



WHITE COLLAR

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

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"1970"

1970 Educational Conferences

Region	Dates	City	Host
Northwest, Western, Southwest	Sept. 10-11	Las Vegas, Nev.	Local 445
Erie	Sept. 24-25	Cleveland, Ohio	Local 49
North Central	Oct. 1-2	Lafayette, Ind.	Local 7
Canadian, Northeast	Oct. 29-30	New York, N.Y.	Local 153
Southeast	Nov. 12-13	Atlanta, Ga.	Local 21

Vote at utility in Savannah caps organizing gains

BULLETIN

Just as this issue went to press, news was received that the OPEIU had won a 110-member unit in a National Labor Relations Board election among office employees at the Savannah (Ga.) Electric Power & Gas Co.

The campaign was conducted by Regional Director J. Oscar Bloodworth and International Representative Jack Houston. The new unit will be given its own charter. It is the second big election victory recently in a public utility, following closely behind that at Northwest Natural Gas Co., which added a new 600-member bargaining Unit to Portland's Local 11.

In an NLRB election among 147 office, technical and professional employees at Center-ville Clinics, southwestern Pennsylvania, the OPEIU defeated overwhelmingly District 50, Allied & Technical Employees Union, to gain bargaining rights. It was the biggest of four victories which added some 200 new members at three medical units and a metals concern.

A unit of some 30 registered nurses and social workers at the clinics voted 21 for OPEIU, 0 for District 50, and 0 for no union. Clerical and technical employees, voting separately,

cast 80 ballots for OPEIU, 14 for District 50, and 1 for no union. Non-voting employees were vacationing, ill, or taking compensatory time off.

The clinics are operated under contract with the United Mine Workers Welfare & Retirement fund. In a February decision, the NLRB found UMW not legally competent to represent the employees who then invited OPEIU to intervene. The successful campaign was conducted by International Representatives Justin F. Manning and Gene Dwyer. Vice-

(Continued on page 4)

TVA deal ups wages \$1,200, sets Sunday work premium

Salary increases totaling almost \$1,200.00 for some 2,300 TVA employees, with raises effective July 1, were wrapped up in the annual negotiations concluded with the government-owned power utility by the Council of Tennessee Valley Office & Professional Employees.

Business Manager A. R. Carson reports that increases are 7.81% for administrative employees, 6.08% for clericals and 6.39% for reproduction and communications services employees. They were represented in negotiations by OPEIU Locals 52, 119, 268 and 273.

The new administrative pay schedule has four grades with salaries ranging from a \$8,555 minimum to a \$10,225 maximum in grade 1, to a \$12,590 minimum and a \$15,860 maxi-

mum in grade 4. In the clerical schedule there are six grades. New salaries range from a \$4,620 minimum in grade 1 to a \$5,575 maximum, with grade 6 rates running from a \$8,385 minimum to a \$10,505 maximum.

Salaries in the reproduction and communications schedule range from a minimum of \$5,925 in the lowest grade to a maximum of \$12,415 in the highest grade.

A significant break-through in fringe benefits was the negotiation of a 10% premium for

Organizing the banks

Executive Board takes drive to Golden Gate



Local 3 Business Manager Phyllis Mitchell (left) and OPEIU Secretary-Treasurer J. Howard Hicks (center), aided by Local 3 volunteers, pass out handbills at Wells Fargo Bank in San Francisco.



As TV cameraman records scene, Executive Board members get union message to bank employees. From left are: Board members John T. Cahill; Frank Morton (behind Phyllis Mitchell), President Howard Coughlin, Bill Lowe, and Gwen Newton.

Led by President Howard Coughlin, OPEIU Executive Board members took time out from their deliberations to join forces with 25 Local 3 volunteers in distributing 15,000 handbills at six major banks and other business firms in San Francisco's financial district as part of the nationwide bank organizing campaign.

The West Coast effort sparked wide publicity in Golden Gate newspapers and television.

Coughlin was interviewed by NBC's TV affiliate during the handbilling and again on the station's evening newscast.

The San Francisco volunteers were recruited by Local 3 Business Manager Phyllis Mitchell and Business Representatives Jerry McCool and George Davis. As a result of their efforts, new organizing leads were developed at several brokerage houses, insurance firms and steamship companies.

"This place really needs a union," was a comment frequently heard from bank employees reaching for handbills. Later, a flood of phone calls inundated Local 3's office seeking further information or asking for additional designation cards.

Because of the large number

of calls, Local 3's staff stayed over from 7 p.m. to 9 p.m. to man the phones.

Meanwhile, International Representatives Wade McCool and John W. Richards reported a simultaneous mass handbilling of all banks in Youngstown, Ohio, which also met with an "excellent response." They said scores of signed cards were received from bank employees there. The campaigns in both cities are being stepped up.

During its business sessions, the Executive Board made the following decisions:

• Named George Carney, Local 205 Shop Steward, as the 1969 winner of the \$500 H. B. Douglas Memorial Award for signing up 335 new members at (Continued on page 4)

Andrew Karcich dead

We regret to announce the death of President Andrew Karcich of Local 123, Bridgeport, Conn., on June 9 after a short illness. He was an employee of Jenkins Bros.—and an effective union officer.

WHITE COLLAR

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

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Anti-union editor gets an eloquent rejoinder

The OPEIU's new contract with Tennessee Valley Authority for white-collar employees inspired a crude anti-union editorial in Alabama's Florence Times and Tri-Cities Daily of June 11. (See Page 1 story.)

This was promptly answered in a letter to the editor by Maybel White, an OPEIU Local 52 member who lives in Sheffield, Ala. She wrote:

"Re your editorial, June 11, 1970, Good and Bad News—in which you take two half columns to bleed for those not working for big government agencies and/or big industries dominated by big brutal unions, et al.

"White-collar workers employed by TVA include semi-professional, professional and technical classifications, as well as the lowly clerks and stenographers, the majority of whom are career employees dedicated to their professions and their jobs.

"Many years have gone into perfecting their skills, thereby making them more valuable to their employer. For your information, rates for these people are based upon prevailing rates paid in comparable industries throughout the southeast. The blue collar rates are based upon the prevailing scale within the TVA watershed. TVA does not rely upon the big unions to furnish this information; they make their own survey.

"Your suggestion that these government and/or industrial workers be sent to Southeast Asia and given a gun is asinine and reflects clearly your antagonism toward and dislike of labor unions. What you are really saying is 'cut out any and all wage increases and fringe benefits for these classes, so big management can sock away more profits and Tri-Cities Newspapers can buy more newspapers.'

"You suggest that it would be healthy to publish annually the wages and salaries paid government employees. I think you and the public would be in for a big surprise as these wages and salaries paid government employees are not as inflationary as you would like everyone to believe.

"I can remember when the merchants of the Tri-Cities fought bitterly to keep a certain large industry out of the Shoals area because it would mean they would have to pay their own employees more money. In other words, they wouldn't be able to work them for a pittance and when they became disabled, forget them.

"Do you want those days again? Put this in your pipe and smoke it, kiddo—the white-collar and blue-collar people pay their way. They keep the currency circulating, they are the people who buy your sheet and patronize your advertisers!

"I am a member of big labor and darn proud of it! It enabled me, a widow with three small children, to raise and educate my family. I know hundreds of parents in the white-collar and blue-collar class whose children receive college degrees because their Dads and Moms belong to brutal big labor. If you had your way, these kids would have been lucky to get through high school.

"I, for one, have had quite enough of your labor-hating tactics. I thought you might have learned your lesson but I guess that was wishful thinking."

Our congratulations to Mrs. White. Her splendid letter was right on target in exposing the assault on unionism by this Alabama editor who, in a note to it, lamely attempted to defend himself by irrelevant references to patriotism.

Local 12 contract adds travel day

A "travel day" holiday (to be taken the day before or after vacation) is a feature of a new two-year master agreement signed between Twin Cities Local 12 and seven creameries in Minneapolis, Minn., Business Representative H. R. Markusen reports. Wage gains totaling \$1,326 per individual plus numerous fringe benefits were also won.

The contract covers 75 office employees of Clover-Leaf Creamery Co., Ewald Bros., Inc., Franklin Creamery, Inc., Norris Creameries Inc., Northland Milk & Ice Cream Co., Dairy Distributors, Inc., and Superior Dairy Fresh Milk Co.

Wage increases are \$8.50 per week across-the-board in each of the two years of the pact, which runs until April 30, 1972.

B.C. legislator champions embattled u-drive unit

Three of the largest U-Drive firms—Avis-Rent-A-Car, Hertz and Tilden—against which a new Local 378 unit of 100 members is on strike in Vancouver, B.C.—were blasted for anti-union bias by Dennis Cocke, a British Columbia Provincial Legislature member, in a speech before that assembly.

He charged the three companies not only with violating Canadian laws but with cynical harassment and intimidation of the striking office workers, as well as stubborn refusal to bargain in good faith.

Two of the concerns are owned by giant conglomerates. Avis is a Radio Corporation of America subsidiary; Hertz is a subsidiary of International Telephone & Telegraph Company.

Although these firms spend millions of dollars annually in advertising, the B.C. legislator charged that they paid their office employees miserable wages "ranging from \$225 to \$385 per month," placing them "below the poverty line."

Describing their working conditions, Cocke said that their employers provided no medical coverage or pension plan. They had to clean their own uniforms; had no private toilet or luncheon facilities; were short-changed frequently on statutory holidays and overtime; had no job security, and were subject to dismissal at the employers' whims.

Cocke demanded that the law be changed to give every British Columbia wage earner (less than half are unionized) the right to bargain collectively as the "most practical method of guaranteeing . . . decent wages."

70% sign

He described how these exploited office employees had asked the OPEIU for help in obtaining union representation, adding that "within three weeks, more than 70% of the eligible employees had joined the union.

After Local 378 was certified to represent the employees, the legal requirement to start bargaining within five days was violated by all three companies, he charged.

"When they could stall no longer, they violated the law again by refusing to appoint a B.C. resident to bargain for them. Instead, they brought in a spokesman from New York. From the beginning of negotiations, the companies refused to concede even the most basic contract provisions.

Cocke cited the hiring of strikebreakers, use of police in an effort to intimidate lawful pickets into quitting Vancouver's International Airport, and



A trio of pickets outside Tilden Rent-A-Car in Vancouver, British Columbia, where some 100 members of Local 378 are striking to end wretched working conditions at three u-drive companies. Right photo: Dennis Cocke, who has spoken out vigorously in defense of the employees and in criticism of the companies and provincial government.



He outlined needed changes in provincial law that should now be enacted "to protect the legitimate rights of our citizens," adding:

Real penalties needed

"Further, when employers are found to have committed unfair practices, a severe penalty must be imposed. To require only that discharged employees be reinstated or that the employer cease and desist from unfair practices is hardly sufficient."

"Finally, we must act to eliminate the increasing practice of employers intimidating employees through threatening to close their plant or business office if union representation is obtained."

Concluding, Cocke said: "I urge the Government to act on these matters before we have any further cases such as the U-Drive case to prove our failure to carry out our responsibility."

The B.C. Federation of Labour has published a booklet, as a public service, giving the complete text of Mr. Cocke's speech. He is a veteran of the Royal Canadian Air Force, representing the New Westminster constituency.

withholding of employees' final pay cheques "in violation of the law."

"They have been harassed, intimidated and abused by their employers," he said. "They have found the law offered them few meaningful protections. They have found the decks stacked against them by governments. . . ."

Cocke added that these employees have learned something about unions, too. "They have learned that far from being selfish and complacent, a union such as the one they joined has been willing to wage a most uneconomic battle on their behalf."

Lauds OPEIU support

Commenting on this, Cocke continued: "I am glad that they (the OPEIU) are not guided by sound business practice, by the law of the market place. Since nobody else is doing anything very significant to help people such as these men and women, it is a good thing that unions are foolish and impractical enough, in their dedication to the welfare of individual Canadian wage earners, to try to help them."

Cocke then called upon the B.C. Provincial Legislature to shoulder its responsibilities toward the workers of British Columbia. "Clearly, the trade union movement should be encouraged to help such employees in every way possible," he declared.



from the desk
of the
PRESIDENT

How bankers reacted

The Office & Professional Employees International Union kicked off its banking organizational campaign in Chicago in April. At that time, more than 100 representatives of Local Unions and the International Union mass-distributed leaflets at banks in downtown Chicago. Your President, Secretary-Treasurer Hicks and Director of Organization Arthur Lewandowski participated in this distribution. It was enthusiastically received by the employees and, in a matter of hours, hundreds of signed authorization cards were received at the headquarters of OPEIU Local 28.

During the next few weeks, similar distributions were made to banks in various cities throughout the nation. These included New York, New Haven, Portland (Oregon), Youngstown, Akron, Toledo and Detroit. At its recent meeting, all members of the Executive Board of the OPEIU, along with representatives of Local 3, handbilled the banking industry in the business areas of San Francisco.

Our activity created havoc in banking circles. The Ohio Bankers Association, for example, began distributing a new "Employee Relations Informational Manual." This 40-page booklet is a compilation of material from similar pamphlets put out by the Michigan and New Jersey Bankers Associations and the American Bankers Association. It has been made available to all banks on request. While it is termed "not anti-union in its terminology and approach and is supposedly informational," it is intended to remind employees that banks would be better off without unions.

The president of the First National Bank of Toledo sent letters to the homes of all of its employees answering some of the union points contained in the union handbill.

A bank in Maryland sent a bulletin to all of its supervisors, wherein it notified them of a recent leaflet distribution by the OPEIU to employees of the bank. They called to the attention of the supervisors the fact that this could be an extensive campaign directed towards unionization of the bank's employees. The bulletin stated: "Within approximately one week each member of supervision will be receiving a detailed instruction manual which will outline many of the factors concerned with a union organization attempt." It added: "That while the bank does not oppose unionism or unions in some industries, we feel strongly that the presence of a union would not contribute to the best interest of our employees and frankly could not provide anything in the way of benefits, salaries or working conditions that the bank has not already undertaken or would continue to provide in the future."

The bank asked its supervisors "to keep both eyes and ears open and look for signs of organization in your respective areas. Should any indication of activity present itself, immediately report this to your division head and the vice-president of Personnel."

It is decidedly hypocritical for major banks to do everything possible to encourage unions to deposit their funds and, at the same time, disavow collective bargaining for their own employees. In this 20th century, banking officials would continue their 19th century policy of "unilateral employer beneficence." This employer "beneficence" has continued the low wage policy now prevalent in the banking industry and caused one of the largest turnover of employees in any industry throughout the United States. There is no substitute for collective bargaining.

Living cost clause, hikes negotiated for Polk unit

Wage gains totaling from \$1,206 to \$1,938 per member, plus a first cost-of-living clause and improved fringe benefits, were won for 60 employees at R. L. Polk & Co., Philadelphia, Local 14 Business Manager Ed Springman announces.

The cost-of-living clause is the same as that recently negotiated at Polk in Cincinnati, 1¢ per hour for each ½% rise in the Consumer Price Index over 5.5% per year, with escalator adjustments made each April.

The new contract adds a ninth holiday, Good Friday, and increases overtime pay to 2½-times the straight-time pay. Employees also are guaranteed

eight hours' pay for all work over five hours in one day.

A new classification (receiver-warehouseman) was added to the job categories; two other classifications were upgraded. Employer contributions to the medical care plan were also increased.

Polk agreed to supply weekly data on hirings, promotions, probation periods and termination of employees to Local 14.

NASA salutes OPEIU local

The National Aeronautics and Space Administration (NASA) awarded a certificate to New Orleans Local 403 honoring its OPEIU members for their contributions to the Apollo space program in a ceremony at the Union Industries Show in the Louisiana city.

Local 403 represents the office employees of Mason-Rust, NASA contractor at the Mischoud Assemblies Facility in New Orleans. OPEIU was among more than a score of international unions in Louisiana and Mississippi cited by NASA for excellence of work and craftsmanship contributing to the success of the space program.

The certificates were signed by Astronaut Edwin E. (Buzz) Aldrin, Jr., member of the International Association of Machinists and second man to land on the moon. He was unable to attend personally because of his tight schedule with the Apollo 14 project.



NASA HONORS OPEIU: Director of Labor Relations Robert E. King, left, presents certificate honoring OPEIU members for their help in the space program to New Orleans Local 403 President Ronald S. Tardo at Union Industries Show.

NASA Labor Relations Director Robert E. King, who made the presentations in Aldrin's absence, quoted the astronaut as saying:

"The union label means quality, the assurance of the highest quality; and we know it. We

want you to know how deeply grateful we are for your support, the support both of your labor and of the tax dollars that provided us with the complete machinery and equipment that assured both the success and safety of our mission."

600 at L.A. food companies get variety pack of gains

A 19% across-the-board wage boost, a first cost-of-living allowance cumulative to 18¢ an hour, plus new or liberalized fringe benefits highlight a new three-year master agreement signed in Los Angeles between Local 30 and the Norton Simon, Inc., group of food companies, Business Manager Gwen Newton reports.

It covers more than 600 office employees at Glass Container Corp., Hunt-Wesson Foods and United Can Co. It was ratified overwhelmingly by an overflow crowd of 400 unit members who came to hear the contract terms explained.

Sweeping gains in fringe ben-

efits include Good Friday as an extra paid holiday, bringing the holiday total to 10; three weeks' vacation after five years (was 10); four after 15 (was 20); and five after 25 years effective in the third year.

The new pact boosts the shift differential to 25¢ an hour (was 20¢). It eliminates performance reviews, making pay raises fully automatic every six months. It also improves the sick leave program for employees with less than two years' service, and increases the jury duty maximum benefits to 20 days (was 10).

Life insurance coverage was increased to \$6,000 (was \$4,000) for each employee, and a new Health and Welfare Plan

expands major medical benefits to \$20,000 (was \$10,000). It includes more liberal maternity benefits, and for the first time provides diagnostic, X-ray and laboratory services.

The Dental Plan was also liberalized to include dependents of eligible employees, with eligibility requirement reduced to one year (was two) of employment.

Local 30 Business Representatives Chuck Florey and Bill Reay helped Business Manager Newton make a three-part presentation covering contract language, fringe benefits and wages at the ratification meeting. Unit members were given a written summary of each area covered.

Local 3 scores for new unit

An initial three-year contract won across-the-board wage gains of some \$1,250 for each employee in Local 3's new office unit at Converse Rubber Co., in San Francisco, according to Business Manager Phyllis Mitchell. Major fringe benefits were obtained also.

Some employees won overall wage gains ranging from \$1,560 to more than \$2,000 through inequity adjustments of \$3 and \$5 per week. The first across-the-board increase of \$9 per week is retroactive to March 1, with another \$8 scheduled next year, and a further \$7 in 1972.

Other gains are 10 days' sick leave per year; nine paid holidays; three weeks' vacation in the second year (was 10); three days funeral leave; jury duty pay; and time-and-a-half for overtime and doubletime for Sunday work.

In the third year, Local 3's Dental Plan will take effect.

Wage increases to \$2200 yielded by 10 truckers

Wage gains ranging from some \$1,400 in the lowest office grades to more than \$2,200 at the top, and greatly improved fringe benefits, are provided in a new master agreement covering 350 clerical employees of ten trucking companies signed by Local 5 and Western Empire Operators Assn., in Denver, Col.

Other gains are one extra paid holiday—the day after Thanksgiving; a new technological clause; a more liberal sick leave allowance cumulative to 40 days, against the previous 30.

The employers will increase Health & Welfare contributions per employee to \$38 per month (was \$28.50), with a further increase to \$40 per month on Oct. 1, 1971. Pension contributions go to 20¢ per hour this year, rising to 25¢ or \$40 per month, on Oct. 1, 1971.

The pact runs until Oct. 1, 1972, reports Local 5 Business Representative John S. Mrozek. He points out that six truck lines

signed the previous master agreement. The 10 companies now covered are Burlington Truck Lines, Consolidated Freightways, Garrett Freightlines, I.M.L. Freight, Navajo Freight Lines, Pacific Inter-mountain Express, Ringsby Truck Lines, Scott Truck Line, Time-D.C. Inc., and United-Buckingham Freight Lines.

The Local 5 negotiating team included Louise Byrnes, Al Grinestaff, James Mackey, Carl Parton and Darlene Weiss. They were assisted by Mrozek.

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

Dallas truck pact gain: \$5,000 plus in 40 months

Wage gains ranging from \$5,340 to \$5,500 per individual were won for office employees of Western Gillette, Inc., a Dallas, Texas, trucking concern, in a new 40-month contract negotiated by Fort Worth Local 277, reports President-Business Manager J. B. Moss.

Retroactive to May 1, the first wage boosts of 35¢ to 57¢ an hour represent a 10% to 17% increase, with a further 15¢ across-the-board hike to take effect on September 1. An additional 25¢ boost is scheduled for Sept. 1, 1971, and 35¢ on the same 1972 date.

The pact retains a cost-of-living escalator clause with an 8¢ an hour ceiling, instead of the previous 4¢ maximum. The existing cost-of-living allowance was frozen into wage scales.

The contract also calls for the employer to contribute \$50 per month for each employee into Local 277's Health and Welfare Plan—a \$16.50 per month boost—and 20¢ an hour per employee

into the OPEIU's Western States Pension Plan.

Employees covered by the pact are now entitled to eight paid holidays, an additional day for the employee's birthday. A new vacation schedule calls for three weeks after 10 years, and four after 15, with employees getting five hours pay as a bonus for each week of vacation.

They will also receive 10 days sick leave per year, with two days for a death in the immediate family.

Moss says that the lowest hourly pay for manifest and bill clerks will be \$3.83. Claims clerk, cashier, telephone operator and some others will be making \$3.93. The payroll clerk will receive \$4 per hour, and the rate clerk \$4.48.

Raises, weather clause gained for new gas unit

A 15% package in wage gains and fringe benefits over a two-year period was wrapped up with Northwest Natural Gas Co. for Local 11 Gas Division's new 600-member unit in Portland, Ore., Secretary-Treasurer Walter A. Englebert reports.

It calls for an 8% wage boost in the first year, setting a \$136.80 weekly wage in the lowest grade retroactive to April 1, and rising to \$190.80 in the top grade. On the same 1971 date, wage scales will rise to \$144 and \$210.80 a week, respectively, in these grades.

Other gains are a 25% increase in medical coverage, improved vacations, and time-and-a-half for Sunday work. An in-clement weather clause, an improvement sought for years, was achieved also. Previously, outdoor workers had to make up

time lost in bad weather, losing pay if they could not. Now they can lose only a maximum of three days per year.

Chairman John Bral, Gas Division's negotiating chairman, says that when the talks began with the newly-affiliated OPEIU unit, the company was hard-nosed—seeking to exploit previous union divisions. Finding none existed, it then got down to hard bargaining, he said.

Other union negotiating committee members were Larry L. Westling, Wayne G. Shelton, Jack D. Wiehl and D. E. Salmo.

Local 89 gains at medical center



Local 89 President Silas A. Mayor, seated left, and Bogalusa Community Medical Center Administrator Cecil Eltzey sign new contract. Standing from left: Mrs. Margaret Bush, Mrs. Pauline Holloway, Mrs. Nita Faye Varnado, Mrs. Lonnie B. Pepe, Mrs. Ixt Amacker and Mrs. Gail Warner.

Wage gains averaging 18% to 18½% over a three-year period—6% to 6¼% a year—were won by Local 89 in a new contract covering its 87-member unit of nurses and office clericals at Bogalusa Medical Center in Bogalusa, La., according to Local 89 President Silas A. Mayor.

Other benefits are a full union shop; night shift differential

boosted to 15¢ an hour from 10¢, and an increase in sick leave accumulation from two to three years.

Headed by Mayor, the union bargaining team included Mrs. Lonnie B. Pepe, Mrs. Pauline Holloway, Mrs. Nita Faye Varnado, and Mrs. Gail Warner. They were assisted by International Representative Jack Langford.

Organizing successes

(Continued from page 1)

President George Firth made the important first contact with the group.

Meanwhile, Local 153 added a medical unit in the New York metropolitan area. Business Representative Mike Goodwin won an election among Registered and Licensed Practical Nurses at Central Nassau Medical Group.

In another fast-moving cam-

Top salaries negotiated for San Diego med unit

A new three-year contract signed by Local 443 for 320 employees at Kaiser Medical Entities, in San Diego, makes its registered nurses and lab technicians the "highest paid in these hospital classifications in California—if not in the nation," reports OPEIU Regional Director John B. Kinnick.

The RN rate starts at \$700 per month and advances by automatic progression to \$866 after three years. Lab technicians start at \$806 per month, rising to \$1,000 after three years.

Shift differential is jumped to 20¢ an hour in the first year, and to 25¢ in the second, both included when calculating vacation pay. Standby pay is boosted to \$1.50 an hour.

Other gains include more lib-

eralized bereavement leaves and a Dental Plan effective July 1, 1971. It will pay 80% of dental costs to a maximum of \$1,000 per patient per year, with dependent children covered to age 19. Eligibility requirement is six months' employment.

Under the new pact, employees who accumulate more than the 42-day maximum of unused sick leave will be entitled to cash for one-third of the excess amount.

Ratified by a 2-to-1 margin, the contract runs from July 1, 1970, to June 30, 1973.

Executive Board

(Continued from page 1)

the New York Stock Exchange—highest individual total for the nation.

- Appointed H. R. Markusen, Twin Cities Local 12 Business Representative, as Vice-President and Executive Board member for Region VII, replacing Arthur P. Lewandowski, now Director of Organization.

- Reaffirmed its previous decision to hold Educational Conferences, on a trial basis, on Thursdays and Fridays rather than on weekends.

- In view of success of mass bank handbillings in Chicago and San Francisco, decided that

similar mass handbilling be made in Conference cities at bank or other office targets selected by host Locals. All delegates are expected to participate.

- Acclaimed the "excellent start" of the new AFL-CIO Studies Center to which OPEIU already has sent three students.

- Changed Strike Benefit Fund rules to bring about uniformity. If fund drops below \$150,000, the present two-week waiting period for those involved in an indirect strike was raised to three weeks to make it conform with the direct strike waiting period. If the fund tops \$200,000, waiting period for both will be cut to two weeks.

paign, Goodwin won recognition for a 12-member unit of office and technical employees at Better Health Examiners, which provides X-ray services in New York City.

In St. Louis, Mo., Local 13 won a 20-member office unit at Diversified Metals, Inc., by a 14-to-4 vote in an NLRB election, Business Representative Tom O'Brien reports.

Nursing openings reach 25,000

Jobs are going begging in nursing homes.

A U.S. Department of Labor survey says there are 25,000 openings, with demand most intense for professional nurses, licensed practical nurses and dietitians.



UNION INDUSTRIES SHOW: International Representative Jack Langford watches Local 60 Secretary-Treasurer Mary Klein arrange display of White Collar and leaflets explaining OPEIU in booth jointly sponsored by Locals 403 and 60. Furniture and equipment is union-made.