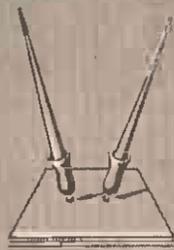




# WHITE

# COLLAR

Official Publication of the



Office Employees International Union



## Under Secretary Takes Oath



CONGRATULATIONS are in order as John F. Henning is sworn in as Under Secretary of Labor. With Labor Sec. W. Willard Wirtz looking on, AFL-CIO Pres. George Meany (left) shakes Henning's hand. Henning had been director of the California Dept. of Industrial Relations; previously he served as research director of the California AFL-CIO. (See Editorial, page 2.)

## OEIU in Strike at Colgate-Palmolive in Puerto Rico

After 16 fruitless negotiating sessions wherein the Colgate-Palmolive Company refused to concede anything including the use of bulletin boards and language on the preamble to a collective bargaining agreement, a strike was called on September 24, 1962. As this article is prepared, OEIU members at Colgate in Puerto Rico are in the fifth week of their strike.

Negotiations between the parties are held regularly chiefly through the sponsorship of the Puerto Rican Department of Labor.

The OEIU is getting the concerted support of many international unions on the Island. These include the National Maritime Union, the Seafarers International Union and the International Longshoremen's Association. The International Ladies Garment Workers and the Building Service Employees International Union have made financial contributions to the support of the strikers. All OEIU Local Unions have been asked to send immediate contributions to the striking workers.

While the Colgate-Palmolive plant is closed tight due to a sympathy walkout of the production workers, the Puerto Rican segment of this company is only a small part of its worldwide operations.

International President Howard Coughlin, while meeting with the strikers in Puerto Rico, directed Local 153 Secretary-

Treasurer Ben J. Cohan of New York, who represents the Colgate salesmen in the New York area, to attend a meeting of all local unions of Colgate workers in Kansas City. At this session, these local unions affiliated with the Oil, Atomic and Chemical Workers Union, the Chemical Workers International Union, and the Colgate Employees Association, an independent union, pledged their full support to the OEIU in the event such support was necessary.

The success of the Office Employees International Union in this effort in Puerto Rico will have a bearing on the future organizational successes to be achieved on the Island.

## Two Elections Won in L. A.

Two new organizational victories were recently chalked up by OEIU Local 30, Los Angeles, California.

In an NLRB-conducted election, the clerical employees of the Airborne Freight Company voted for the OEIU by a solid 2-to-1 majority.

There are some 18 employees in the bargaining unit. Management tried to dissuade these new OEIU members from voting for representation through collective bargaining. In spite of a hard-hitting campaign by the company the employees stood fast.

Contract proposals are cur-

## OEIU Commends Kennedy on Cuba

On October 25, OEIU President Howard Coughlin sent the following telegram to President John F. Kennedy at the White House:

"On behalf of the 60,000 members of the Office Employees International Union, AFL-CIO, we wish to commend you on your stand in the Cuban crisis and pledge to you the support of our organization."

rently being presented to the company.

This election victory was the first by Local 30 in this industry. Similar type companies are being considered for additional organization.

The second unit to designate the OEIU as its bargaining agent were the office employees of the American Federation of Television and Radio Artists.

In a State of California-conducted election they voted unanimously for Local 30, by a count of 16 to 0.

Negotiations for a first contract are currently being conducted for the 18 employees in the bargaining unit.

## Renew Contract At Warren, Pa.

Faced with the possibility of a work stoppage, the Struthers-Wells Corp., Warren, Pa., capitulated and a new agreement was negotiated with OEIU Local 186. The negotiating committee of OEIU Local 186 was given a unanimous vote of confidence by the membership to reject the company's ultimatum.

A two-year contract was finally signed by the Local and the company, which provides for an hourly increase of 5½ cents with further negotiations on the subject of wages after one year.

Of critical concern to the membership was the addition of a cost-of-living adjustment, agreement on the method for determining merit increases, and a full union shop clause replacing the maintenance of membership clause.

This well-earned collective bargaining victory was negotiated by Local 186 President Julia Zock, Secretary-Treasurer Mary Barrett, Eleanore Swanson and Jane Deliman.

## Office Employees Approve 'Best Contract' With General Dynamics

A new three-year contract, negotiated by Office Employees International Union Local 277 and General Dynamics, Fort Worth, Tex., went into effect early this week and J. B. Moss, Local 277 president and business agent, called it "the best contract we have received since our first one in 1951."

These negotiations covering 1,100 clerical workers of the Convair Division of General Dynamics had been conducted continuously since the previous contract expired in July. Members of Local 277 working at General Dynamics voted by a 20 to 1 ratio to ratify the contract.

Terms of the new agreement were announced in a joint statement by the company and the union. They include an increase of 2.3 per cent in the basic wage rate, retroactive to July 9, 1962, and two increases of 2.5 per cent, one in October of 1963 and the other in October 1964.

And there were other benefits, including increases in the employees' insurance program. The group coverage now will provide for \$15 per day for hospital rooms, instead of \$10 as previously called for. The company will pay \$1 per week toward the cost of premiums previously paid by the employee.

Overtime pay practices were revised to provide for double-time pay after 11 hours on the

first and second shifts, and after nine and one-half hours on the third shift. Agreements previously provided for double-time pay after 12 hours on any shift.

Other changes include a provision for paying employees holiday pay plus double their regular hourly rate for holiday work, where they had been paid straight time plus holiday pay. Sick leave was increased to five days and will apply to those with one year of unbroken service. Previously, it had been three days for those with five years of unbroken service.

Benefits for eligible employees laid off more than four full weeks now will be \$75 for each year of qualifying service, with a maximum of \$1,125. The benefit has been up to \$50 for each qualifying year, with a maximum of \$500.

All provisions of the contract became effective the day after ratification by union members, except the basic pay increase which was made retroactive to July 9.

Negotiations for the Office Employees Local 27 were carried on by a team of five members. They included Hugh M. Marshall, committee chairman; J. B. Moss, Local 277 president and business agent; R. W. (Bob) Taylor; Zane Reed; and OEIU International Vice President Frank Morton.

## Fort Worth Negotiators



OEIU Negotiators—Members of the negotiating committee for Local 277 who worked out a three-year contract with General Dynamics/Fort Worth are shown at the meeting when union members voted by 20-1 ratio to ratify the agreement. Left to right: Local 277 President and Business Agent J. B. Moss, Committee Chairman Hugh M. Marshall, R. W. (Bob) Taylor, Zane Reed, and OEIU International Vice President Frank E. Morton.

**WHITE COLLAR**

Official Organ of  
OFFICE EMPLOYEES INTERNATIONAL UNION  
affiliated with the AFL-CIO

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President

**J. HOWARD HICKS**  
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**A Good Appointment**

The choice of John F. Henning as Under Secretary of Labor is an excellent one.

Mr. Henning, a long-time member of OEIU Local 3 in San Francisco, was formerly a Research Director for the California State Federation of Labor. Governor Pat Brown of California, in 1958, named him Director of Industrial Relations for the State.

John F. Henning was born in San Francisco, is a graduate of St. Mary's College, is married and the father of seven.

His appointment as Under Secretary of Labor has been acclaimed by leaders of the AFL-CIO.

\* \* \*

**NAM Blueprints a Program**

The National Association of Manufacturers is continuing its historic attack on organized labor.

It recently announced a program to pass "a bill of our own design" in the Congress. Thereafter Barry Goldwater announced that he would introduce legislation in 1963 to restore "a more reasonable balance" in labor management relations.

Not content with the antilabor provisions of the Taft-Hartley Act and the Landrum-Griffin law, the NAM is now attempting to legislate organized labor out of existence.

The program recently revealed calls for the inclusion of labor unions under the antitrust laws. These laws, designed to eliminate monopolies and the control of prices, were never intended for organized labor which has nothing whatsoever to do with industry monopolies or prices.

Senator Goldwater and the NAM might better concern themselves with the subject of over 400 bank officials who stole bank funds last year; the firms in the electrical manufacturing industry found guilty of rigged bidding; the failure of steel firms to appear before a Senate Committee with their financial records, and the recent disclosure that former Secretary of the Treasury George M. Humphrey's firm, the M. A. Hanna Company of Cleveland, had been able to obtain for the salvage price of \$1,700,000 a nickel smelter in Oregon that cost the government \$22,000,000 to construct.

I wonder if we will ever see Senator Barry Goldwater and the NAM offer legislation providing for a legal code of ethics for industry which may contain the elimination of proxy voting for corporations and the outlawing of stock option plans which deprive the stockholder of profits and the government of taxes?

\* \* \*

**Subcontracting**

The National Labor Relations Board recently held a company can't lawfully farm out work of the collective bargaining unit without first consulting the Union representing the workers involved.

The Board held that the Union must be consulted even though the decision to subcontract is based on economic considerations and that the subcontract might eventually eliminate all of the jobs in the collective bargaining unit.

In a recent case, the Board ordered the company to reinstate discharged workers and to refrain from any form of subcontracting without first bargaining with the Union on the subject. This decision is a reversal of previous Board policy.

The current OEIU Educational Conferences held throughout this country and Canada have been dealing with this problem of subcontracting.

The Board's decision is sound. For, after all, the Union is the collective bargaining agent for the work involved and should be consulted before jobs are subcontracted out from under employees.

**Retraining Programs Aid 20,000**

Retraining programs for about 20,000 unemployed workers have been authorized as the federal government has pushed into operation a major attack on chronic joblessness resulting from rapid changes in the economy.

Approximately 12,000 jobless men and women were approved for retraining during the first year of activity under the 1961 Area Redevelopment Act, the Labor Department has revealed.

Projects providing for the retraining of an additional 7,200 workers have been approved under the long-range Manpower Development and Training Act of 1962.

Among the first 2,034 enrollees who completed training in the initial nine months of the ARA, 61 per cent were placed in jobs and 39 per cent were awaiting referrals to jobs as of last June 30, Labor Secretary W. Willard Wirtz announced in a formal report.

About 9,000 were enrolled in approved training projects during the nine-month period, Wirtz said. The Labor Department reports that an additional 3,000 were enrolled in three months that followed.

**International Group Acts on Crisis**

The International Federation of Commercial, Clerical and Technical Employees (IFCCTE) with headquarters in Amsterdam, Holland, is a world wide, white collar organization numbering among its membership white collar workers from free trade unions from all areas of the world. The IFCCTE Executive Committee, in official session in Washington, D. C., October 22-25, 1962, marked the first time this organization had held an official meeting outside

of Europe. Representatives attending this Executive Committee Meeting represented the following countries: Germany, Great Britain, Sweden, Austria, Holland, Denmark, France, Belgium, Argentina, Peru, Venezuela, United States and Canada. This Committee in session drew up plans to intensify its activities in Latin America, through its Lima office, and made preliminary preparation for additional regional activities in Asia and Africa. This Executive Committee, representing millions of organized non-manual workers throughout the world, comprised of 82 organizations from 50 countries from all continents, unanimously adopted the following resolution relative to the Cuban crisis:

"RESOLVED; this Executive Committee of the International Federation of Commercial, Clerical and Technical Employees is deeply concerned about the world situation arising from the establishment of Soviet missile bases in Communist Cuba.

**Research Needs Two Copies**

All Local Unions are reminded that two copies of each effective collective bargaining agreement negotiated should be forwarded to the OEIU Research Department, 265 West 14th Street, New York 11, N. Y.

Without ready access to these effective agreements, the Research Department is unable to furnish contract information which very often is of critical importance.

The OEIU Constitution, Article XXII, states that "copies of all collective bargaining agreements entered into by local unions shall be filed at International Headquarters."

**Oakland Records Steady Gains**

In contrast to an employer survey of salaries in the Oakland Bay area which showed no increase in office rates over the past year, OEIU Local 29, Oakland, Calif., continued to score new and important gains for its members.

Typical of the benefits won for Local 29 members were the following recent contract settlements with Local 29 employers:

**Santa Clara Milk Companies**

In Santa Clara County, union members working for milk and ice cream companies have gained a 5 per cent salary increase, retroactive to July 1, 1962; \$1 a week more on February 1, 1963; and 5 per cent additional on July 1, 1963. Fringe benefits include a change in the pension coverage from 10 cents to 12½ cents per hour as of February 1, 1964, plus an improved health and welfare coverage requiring the employer to pay the entire cost of the union plan as of June 1, 1964.

**Credit Bureau**

The Credit Bureau of the Greater East Bay employs 100

office workers and is one of two or three such bureaus in the United States where employees belong to an OEIU local. By a secret ballot vote of 40 to 20, the employees ratified a settlement which includes wage increases of \$20 per month, an improved health and welfare plan and a leave of absence clause over a two-year period.

**Jewish Welfare Federation**

Two years ago the employees of the Jewish Welfare Federation joined Local 29. The contract has been renegotiated with wage increases of \$10 per month retroactive to July 1, 1962, and \$10 per month effective on July 1, 1963.

**Universal Utilities**

Universal Utilities employees will receive an increase of \$2 per week effective May 1, 1962, \$2 per week on May 1, 1963, and an improved welfare plan on November 1, 1962.

**Pay Increases For Fort Worth**

Some 65 employees of Gillette Motor Transport, Inc., and Voss Trucking Company, Inc., both in Dallas, Tex., received

"The threat to the American countries due to the existence of these bases has provoked the measures taken by the President of the United States.

"It urges the heads of states concerned and the United Nations Organization in a full realization in the gravity of the situation to use every possible endeavor to bring about a settlement which will remove the danger to world peace created by the Cuban crisis."

**Americana Hotel Is Organized**

An additional bargaining unit of administrative employees of the New York City hotel industry has joined the ranks of OEIU Local 153's Hotel Division.

The office employees of the newly erected, much publicized, Americana Hotel have selected Local 153 as their bargaining representative in an organizational drive conducted among the hotel's staff employees.

Local 153 already represents over 2,500 hotel industry white collar workers as an affiliate of the New York Hotel Trades Council.

The Americana clerical employees joining Local 153 will add over 100 new members to the hotel membership of the Local Union.

The new hotel, owned and operated by the Loews hotel organization was two years in construction and contains 2,000 rooms on its fifty floors. It is the largest hotel built in New York in over 30 years.

Leading the Local 153 organizational campaign were Hotel Representative Frank Jarvis and Michael Ponti. They received valuable assistance from Local 153 Hotel Representatives Matt Thompson and Robert Burke.

pay increases this week as result of successful negotiations between Office Employees Local 277 and the two firms.

The sessions, held with the aid of Federal Mediation Service Commissioner Ted Morrow, ended in agreement and the contract was ratified by vote of members of the unit only six hours before a scheduled strike was to begin.

The union's contract with the trucking firms, which runs to October 2, 1963, was opened on the wage issue only, said J. B. Moss, Local 277 business agent.

Terms agreed to grant pay increases to employees in nine different categories. Those classified in labor grades 1, 2 and 3 will get a boost of 7½ cents per hour; those in grades 3, 4 and 5 will get 9½ cents; and those in grades 6 and 7 will get 11½ cents.

He also said that all those classified as red circle employees will receive across-the-board 5-cent raises.

Negotiators for the union included J. B. Moss and three members of the Dallas unit's negotiating committee—Glen Bailey, Ilene Jennings, and James Stovall.



# CANADIAN FILE

## Medicare Gaining Canadian Support

Medicare continues a top issue in current Canadian affairs with strong indications of growing support for the general principle. The first medical care insurance program operated by a government is now operating in the Province of Saskatchewan; its introduction followed a bitter 23-day strike by a number of doctors.

The Saskatchewan settlement, outcome of one of the most bitter disputes in Canadian history,

provides an opportunity for the continuance of nonprofit private plans and also enables patients to deal directly with a doctor and recoup expenses from the plan at established rates. The plan itself applies to everyone with annual premiums of \$12 for a single person and \$24 for a family. The coverage includes comprehensive medical, surgical, maternity and diagnostic services. Canada already has a national plan which provides for hospital care.

It is still too early to make an accurate measurement of the success of the Saskatchewan op-

eration as it now exists. When the doctors' strike ended one doctor commented, "We have won a battle and lost the war." Many would dispute whether the doctors won a battle but indications since then are fairly clear that those who continue to fight the idea of Medicare are losing the war.

Attention since the Saskatchewan affair has centered on two fronts: hearings of a Royal Commission appointed by the Canadian government to inquire into health services; and the political scene in Ontario.

In Ontario all political parties

seemed to be trying to climb aboard the Medicare bandwagon. The New Democratic Party (which is the party in power in Saskatchewan and which has a large measure of labor support) announced that Medicare would have top priority in its Ontario platform. A short time later the Ontario Liberal Party held a convention and came out flat-footed for a plan to cover all residents with freedom for doctors to practice in or out of the plan.

A few days later, Ontario's Conservative government appeared before the Royal Com-

mission with a brief favoring a plan but with emphasis on the voluntary aspects. At the same time the Ontario Conservatives said it might "be necessary to require a certain degree of group participation."

Thus it now appears that almost all parties are in favor of some sort of plan. Differences remain on the type of plan and how soon it should be introduced. The position of the Canadian labor movement is that such a plan should be introduced as quickly as possible and should cover everyone on equal conditions.

## Conference Is Held In Ottawa

Ottawa Local 225 and Gatineau Local 110 hosted a two-day educational meeting of the Canadian Educational Conference at the Beacon Arms Hotel in Ottawa on October 20th and 21st.

### Prime Topics

The Canadian Educational Conference sessions, held yearly because of the distances involved, spent the greater portion of the two-day session on subjects relating to subcontracting, strike procedures and methods and means of gaining greater activity within local unions.

International Representatives Romeo Corbeil and Russell Harvey led the discussions.

A surprising attendance of some 50 delegates representing 20 of the 37 affiliated local unions of the Canadian Educational Conference participated.

Roger Jeanneau of Montreal Local 57 was re-elected as Chairman of the Conference. Margaret Brown, a former Secretary-Treasurer of the Canadian Organizational Conference, was elected as Recording Secretary of the Canadian Educational Conference.

## Settlement in Red Rock, Ont.

An all-day and evening negotiating session with the Red Rock Division of the St. Lawrence Corporation finally resulted in a new agreement for OEIU Local 267, Red Rock, Ontario.

The settlement broke an extended impasse between the paper manufacturer and the local union.

Salaries were adjusted upward ranging to \$49.00 monthly increases retroactive to May 1, 1962.

The agreement which also added another paid holiday was subsequently ratified at a membership meeting.

Special Representative of the OEIU, Russell Harvey, led the negotiations for Local 267.

## Senior Jobs Predominate in Data Processing

One of the striking characteristics of the manning of electronic data processing operations is the high proportion of senior planning, administrative and programming occupations, in comparison with the junior operating positions according to a report published by the Canadian Department of Labour.

Of the 1,216 full-time jobs that had been created by the introduction of electronic data processing (EDP) in Canada up to January 1, 1960, 646 were in high level categories, 53 percent of the total.

The Department of Labour findings are contained in an interim

report; a more complete report will be published dealing with the impact of EDP on displacement, employment, retraining, job content, clerical job mix, organizational structure and management.

According to the bulletin, typical occupations created with the installations of EDP operations were administrators, project planners, and systems analysts, at the highest level; programmers, programmer operators, and coders, at the second level; console operators and tape handlers; computer engineers and technicians and, at the junior level, peripheral equipment operators, data typists, tape librarians, etc.

(More Canadian news, next page.)

## North Central Educational Conference



Fifty-three delegates representing 16 locals of the OEIU met in a two-day session of the North Central Educational Conference at the Nicollet Hotel in Minneapolis, Minn., on September 29 and 30.

These sessions devoted considerable time to the problem of subcontracting, the use of temporary employees supplied by manpower agencies, and strike strategy and procedures.

International Representative Arthur Lewandowski, International Vice President Donald Hilliker and Conference President Billie Adams conducted the sessions.

The Conference delegates elected Bob Bond, President of Local 39, Madison, Wisconsin, as President of the North Central Educational Conference and Mary Haynes, Sec-Treas. of Local 221, Galesburg, Illinois was elected Conference Secretary.

## Southeastern Educational Conference



The impact of automation, conducting a strike, and labor-management reporting under the Landrum-Griffin Act were the subjects discussed by the Southeastern Educational Conference, convened in Atlanta, Ga.,

September 29-30. Director of Organization H. B. Douglas urged the Conference delegates to set up active organizing committees in each Local Union within the Southeastern Conference.

from the desk

of the

**PRESIDENT**

**HOWARD COUGHLIN**



## Importance of Retraining

The Federal government recently approved retraining programs for a total of 20,000 unemployed workers. These workers, selected for retraining from areas of chronic joblessness, are unemployed either as a result of automation or rapid changes in the economy.

Approximately 12,000 men and women had previously been approved for retraining during the first year of activity under the 1961 Area Redevelopment Act. Projects providing for retraining of an additional 7,200 workers have been approved under the long-range Manpower Development and Training Act of 1962.

It will be remembered that the OEIU was represented in testimony before the Holland Committee which resulted in the enactment of this program.

Among the 2,304 enrollees who completed training in the first nine months of the Area Redevelopment Act, 61 per cent were placed in jobs and 39 per cent were awaiting referrals to jobs as of June 30, 1962.

Projects under the 1962 Manpower Training Act, a broad program designed to train or retrain 400,000 workers during a three-year period, began to get fast approval as states and communities committed allocated federal funds to specifically approved projects.

Experience gained through the Area Redevelopment Act will provide a base for the broad program authorized by the Congress this year.

In working up the program, Labor Department officials had to take into consideration, not only the many changes in historic occupations, but also the decline of entire industries.

Actually, the Area Redevelopment Act and the Manpower Development and Training program represents a two-pronged drive by the Kennedy administration to deal with two different problems which brought about the same result—the unemployment of hundreds of thousands of workers.

The Area Redevelopment program is designed specifically to equip workers for new jobs in areas where unemployment has been chronic and substantial, caused by the decline of industries in those areas. The federal government is also seeking to aid in the establishment of new industries in those areas.

The Manpower Development Act which was initially inspired by Congressman Elmer Holland of Pennsylvania is intended to primarily assist workers by equipping them with skills which will be useful anywhere in the country in industries which now have a shortage of adequately prepared workers. In the first month of the Manpower Development Program, four states gained approval of the maximum funds now allowed under the law. These are Connecticut, Maryland, Oklahoma and Nevada. Other states are rapidly seeking approval of training projects.

It is interesting to note the following figures recently published by the Labor Department. Sixty-four per cent of all trainees were men and one-third were more than 35 years of age. Seventy-nine per cent had some high school education although all had not been graduated. About 12 per cent had less than eight (8) years in grade school. The second largest group, 22 per cent, received clerical and sales training.

With the continuing increase in clerical unemployment due primarily to the advent of office automation, more and more clerical workers will be seeking retraining under the federal program.

While retraining is not the sole answer to the ills of the economy, we are very proud of the part the Office Employees International Union played in obtaining the passage of the Manpower Development and Training Act of 1962.

### Social Security

A 24-page illustrated booklet clearly and simply describing the workings of the Social Security law is available by writing to the Research Department, Office Employees International

Union, AFL-CIO, 265 West 14 Street, New York 11, N. Y. The booklet, entitled "Your Social Security," succinctly describes the eligibility requirements and available benefits applicable to covered workers and their survivors.

## New Drive on In Montreal

Following up on its certification as collective bargaining agent for the salesmen in the Montreal office of Blue Cross, Local 57 has undertaken an intensive campaign to unionize some 250 office employees of Blue Cross.

Under the joint leadership of Local 57 Business Representative Gilles Beauregard and International Representative Romeo Corbeil, the campaign is progressing very favorably.

A significant number of the Montreal Blue Cross office workers have realized the advantageous position of the previously organized Blue Cross salesmen. They are now equally anxious to guarantee their jobs and improve their working conditions through representation by the OEIU.

Through house calls and handbills, these clerical employees have been informed of the outstanding performance by the OEIU in representing other employees in Blue Cross offices in the United States.

In view of the response at this early stage of the campaign, it is anticipated that Local 57 will shortly be in a position to petition for certification as the designated representative for a substantial majority of Blue Cross office workers.

### Drug Insurance

A pilot project in covering prescription drug costs under a prepaid plan has been announced by the Ontario Hospital Association. The Blue Cross prepaid scheme will be tested on about 400 selected groups such as large units of employees in companies or members of a large trade union local. If this proves successful, the plan will be thrown open to subscriber groups of as few as five or six persons.

The association's scheme would require members to pay the first \$25 or \$50 of drug costs per year with the balance to be paid by the plan. The drugs would be those prescribed by doctors so long as these were not patent or brand-name medications.

Premiums would be 56 cents a month for individuals and \$1.35 a month per family under the \$25 deductible arrangement. The rates would be 41 cents and \$1.05 under the \$50 deductible plan.

## New Contract Signed in Denver

OEIU Local 5 Business Representative Bill Speer announces the signing of a first contract with United Buckingham Freight Lines, Inc., Denver, Colo.

The new agreement negotiated by Representative Speer and the negotiations committee members, Thelma Rudy, Harlie Bradford and Leona V. Piper, calls for: union shop and check-off, job posting for vacancies when they occur in the office, grievance procedure culminating in binding arbitration, shift differentials, 30 minutes daily rest

periods, paid sick leave per year, and a continuation of a health and welfare plan.

Wage rates effective October 1 vary from \$2.00 per hour for file and office clerks to \$2.74 per hour for rate clerks.

The office employees of this trucking office become the newest members to join the ranks of Local 5, as a result of an NLRB election reported in the September issue of WHITE COLLAR.

## Election Won By Local 29

A bargaining unit of 15 white collar employees of the Herrick Iron Works, Hayward, Calif., chose the OEIU, Local 29, as their bargaining agent in an NLRB election.

The company unsuccessfully attempted to have the NLRB earlier declare that an employer association in which the company was a member was an appropriate election unit.

Local 29 representatives are now negotiating with the company concerning job security, improved wages and fringe benefits.

Local 29 shop stewards and rank-and-file members are currently engaged in an intensive organizing campaign among unorganized clerical workers in the Oakland area who are becoming more aware of the futility of individual bargaining for job improvements and security in the face of automation advances.

## Improvements Won In 2-Year Pact

A two-year collective bargaining agreement between OEIU Local 27 and the American National Insurance Company revised the salary schedule for 592 clerical workers at the company's Galveston, Tex., office up to \$62.00 per month.

The increase resulted from increased rates and reduced time intervals in the wage progression schedule. Employees are guaranteed increases amounting to at least 3 per cent of the mid-point rate in their new rate range.

The new agreement calls for a fourth week of vacation after 20 years of service; after two years of service, 12 days per year sick leave cumulative to 48 days; and an additional holiday on the employee's birthday.

The contributory health-welfare plan was also revised and an irrevocable dues check-off provision was added to the contract.

## Gains Made In Portland

Two contract settlements reported by OEIU Local 11, Portland, Oreg., will bring new benefits to approximately 150 members.

Negotiations covering wages only resulted in a 5 per cent across-the-board increase for 125 employees of the Associated Food Distributors, Inc. The increase, effective August 1, 1962, was negotiated under a wage reopening clause in the

contract with the employer which expires August 1, 1963.

Associated Food Distributors, Inc., agreed to the settlement as collective bargaining agent for several wholesale grocers in the Portland area.

A two-year contract was signed by Local 11 Secretary-Treasurer James N. Beyer and the Industrial Air Products, Inc.

The employer, a manufacturer of commercial gases, agreed to an hourly increase of 5 cents effective August 24, 1962, an added 5 cents hourly January 1, 1963, a final 5-cent increase June 1, 1963, and a 2½-cent increase January 1, 1964.

A sick leave clause was added and the seniority clause improved.

## Victory in Pasco, Wash.

The NLRB has certified OEIU Local 100, Pasco, Wash., as collective bargaining agent for 35 clerical workers of the Huico Company, a pipe fabrication manufacturer.

The officers and members of Local 100 not only initiated the organizational campaign but actively carried on this organizational effort without benefit of any outside assistance.

Local 100 then petitioned for an NLRB election which they won, 22-12.

This is an outstanding example of the organizational possibilities which can be accomplished through the initiative and concerted effort of a local union.

## Sign in Maine

A new agreement was negotiated between OEIU Local 260 and the Scott Paper Company, Waterville, Maine.

The newly negotiated gains by the Local include a general wage increase of 2½ per cent and an additional increase of one cent per hour for all employees in specified grades.

Improvements in addition to wages included paid time off to attend religious services on Good Friday. Effective in 1962, employees with 20 years of service will be entitled to four weeks of vacation.

Improved language was incorporated into the new agreement pertaining to the grievance procedure, scheduling of work, and job descriptions.

The new agreement was negotiated by "Grub" Taylor, Local 260 President; Ruth Beaulieu, Norma Boulette, Louis Tardiff, Herbert Lessard, and Leo J. Wallace, Intl. Vice President.