want a decision so they won't go ahead and do the same thing the second time."

Captive audience meetings are fairly common in private business where the company is using its own funds, but instances involving government contractors are rare.

The suit, filed by OPEIU general counsel Joseph Finley, charges that Holmes & Narver paid employees for 1,000 man-hours spent in anti-union meet-

ings. According to Coughlin, "more man-hours of work were lost in the anti-union campaign than were lost throughout the Nevada Test Site because of strikes in 1969."

Stop payment asked

The OPEIU is asking the federal court to order the AEC not to pay Holmes & Narver for the wages spent in "captive audience" meetings, or to get back money already allotted.

The union also plans to protest the NLRB decision not to decide the legality of union charges that the AEC contractor promised employees better pensions if they voted against the union.

According to Coughlin, the AEC already has promised not to pay Holmes & Narver if it is proved the firm violated the law. He added: "This is indeed a novel and historic case. I believe it is a terrible waste of the taxpayers' money and an obvious violation of U.S. policy regarding collective bargaining."

Negotiations at B.C. Hydro



B.C. HYDRO—SUCCESS: Local 378's Negotiating Committee checks text of contract bringing wage gains ranging from 15.6% to 28% for 2,300 office employees of the British Columbia Hydro & Power Authority. Seated from left are Local 378 First Vice-President Ev King and President Ron Bone. Standing from left are: Ralph Freethy, Vancouver Island Board Member; Bob Rennie and Fred Trotter, Business Representatives, and Secretary-Treasurer Ron Wilson. Committee members absent were Third Vice-President Jim Durrant, Recording Secretary Eva Lopuszinski, and Executive Councillors Georgina Buchanan and Jim Twells.

Conference set for April

The Educational Seminar for full-time local union representatives will be held at the Knickerbocker Hotel in Chicago April 16-17.

Editorial

Pawns in corporate games: Blue Shield's transferred 400

The Office & Professional Employees International Union has been trying for years to get across to non-union white-collar employees the message that without a union contract there is neither job security nor seniority.

This fact of life recently was brought home forcibly to some 400 computer employees of New York's Blue Shield, also known as United Medical Service. Each computer employee was stunned by a Santa Claus letter from management announcing that on January 1, 1970, they were all being transferred as new employees to a Dallas-based computer operation which had contracted to do the same work.

The Blue Shield employees were treated more like cattle, or property, than as human beings. They were traded off in the deal like so many livestock "on-the-hoof." Being unorganized, they were not consulted about their future. Individuals, usually afraid to give their names, were soon phoning New York Local 153 asking if the OPEIU would help.

These erstwhile Blue Shield employees were worried about their pensions, accrued vacations, the health and welfare benefits they enjoyed as Blue Shield employees. Would they lose these at the new firm? Would their seniority count?

Of course, Local 153 had no easy answers. Ironically, it had tried to unionize these same Blue Shield employees many times. It would have had the answers if it had been their collective bargaining agent, guaranteeing their rights in a union contract covering every contingency. In fact, only union contracts provide protection against such raw deals. Did Blue Shield give them any information? None—just a little hot air and a pat on the back for loyal service.

The letter to the 400 employees gave only this doubletalk: "We anticipate that all persons so involved will see a promising opportunity in being associated with this (EDS) highly-skilled professional organization."

Employer-paid safety glasses: Local 281 points the way

In a recent column, President Howard Coughlin noted that OPEIU contracts are now including clauses on prepaid vision care for office employees. Reflecting this growing trend, Local 281's newly-negotiated pact with Chicago Pneumatic Tool Company in Utica, N.Y., calls for employer-paid safety glasses.

This is timely because opticians are convinced that safety glasses are not only "here to stay" but will in time be required in all prescriptions for eyeglasses. Needless to say, vision care for office workers is especially important. Not only is good eyesight vital in their work but accidents and corresponding eyeglass breakage are an all-too-common occurrence.

There are safety glasses made of glass, of course. But today's optical prescriptions are being increasingly filled by new, hard plastic lenses. Opticians explain that these newer safety lenses made from hard resins are now available for 97 out of every 100 prescriptions and can be made to match any frame.

After casting, these plastic safety lenses are heat-hardened to provide additional strength. The process also makes the lenses more resistant to scratches and, according to the optical experts, they will not pit like glass if exposed to welding spatter or emery sparks. The newer plastic safety lenses are light, weighing only half as much as glass lenses. This also means less irritation to the wearer's nose and ears.

Our Utica negotiating team was right on top of the newest developments in the optical field.

Twin Cities Local 12 signs Minneapolis Gas

Business Representative H. R. Markusen reports that United Local 12 has signed a new two-year contract with Minneapolis Gas Co. which boosts wages by 16.6%. If a new cost-of-living clause goes as expected, the gain could amount to 20.3% over the period.

Differential pay for the first shift was raised to 30¢ from 25¢, and to 20¢ from 15¢ for the third shift. Special shift premiums were upped from 12¢ to 50¢ and 7¢ to 30¢, respectively.

Other gains are a new pregnancy clause; unlimited accumulation of unused sick leave days, and insurance coverage increased at no extra cost to employees. Contract language revisions and additions include an entirely new concept of job rating, job advancement and job bidding.

The union negotiating committee included Chairman Dave Sullivan, Margaret Ryan, Ray Thompson, Dick Harvey, Jim Daly and John McLennan.

Stock salesmen turn to unions; OPEIU in drive

A spontaneous movement to unionize 100,000 registered representatives, or securities salesmen in brokerage houses, seems to be developing steam across the nation with the Office & Professional Employees International Union sparking campaigns in New York City, Florida, St. Louis, Portland, Ore., and elsewhere.

In Detroit, an independent "trade group" filed a petition with the National Labor Relations Board seeking a union-representation election at Goodbody & Co.'s Detroit office—one of the nation's largest brokerage firms. Organizing groups also are active in other cities.

The Detroit spokesman said that similar NLRB petitions are being circulated at five other brokerage house branches. He said the prime objective of the "trade group" is to forestall impending commission cuts, and to "improve generally salesmen's working conditions." He said it would seek paid vacations for securities salesmen.

Confirming NLRB notification that a petition had been filed, Harold Goodbody, senior partner, commented that he would "be surprised if they (the trade group) could win an election" at the Detroit branch. "I don't know why people of that high calibre would want a union; it certainly wouldn't be in the best interests of them or the firm," he added.

Broker Goodbody's rhetoric assumes that the interests of the securities salesmen and their employers are identical. Apparently, the salesmen are finally discovering that paternalism doesn't pay and that their problems can be solved only through the collective bargaining process.

Of course, Goodbody and other Wall Street brokerage firms could readily find the real answers as to why their securi-

ties salesmen want to organize by asking airline pilots, ship captains and engineers, sports stars, news commentators, aerospace technicians and other professionals of equal "high calibre" why they have unionized. Here's how world-famous stars in the field of entertainment describe the need for unionism:

Actor Ralph Bellamy: "Unions are essential to all employee groups in our complicated and sophisticated social structure. Unions and the procedure of contract negotiations contribute to our democratic concepts of raising the dignity of the employees they represent."

Singer Leslie Uggams explains the need by professionals for unionism this way: "The only sure strength which an individual employee can depend upon in discussing his job with his employer is the strength deriving from unity with his colleagues."

Actor Theodore Bikel finds that: "The dignity of the professional can be maintained only when he is given a meaningful voice in matters affecting his job. The professional can win such a voice by joining with his colleagues in a union organization. Without such organization the standards, disciplines and ethics of his profession are determined solely by the employer."

David Nadien, Concertmaster of the N. Y. Philharmonic, tells why musicians have union-

ized: "Musicians may be the greatest group of individualists in the world. They are artists, craftsmen, dedicated workers committed to perfection. Because of this, they are also union members who understand that by working and acting together in a responsible manner, they can achieve a greater standing for the profession and greater individual rewards for themselves."

A recent *Wall Street Journal* editorial lauding Curt Flood, centerfielder for the St. Louis Cardinals, now leading a crusade for rights for baseball players, should be closely studied in the financial districts. It said:

"Like any other big business, baseball is going to have to work out reasonable ways to get along with its employees. It's a little silly that a \$90,000-a-year baseball player had to go to court to make that point."

The movement also includes Boston and Chicago where registered representatives are getting together in efforts to unionize. Said a Boston spokesman: "We haven't reached the stage of forcing an NLRB election yet, but the direction here is that we will end up with a collective bargaining organization—or nothing."

As in the past, the Office & Professional Employees International Union stands ready to assist this professional white-collar group to unionize and obtain the benefits and protection of collective bargaining.

Stock salesmen tell why they too need unionism

Wall Street registered representatives are coming to realize that unionism offers the only solution to their growing problems. Without a union, commission salesmen in financial districts across the nation find they are powerless as individuals when brokers slash commission rates. And in the current declining market, they are fearful that if they speak out they "will be liquidated."

Phone calls to OPEIU headquarters from numerous employees indicate that for the first time in history there's a more favorable attitude toward unionism in the financial community.

One registered representative told *White Collar* that under new commission schedules, he will have to increase production by 20 to 25% in 1970 to earn what he did in 1969 under the old schedules.

Another said that in the previous month he earned only \$130. He said that his firm had dropped commissions on trades generating gross commissions of less than \$15 "some time ago." Further incentives, which assured commission salesmen of additional cash for producing revenues above a set-level (on a sliding scale), were abolished

six months ago.

They can't buy "over-the-counter" shares for customers if they sell for under \$5 a share, he reported. On the other hand, a sale of such stock is permitted. He wonders if this constitutes restraint of trade.

Meanwhile, telephone bills of registered representatives are now paid out of net production, and there is an "arbitrary" fine of \$30 if a client fails to deliver stock or pay for it before a second extension of time.

This salesman contends that many "middle class" young men who comprise a substantial percentage of registered representatives find it difficult to become partners. He adds: "I have sacrificed health and normal family relations to move up into the system quickly."

He said he gets no paid vaca-

tions and added ominously: "Check the medical records at leading brokerage houses—you'll be amazed."

Before joining the brokerage business, he had worked for a large industrial corporation but was attracted by the "unlimited opportunity" in Wall Street where "the harder you work, the more money you make." He said he believed these motivations were typical of the men in his profession until disillusionment set in with recent cuts in commissions.

"However," he concluded, "in the past year or so, the individualistic registered representative has been emasculated by the collusive effort of high-echelon management to cut costs in order to produce fancy profit statements in anticipation of going public."



*from the desk
of the*
PRESIDENT

**Helping working mothers:
a bargaining objective**

The Office & Professional Employees International Union has long been concerned with the limitations imposed by the Internal Revenue Code in only allowing a working mother a deduction of up to \$600 for expenses for the care of one child and up to a \$900 total regardless of whether she has two, four or six children.

The OPEIU introduced corrective legislation through friendly Congressmen as early as six years ago. We feel that Congress long ago should have amended the law to provide tax deduction allowances for working mothers more in line with the actual cost of child care expenses.

Recently a bill introduced by Senator Harrison A. Williams (D-N.J.), passed the Senate and eventually the House of Representatives. This bill amended Section 302 of the Taft-Hartley Act and provides that day nurseries and scholarships are now officially on the list of "voluntary" subjects of collective bargaining. In effect, therefore, it is legal for unions to propose to employers that they make contributions for day care centers and scholarship programs for employees and their dependents.

While this new amendment provides that proposals for employer contributions to day care centers for working mothers and their dependent pre-school children may be negotiated, it must be remembered that this subject matter is not a mandatory collective bargaining proposal such as wages and hours, pensions and health and welfare benefits, etc.

A Step Forward

On the other hand, the law's sanction of the subject of child care may be a great step forward for 4,139,000 working mothers of pre-school children. If the idea catches on and employers assume the cost of such child care, more than 14,000,000 children will benefit. Working mothers with pre-school age children make up more than 28% of the women in our labor force. It behooves our Local Unions to think in terms of child care for working mothers as a legitimate proposal in future collective bargaining.

The federal government through contributions to states is already subsidizing day care centers indirectly. A proposed Comprehensive Pre-school Education and Child Day Care Act is now pending in the House and would provide federal funds for pre-school and day care programs, especially for the disadvantaged and for children of working mothers. As a result of the interest of the federal government and many states in this program, we find that businessmen are now becoming more concerned about child care programs.

Bart Starr, quarterback of the Green Bay Packers, is associated with Kinder Care Nursery. This company is one of the larger franchise companies in the child care field. Edward T. Breathitt, a former Governor of Kentucky, is associated with a large franchise company known as American Child Care Centers, Inc. of Nashville, Tenn. These centers usually operate 12 hours daily, between the hours of 6 a.m. and 6 p.m. Some are even open on Saturday. The youngsters spend the day in play, educational activities and sleep. They generally get two hot meals, breakfast and lunch, and an afternoon snack.

Franchises Growing

Child care companies are growing fast and are franchising at a rapid rate. Purchasers of the franchises are being told that they can earn \$25,000 to \$50,000 annually. While some welfare officials object to the idea of providing child care centers for profit, we are certain that both profit and non-profit centers will soon spring up in large numbers throughout the United States, particularly in urban areas.

Labor organizations in the next several years will undoubtedly gear their thinking towards proposing employer contributions for child care for working mothers.

The Office & Professional Employees International Union has long been in the forefront in proposing methods to assist working mothers. For example, two years ago J. B. Moss, President-Business Manager of Local 277 in Fort Worth, Texas, negotiated and obtained extra child care pay for working mothers required to work overtime, in addition to overtime pay, in a contract with a large insurance company. It is imperative that our Local Union negotiators think in terms of the problem of day care centers for working mothers in coming negotiations.



Delegates attending the Pacific Northwest Educational Conference recently held in Vancouver, B.C.

**News
from
Canada**

**Rounded package
won at Inland Gas**

Wage gains totaling 15.6% over two years, plus fringe benefits, were won in a new contract negotiated by Local 378 for 60 office employees of Inland Natural Gas Co., Ltd., Vancouver, B.C. The pact covers employees at the head office in Vancouver and the company's other offices throughout the province.

An 8% raise is retroactive to April 1, 1969, with a further 7% (cumulative) effective next April 1. Members working in the interior won a 35-hour week effective last January 1. Their increases totaled 10% to 18% in the first year.

Other gains are four weeks vacation after 12 years; five after 20; and a living-out Allowance increase to \$10 per day from \$7.

The parties agreed to implement as soon as possible an Extended Health Benefit Plan. An automation and technological clause provides that no employee can be reduced in salary or job group because of the introduction of automated equipment or new procedures.



Local 81 AIDS STUDENTS: From left: Local 81 Vice-President Jack Heilman and Casey Kozak, bursary committee chairman, give bursaries to Marlene Reeves, Fort William, and James Horbow, Port Arthur, Ontario. A graduate of Fort William Collegiate, Miss Reeves is enrolled in a dental hygiene course at Toronto University. Horbow is studying natural science at University of Western Ontario.

**Retiring J. O. Walker saluted;
served Texaco unit for 25 years**

J. O. Walker, a pioneer in unionizing office employees of Texaco Co. into Local 66 in Port Arthur, Texas, which he served as president from 1953 until November 30, retired from the company on February 1.

On the eve of his retirement, he and Mrs. Walker were guests of honor at a dinner given for them by members of Local 66. The couple plans to live on a newly-acquired farm outside San Antonio in June when Mrs. Walker also retires. She is head

of the Home Economics Department at Edison Junior High School.

Walker entered Texaco's employment in 1942, and served for 20 years on the Local 66 bargaining committee. J. O. was one of the first to sign an OPEIU membership card initiating the Texaco organizational campaign in 1943. The campaign was successfully concluded in 1944 when the unit was recognized after winning an NLRB election.

Under his leadership, these OPEIU members gained the

highest rates of pay in the petrochemical industry, and also boast the largest number of office employees in the top labor grade in this industry.

The Walkers met when both were students at Southwest Texas State University in San Marcos. J. O. graduated in 1928, and Mrs. Walker graduated in 1929. Former President Lyndon B. Johnson was their fellow-student at the university.

The OPEIU's officers and Executive Board wish J. O. and Mrs. Walker many healthy and happy years in retirement.



J. O. Walker with plaque awarded him at Southeast Educational Conference in recognition of his outstanding leadership. At left is Leo Bourgeois, Jr., of Local 87, Lake Charles, La. OPEIU Vice-President Frank E. Morton is to right.

U.S. Price Index

U.S. Bureau of Labor Statistics

1968	
December	123.7
1969	
January	124.1
February	124.6
March	125.6
April	126.4
May	126.8
June	127.6
July	128.3
August	128.7
September	129.3
October	129.8
November	130.5
December	131.3

**Canadian
Price Index**

Dominion Bureau of Statistics

1968	
December	122.3
1969	
January	122.6
February	122.6
March	123.2
April	124.6
May	124.9
June	125.9
July	126.4
August	126.9
September	126.6
October	126.8
November	127.4
December	127.9

Dina's Column

By Dina Merrill

World-famous TV and film star Dina Merrill graciously consented to answer OPEIU members' questions on beauty and grooming. Address questions to Dina's Column, c/o Dick Moore and Associates, Inc., 200 West 57th Street, New York City 10019.



Dear Dina:

My fingernails are beginning to break all the time. It has nothing to do with typing, because I work at a beautiful electric machine. How do I get my lovely nails back again? Barbara G.

"Dear Barbara:

Good for you, for caring about how your hands look. So many women turn themselves out with beautiful hair-dos, expensive clothes and accessories, and they look great until they take off their gloves.

I'd start by drinking Knox gelatin. It will take several months to notice a difference, but the results will be worth the effort. I take one package a day in my orange juice. I drink half the glass, pour in the gelatin and *down it!* Takes the pain out of it. It takes time, but it really works. And I continue to take it every day. It's the one way to keep your fingernails really strong.

If you can, invest in a professional manicure once in a while. The luxury of having your hands done helps inspire you to care for them yourself.

When you're attending to your own hands (twice a week is average) I'd suggest you stay away from metal instruments. Cotton and orange sticks are gentler. Use the less abrasive side of your emery board to round your nails and keep them in shape.

Nail polish is a help for three reasons: it looks pretty; it will chip and be a constant reminder to do your nails, and it gives them added protection.

Be patient, don't lose faith, and you'll have the prettiest hands in town.



TOY CAMPAIGN A WINNER: Employees at TVA, members of Local 268 Knoxville, Tenn., responded enthusiastically to a "Give the Joy of Christmas to a Child," campaign by donating gifts for 150 children. Shown with gifts is Emily Owens, TVA Technical Library, who was project chairman. The toys and games were delivered to the Church of God Home for Children in Sevierville and to Kingswood School, Bean Station, Tenn.

WHITE COLLAR

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

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NEW OFFICERS: Local 433, which represents Blue Cross office employees in San Juan, Puerto Rico, elects new officer slate. From left, seated, are: Carmen A. Santiago, Executive Board; J. O. Bloodworth, OPEIU Vice-President, present to help with contract negotiations; Alberto Rios, President; Hector Perez Negron, Vice-President, and Carmen Rita Torres, Secretary. Standing: Angel Luis Sanabria, Secretary-Treasurer; Hector Paul Cardona, Executive Board; International Representative Julio F. Cora, Luis F. Rosario, Executive Board.

Electronic device threatens jobs in Wall Street brokerage firms

New automation devices threaten countless office as well as blue-collar jobs—from Wall Street brokerage houses to lumbering operations. Wall Street Information Services, Inc., broke new ground with the announcement that its Vista concept, an acronym for "viewing instantly security transactions automatically," may be the low-cost answer to automating back-offices in the nation's brokerage houses.

Vista involves the use of electronic display screens to replace piles of paperwork that have clogged Wall Street's back-office operations. "This system will enable small and medium-sized firms to automate quickly at a very minimal cost without making the huge capital investment that automation ordinarily would require," predicts John R. Birmingham, executive vice-president of the new company.

The new concern, he says, will install equipment in brokerage houses, train personnel, assist in the conversion from manual to automated methods, and operate the computers. He estimates that savings in manpower for each Wall Street firm would "probably be on the order of 25%."

There is more bad news from the Wall Street scene these days. Mergers and consolidations among brokerage houses have resulted in sharp cuts in back-office personnel, a trend which is continuing. Swollen paychecks for back-office overtime have also shrunk rapidly. So far, brokerage clericals have been ap-

thetic to unionism. They now have reason for serious worry.

New, highly mobile and versatile robots—usually equipped with hydraulic arms and clamps like fingers—are making their debut, says The Wall Street Journal. Unlike other automation devices, these can be moved from job to job.

So far, their use is limited but growing. Ford has nine such robots on assembly lines. Two robots in a Georgia brick plant stack 6,000 bricks an hour, a job that required seven men. The manufacturer says that more than 100 of its \$20,000 robots are now in operation. Rent-a-robot hourly rates are scaled below union minimums.

In Sweden, a new invention takes a long step toward making loggers obsolete. The woodsmen's nightmare is a huge diesel-powered machine—mounted on rubber tires—that is able to cut down a tall tree, remove the limbs and bark, and cut the trunk into 20-foot lengths—all inside two minutes.

Now, more than ever, apathy toward unionism among the unorganized is difficult to understand if they value job security, protection against growing automation, or the obligations they

owe themselves and their families. This situation will become even more menacing when large numbers of young servicemen are released into the labor market from the armed forces after the Vietnam war ends.

Coughlin listed

A new roster of AFL-CIO standing committees announced by President George Meany names OPEIU President Howard Coughlin as a member of the Economic Policy Committee.

New L.A. unit gets 30% raise

A 30% wage boost over two years, averaging \$1,728, was won at four locations for more than 100 office employees of Lyon's Van Storage, Los Angeles moving concern, in a first contract negotiated by Local 30.

Business Manager Gwen Newton reports that under the new pact, top wage scales will hit \$825 per month in the third year.

A major gain is Local 30 Dental and Health and Welfare coverage for employees and their dependents. Others are a system of job postings with full recognition of seniority rights;

two additional holidays for a total of nine, and reduced eligibility requirements for a third week's vacation by seven years.

The agreement also includes Local 30's Pension Plan, to which the employer contributes \$6 per week for each employee in the first year; \$8 in the second year, and \$10 in the third.

Also obtained were provisions for accumulation of unused sick leave, training in the event of technological change, a system of severance pay, full layoff and recall rights, and an excellent grievance procedure.

The union negotiating com-

mittee included Ronnie Wexler, Bob Bloom, Art Brown and Max Dietrich. They were selected to serve as stewards after the members accepted the recommendation of the committee, Business Manager Newton and other staff members that the contract be approved.

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