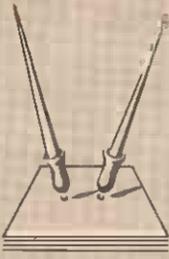




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17

OEIU PRESIDENT ATTENDS WHITE HOUSE DINNER



President Johnson, speaking at a White House dinner for more than 65 top AFL-CIO officials and their wives—including OEIU President and Mrs. Howard Coughlin—outlined his Administration's plan to bolster full employment. He declared: "We have talked a great deal about full employment in America but have done little to achieve it; and if private enterprise fails to bring about full employment, we will step up our public works program."

The President also heavily stressed completion of the "agenda of unfinished work in America," citing the need for legislative action on civil rights, medical care for the aged, the food stamp program, housing, and a federal pay increase.

Reviewing the general state of the economy, the President said he was gratified with the progress but "not satisfied." He declared: "Unemployment is too high, and there is too much poverty in the midst of plenty. To drain shameful backwaters of poverty and concentrated unemployment, we must press our war on poverty forward to total victory."

Pointing to the four to five million people out of work in the U. S. "all the time," while across the Atlantic "such levels of unemployment among our Allies are a matter of ancient history," The President stressed that we, too, must catch up with modern history."

Local 277 Wins In NLRB Election

At Chicago Pneumatic

Thirty-five office, clerical, and technical employees of the Fort Worth, Texas, plant of Chicago Pneumatic Tool Company voted in an NLRB election for representation by OEIU Local 277.

Acting within hours after the election, the union and company signed a 60-day agreement designed for use until a formal contract is negotiated.

The interim pact allows for the provision of shop stewards and the establishment of grievance machinery.

Local 277 President and campaign leader J. B. Moss stated the campaign was highly successful due to the activity of an in-plant organizing committee and the valuable assistance of Lester Graham, Regional Director of AFL-CIO Region XVII.

Negotiations for a formal contract are scheduled to begin in the near future.

Full-time "Reps" Meet in Chicago



At a recent meeting in Chicago, full-time representatives of OEIU Local Unions and of the International Union met to discuss ways and means of stepping up the organizational program in the future.



During the two-day meeting, President Coughlin outlined a vigorous organizing program which is being embraced upon immediately. There was also a work-shop discussion of the various methods and approaches which have been used—with particular emphasis on those efforts which have proved effective in the past. It was the consensus of the delegates that OEIU should not only continue but expand its organizational efforts.

Oregon Court Bars Use of 'Right-To-Work' on Petition

Salem, Ore.—The Oregon State Supreme Court has barred the phrase "right-to-work" on an initiative petition for a state constitutional amendment that would outlaw the union shop.

The court found "merit" in labor's contention that "right-to-work" is a "false . . . misleading . . . prejudicial" description of a proposed measure which "does not provide or guarantee any employment for anyone."

Its decision came as the anti-union drive, rebuffed by Oklahoma voters in a May 5 election, veered to the Northwest. Under Oregon law, sponsors of the petition have until July 2 to secure the 46,000 valid signatures needed to gain a place on the ballot in November.

The court, after hearing arguments from attorneys for the State AFL-CIO and a state council of the Teamsters, re-wrote the ballot title drawn up by Attorney General Robert Y. Thornton. The initiative petitions being circulated, the court said, must describe the proposition as a "constitutional amendment prohibiting union security contracts."

Although proposals to ban the union shop have been twice petitioned to referendum in neighboring Washington—and twice rejected by the voters—the issue has never reached as far as the ballot stage here in Oregon.

OEIU Officers Are in Japan

OEIU President Howard Coughlin and Vice-President Frank Morton are participating as American Specialists under the American-Japanese Labor Exchange Program.

The program, an integral part of the Department of State's educational and cultural exchange program, was developed through consultation with the International Affairs Office of the AFL-CIO.

Brothers Coughlin and Morton are among 22 representatives who will seek to strengthen union to union relationships. Both OEIU officials have scheduled numerous meetings and visits with Japanese white collar unions.

For an introspective view of the Japanese labor force, see the President's Column on page 4.

Nehru's Death Seen As "Great Loss" by AFL-CIO Pres. Meany

American labor joins with the Indian labor movement in mourning the death of Prime Minister Jawaharlal Nehru on May 27 at the age of 74, AFL-CIO President George Meany said in messages of sympathy to the Indian National Trade Union Congress and Hind Mazdoor Sabha, national labor centers.

Saluting Nehru as "dynamic leader of your great democracy," Meany called his death "a great loss to all liberty-loving people" and added:

"Millions of American workers in the AFL-CIO will more than ever help the people of India build a strong and prosperous democracy capable of assuring their national security and territorial integrity and serving in the front ranks of democratic nations fighting for a world free from the perils of poverty, dictatorship, and war."

Disaster Foreseen In 'Blind' Automation

Unless the United States rapidly develops social and economic adjustments and adaptations, "the blind forward plunge of the technological revolution can lead to disaster," AFL-CIO Research Director Nat Goldfinger warned during a discussion of the impact of automation at the recent 15th annual convention of the American Institute of Industrial Engineers at Philadelphia.

Labor and industry, Goldfinger said, have an obligation to develop "workable adjustments" to technological advances through collective bargaining at the level of the plant, the company, or the labor market. These, he said, should include advance notice of "radical technological changes, retraining of workers in the new skills that will be needed, and relocation assistance to workers and their families."

Goldfinger also called for increased federal programs.

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OFFICE EMPLOYEES INTERNATIONAL UNION
affiliated with the AFL-CIO

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Oklahoma Team Work Wins

The voters of Oklahoma recently rejected a proposed compulsory open shop amendment to their state's constitution by defeating a four-year, heavily financed drive to outlaw the union shop.

The results of this referendum made it clear that this was a state-wide decision. While union members, as expected, turned out in force against the effort to destroy their organizations, they alone could not have won the fight. They needed and received strong support from outstanding political leaders, from the Negro community, and from a substantial proportion of the farmers of Oklahoma.

Union observers on the scene estimated that the "right-to-work" forces spent from \$5.00 to \$10.00 for every dollar spent to fight the proposition, but the thousands of hours of volunteer work made up for the difference in dollars.

The current drive to ban the union shop began in early 1959 when the National Right-To-Work leaders came into Oklahoma to meet with local employer groups and to press for the election of friendly legislators. A so-called "right-to-work" bill was introduced in the 1961 legislature, but it died in committee, with both the House and Senate rejecting moves to force it to the floor.

The Oklahoma vote is another display of what trade unionists can do if they exert the necessary energy and insure the fact that the voting population understands the issue.

Change in Secret Ballot

Assistant Secretary of Labor James J. Reynolds announced recently that the Landrum-Griffin Act requirements that union election be by secret ballot will not be enforced in certain circumstances where candidates are unopposed.

Assistant Secretary Reynolds' statement was in reply to an inquiry by IAM President A. J. Hayes, Chairman of the AFL-CIO Labor Advisory Committee. Hayes asked if a secret ballot is necessary where (1) reasonable opportunity is given to members to nominate candidates, (2) only one candidate is nominated for each office, and (3) the union's constitution does not permit write-in candidates.

Although there is no exception stated in the Act to the requirement that local elections be by secret ballot, Reynolds stated that the Act bars overturning an election except when improprieties may have affected the outcome. In the situation presented by Brother Hayes, he stated the failure to use a secret ballot would not affect the outcome; so that if all other election requirements have been met, the Labor Department would not take any action.

Rebate in Effect a Fine

The U. S. Court of Appeals in Cincinnati has held that where a union collects a regular monthly dues and rebates \$1.00 to members who attend the regular monthly meeting, they were, in effect, imposing a \$1.00 fine for non-attendance.

In the instant case, the court held that the union violated the Taft-Hartley Act when it invoked its union security provision against members who refused to pay the extra \$1.00 each month. The Law does not permit union security discharges for non-payment of fines.

Furthermore, the court placed the responsibility of the discharge solely on the union. The court found that the company did not have a reasonable basis for knowing that the union's discharge demand was based on a refusal to pay fines rather than periodic dues, and it would have required an unduly burdensome investigation by the company to determine that the discharge demand was improper.

As a result of this decision, any local union which offers a rebate for attendance at meetings should realize that it is illegal to demand the discharge under a union security clause for refusal to pay an amount equal to the rebate.

Johnson Repeats Pledge on Old-Age Health Care

Pres. Johnson has pledged "continued efforts" by the Administration to secure enactment of a social security program for hospital benefits to the aged.

In a letter to AFL-CIO Pres. George Meany, the President acknowledged the federation's concern with problems of the nation's senior citizens. Meany had written him urging that "the most meaningful observance" of the month of May as Senior Citizens Month would be passage of the social security hospital bill, and stated that labor's participation of the month would be keyed to that theme.

Johnson recalled that at a recent press conference he had included the hospital-care bill as among the five "priority" measures he wanted Congress to pass this year.

"We shall continue our efforts to secure action on this legislation," he wrote Meany. "People needing hospital care in their 'twilight years,' he said, 'deserve more than to have to ask for hand-outs or think of themselves as burdens on their families and on society. They deserve better treatment and they must have it.'"

The bill is pending in the House Ways & Means Committee, the tax-writing unit that usually initiates social security system programs.

New Hunt Foods Contract Raises Pay and Fringes

Initial 2.5% pay increases and other improvements are in effect for some 400 office workers at Hunt Foods and Industries, Inc., Fullerton, Calif., as a result of a contract settlement with Local 30.

The three-year agreement provides for pay raises totaling five percent over the first two years and a reopener on wages in the third year. In addition, the company is paying for an improved major medical program and establishing a dental care program for employees with two or more years of seniority at a maximum cost of one percent of salary.

Non-economic changes in the agreement include provisions that bargaining unit employees will be given first opportunity to perform overtime work of a type normally performed by the bargaining unit; employees will not be kept in temporary classifications for more than 90 days; and job vacancies in all grades are to be posted (previously in only the four highest grades). The severance-pay provision is liberalized to allow severance pay in cases of "non-disciplinary discharge for failure to maintain performance standards, where such failure to meet performance standards is not due to lack of application on the part of the employees."

LOCAL 9's BUS. AGENT DIES AT 31

The OEIU was deeply grieved to learn of the recent passing of Gerald Clark, Business Agent for Local 9 in Milwaukee, Wisconsin.

Brother Clark was appointed Business Agent in March of 1962 and held this position until his untimely death from cancer at age 31.

Brother Clark had been a delegate to the County AFL-CIO Labor Council since 1958, and had also served as President of Local 9.

Local 153 Hails Member Gains

Hailing record membership gains for the first quarter of 1964, Local 153 Secretary-Treasurer Ben Cohan has termed the impressive results the product of well-organized strategic campaigns and highly efficient teamwork.

New companies under contract—in addition to the previously mentioned Allied Maintenance, Pinkerton Detective Agency, Mutual Biscuit Company, Greyhound, and Metropolitan Diagnostic Institute—are:

Breakstone Foods, 42 members; Pittsburgh Plate Glass, 35 members, and Port Distributors, 20 members.



The North Central Educational Conference was held at Wisconsin Rapids, Wisconsin on May 2 and 3.

\$5,050 Severance Pay for Three at Cloverleaf Farms

Local 29 withdrew its "Unfair Practice" charges against Cloverleaf Farms Milk Company after reaching a satisfac-

tory severance pay settlement for the three office employees involved in a dispute recently decided by the National Labor Relations Board.

The charges were filed by the union when the company closed its office because the office staff joined Local 29. The NLRB investigated the union's charges,

and suggested the company reopen its office and negotiate a contract with the union.

In negotiations, the company preferred to pay severance money amounting to \$5,050 rather than reopen its office a short time and then close it legally in compliance with the law.



The Erie Educational Conference was held in Flint, Michigan on April 25 and 26, 1964.



CANADIAN NEWS



CLC Urges Better Deal for Senior Citizens of Canada

Ottawa (CPA)—The Canadian Labour Congress has called for a better deal for the country's older people.

It told a senate committee on aging that old people should be able to look forward to retirement with a standard of living that includes "more than mere necessities."

"A bare subsistence standard for the aged should not be Canada's goal," said a brief signed by CLC President Claude Jodoin.

"A very considerable number of elderly Canadians live at or close to the bare subsistence level.

"A very considerable number of the aged live in inadequate housing, are ill-fed, insufficiently cared for medically and deprived of opportunities for normal social intercourse and recreation."

The Congress said the solution to the problems facing old people calls for a dynamic economy, adequate living standards and a humane approach.

A proper understanding is needed above all that aging is part of the life process and that "for the aged life should be as secure and meaningful as our

human and physical resources can provide."

The CLC said that more older people could be put out of work in periods of job scarcity because of the Canada Pension Plan and expansion of private pension plans.

Age alone should not be the determining factor on whether a person should be allowed to continue to work.

"We are convinced that only when there are enough jobs to go around will there be expanded employment opportunities for the older worker and for the worker who wishes to continue working even though he has become entitled to retirement on pension."

The CLC said it opposed compulsory superannuation of employees whether or not they retired on pension.

Local 15 Supports Striking Shipyard Workers



Local 15 members employed at the Yarrows Shipyards refused to cross the picket lines of 22 unions. The strike has since been successfully won.

Management-Level 'Specialists' Seen Turning to Unions

Montreal — Specialists often considered as in "management ranks" are moving into organized labor as automation takes over their jobs, the Rev. Emile Bouvier, director of the University of Sherbrooke's Political Economy Department, told the Canadian Industrial Trainers' Association at a meeting here.

"Within five years we will see the unionizing of engineers, scholars, lawyers, and administrators who will organize to protect their job security," he predicted.

Corporations are discharging executives as young as 50 to make way for computer methods of management analysis, creating "disguised unemployment."

Housing Characteristics

There were 750,942 dwellings in Canada at the 1961 census date which were describable as "crowded" because they had more than 1.0 persons per room, the Dominion Bureau of Statistics says in a recent release.

This number accounted for 16% of all occupied dwellings in Canada (exclusive of those of the collective type), and it is a drop from 19% in 1951. The "16%" homes averaged 4.7 rooms for 6.9 persons—compared to the over-all average of 5.3 rooms for 3.9 persons.

While 47% of the dwellings reporting more than one-person-to-a-room average were built since 1946, 12% were in need of major repairs. Only 4% of the "less crowded" were reported as needing major repairs.

Local 295, St. Croix Paper Co. Sign Pact

A two-year agreement has been reached after negotiations between Local 295 and St. Croix Paper Company, a division of Georgia Pacific.

The committee, assisted by International Vice President Leo J. Wallace, was composed of President William Coffin, Norman Sprague, and Marjorie Wall.

The settlement improved the group insurance plan by raising the hospital day benefits and the special benefits.

Major Medical was put into effect—with \$7500 benefit, \$100 deductible, co-insurance

Canada Plans to Ratify ILO Statement on Discrimination

Ottawa—The federal government plans to ratify an International Labor Organization convention dealing with discrimination in employment and occupation.

Labour Minister Allan J. MacEachen announced this in the Commons during the course of debate on the speech from the throne.

at 80%.

- Life insurance was raised an additional \$2500.

- Shift differential was increased to 7¢ on the second shift.

- General increases of 7¢ per hour.

- An additional 2¢ per hour was gained in individual adjustments.

Additional improvements were made in the grievance machinery and working conditions.

Highlights of the Fifth Canadian Labour Congress Constitutional Convention:

- President Claude Jodoin delivered the Presidential address, stressing the importance of all those who believe in one Canada to speak out against destructive minorities which divide the nation.

- The Education Committee reported the success of the Canadian Labour College, and all affiliated organizations were asked to support the Labour College financially in the eventual hope that the college might operate on a regular university level.

- The report of the Committee on Human Rights outlined the plight of Canada's Indians, Eskimo, and Metis citizens. The convention called for research into their special needs and problems.

- Rt. Hon. Lester L. Pearson, Prime Minister of Canada, addressed the Convention. He discussed the Maritime Union trusteeship, the Economic Council of Canada, aid to underdeveloped countries, and unemployment.

- CLC Secretary-Treasurer Donald MacDonald reported the Congress to be in a sound financial position, with a total operating surplus since the 1962 Convention of \$150,342.77 and a greatly strengthened investment portfolio. The total CIC affiliated membership is 1,079,909.

- An amendment to increase the number of Congress general vice presidents from four to five was defeated.

- The Committee on Economic Policy reported that to insure high employment and an expanding economy there is a need for economic planning to include extensive public works and improved social security programs. In the collective bargaining field, improved wages and conditions will help stimulate the economy. Automation has created a vast need for expanded training and retaining programs.

OEIU Delegates at the CLC Convention



Some of the OEIU delegates at the Canadian Labour Congress in Montreal were, left to right around the table: (1) a delegate from another union, (2) Mrs. A. E. Hallock from Vancouver, (3) W. Swanson from Vancouver, (4) Romeo Carbeil and (5) Andre Leveille from Montreal, (6) Marilyn Porter and (7) Jean Durack from Winnipeg, (8) Marjorie Robertson from Ottawa, (9) Earl McCaig from Temiskaming, (10) Bill Lowe, OEIU vice president from Vancouver, (11) Peggy Summers from Toronto, and two delegates from other unions.

GM Auto Plant Set for Canada

Montreal — General Motors of Canada will begin construction immediately of an auto plant in suburban Ste. Therese, E. H. Walker, GM president, and Quebec Premier Jean Lesage have announced jointly.

About 1,000 new workers will have jobs when the new plant goes into production late in the summer of 1965—with employment expected to rise to 2,500 as output climbs toward its estimated peak of 100,000 vehicles a year.

Consumer Price Index Rises

Canada's consumer price index rose 0.4%—to 135.0—in April, from 134.6 in March. It was also 2.0% above the April 1963 index of 132.3.

In April, higher prices in five of the seven main component groups exceeded the declines that occurred in the transportation and recreation-and-reading components.

The food index averaged 0.4% to 131.8—from 131.3 in March. Prices were lower only for sugar, bread, cookies, eggs, and few vegetables, and some cuts of meat.

The housing index increased 0.2%—to 137.8 from 137.5. The clothing index advanced 0.4%—to 119.1 from 118.6.



from the desk
of the
PRESIDENT

Assignment in Japan

Tokyo, May 13—Vice President Morton and I have completed the first week of a twenty-one day assignment in Japan. Our task as laid out by the U. S. Department of State calls for a series of meetings with trade union leaders throughout the country, with special emphasis on those unions which take white collar workers into membership.

With few exceptions, most unions here organize on a vertical basis, regardless of skill or craft. Most local unions as we would refer to them are limited to a single company. Therefore, all workers from the supervisory staff through the production line, maintenance workers, clericals and service help, including janitors and porters of a single company make up the local union. If a company is national in scope or comprises more than one location, these units form a confederation of unions, limiting their bargaining to the one employer. As a result of this unusual collective bargaining arrangement, unions in Japan are unlike any other trade union movement throughout the world.

The basis for collective bargaining in Japan has its roots in the historic paternalistic relationship between employers and workers which existed for centuries before World War II. When a boy graduates from high school or college, he chooses or is chosen for a job by a company in Japan. Thereafter, both the boy and the employer expect that this working relationship will exist for the remainder of the boy's working life. This boy, regardless of skill, will begin to work at a minimum wage and as he grows older and acquires a wife and family, his income, bonus arrangements, medical coverage, dormitory or housing facilities will continue to improve. These improvements have little relationship to productivity, but rather depend upon age, family size and years of service. Thus a highly trained college graduate can begin working for a company, find himself doing far more important work than an unskilled fellow worker with years of service, and yet receive far less in the way of remuneration.

Historically, it has been true that Japanese companies accepted responsibility for their workers and fully carried out their obligations. In recent years, a number of companies have been unable to keep up with competition and have ceased operations. Others have been obliged to terminate or lay off workers.

This has posed some difficult problems. Workers so terminated who have reached the ripe old age of 30 years have found themselves unemployable, while at the same time there has been a scarcity of young high school and college trained workers because of the low birth rate during the war years. Employers continuing their paternalistic policies are loath to employ laid off workers from another firm, regardless of the acquired skills of the unemployed workers. Many of these men have been forced to take menial jobs in order to live.

Clerical employees in Japan, as is true for the most part in the United States, have a shorter work week than manual workers. Blue collar workers are employed on a 48-hour-week schedule while clericals work 44 hours. Generally, clericals only work a half day on Saturday.

White collar workers, while receiving a lesser base wage, as in America, receive more generous bonus payments. While all workers receive bonus payments, clericals receive five to six months additional pay as compared to two or three months for manuals.

Organized clericals can be found in each of the two major federations of labor, namely Sohyo and Domei Kaigi. They also can be found in two smaller federations called Shinsanbetsu and Churitsu Roren. The latter two are not affiliated politically. In fact, Churitsu Roren is a federation of independent unions. On the other hands, Sohyo supports the Socialist Party and Domei Kaigi supports the Socialist Democratic Party.

In a few short years, the major labor organizations of Japan has disaffiliated from the Communist-dominated World Federation of Trade Unions and have joined the International Confederation of Free Trade Unions with which the AFL-CIO is affiliated.

Japanese labor is moving steadily ahead. While production wages without bonus arrangements average about \$70.00 per month, this represents a doubling of income in the last six years.

Improved collective bargaining techniques, elimination of employer paternalism, and a change in union structure so that collective bargaining can spread to industries rather than be confined to company units, will bring many new benefits to Japanese workers.

Local 339 Signs Joy Manufact'g

International Representative J. M. Sleeth reports the following gains in a successfully negotiated two-year pact with the Joy Manufacturing Company of Franklin, Pa.

- Company to pay full cost of insurance plan, plus additional new benefits.

- Clerical employees will receive three weeks' vacation after 10 years and four weeks after 20 years of service—with a sliding scale of extra vacation days each two years between the 10th and 20th year of service.

- A total of \$15.00 per month increase over two years.

- Increased shift differential—from 6c to 9c per hour to 8-11c per hour.

Other gains included additional paid holidays and increases in accident and sickness insurance.

Local 3 Wins At Bruning Co.

San Francisco — Phyllis Mitchell, Secretary-Treasurer of Office and Professional Employees, Local 3, has reported the successful results of an NLRB election at Chas. Bruning Company, Inc., Division of Addressograph - Multigraph Corp. Of the 13 voting clerical employees in the unit, nine voted for union representation by Local 3.

Plans are now being established to commence contract negotiations.

Arbitrator Upholds OEIU Discharge Grievance Against Ship Line

A program of compulsory retirement without pensions, voted by the Board of Directors of Grancolombiana, Inc., is a violation of the ship line's agreement with Office Employees Local 153, in the opinion of Arbitrator James V. Altieri. He considers forced retirement tantamount to discharge without cause.

Union Membership Gain 'Foreshadows a Change'

A small gain in union membership in 1962 "may foreshadow a change" from the decline that has continued since 1958, a new Labor Department survey has reported.

Total union membership in 1962 was 16,586,000, compared with 16,303,000 in 1961—a gain of 283,000—according to an article in the Department's "Monthly Labor Review" in which H. James Neary of the Division of Industrial and Labor Relations in the Bureau of Labor Statistics summarized the results of the survey.

Not only did actual union membership grow, the summary showed, but the number of union members as a percentage of the total working force showed a slight rise—from 22% in 1961 to 22.2% in 1962.

The survey reported the department's biennial examination of union membership. Most of the information it obtained came in the form of replies to a questionnaire mailed to all AFL-CIO affiliates and to unaffiliated unions that are interstate in scope.

On November 28, 1962, the Grancolombiana directors adopted a resolution establishing a mandatory retirement age of 65 for male employees and 62 for female employees. The policy wasn't publicized, however, until February 18, 1963, when the company posted notice in its New York City office stating that it would become effective on July 1.

Three of the four employees who were over 65 on July 1 accepted retirement. The fourth filed a grievance.

The union insisted that the retirement was nothing more than a discharge. The grievant was capable of performing his job, it said; so the discharge was not for "good and reasonable cause" under the contract.

Mandatory retirement affects basic aspects of the security and tenure of the employees, the union continued. Such a change can't be made without prior negotiations, it insisted, and there had been no talk at all of a forced retirement policy.

The company relied on its management rights to support its unilateral adoption of the retirement policy. Forced retirement is not the same as a discharge, the company argued.

Contribute to New Center



Joyce Ray (left) and Merry Subry, members of Local 5, attended the eighth session of the Union Counsellors Course held at the new United Fund Service Center in Denver. Their attention is centered on the recognition plaque awarded to Local 5 for its contribution to the new center.

The Union Counsellors Course is sponsored by the Denver Community Service Committee and is designed to familiarize union members with the private and public service agencies. Joyce and Merry are both graduating from the training course this year.

New Agreement at National Blank Book

Local 247's negotiating committee led by President Al Poulin and assisted by Paul Richards, Howard L. Fountain, and Ronald Chateaufneuf has settled a new contract with the National Blank Book Company.

A one-year agreement, it provides for a general increase of 4½ cents an hour, four weeks' vacation after 20 years, three weeks' vacation after 10 years.

The previous agreement provided no fourth week until after 25 years.

College Study Pinpoints Dropouts

Fifty per cent of all male college students drop out at some point in their undergraduate years according to a Columbia University study. The number of male high school graduates who enter college each fall also number 50 per cent of the total graduating.

Applied to this June's anticipated 1,120,000 male high school graduates it means that only 560,000 will enter college and only 280,000 will receive a degree.

Altieri ruled:

"In the instant case there are strong reasons for concluding that the dismissal of [grievant] by the notice sent to him that on December 27, 1963 'your tenure of office with our company will be terminated,' constituted a discharge as the term would be conventionally applied. There was no retirement policy or program antedating the agreement constituting a prior practice that could spell out the intention to place a more restrictive connotation on the term discharge where it appears in the discharge clause. Article VIII dealing with seniority specifies the only conditions under which seniority can be lost. Compulsory retirement is not included among them. Discharge for just cause is included. By implication, if an employee is discharged for any reason other than just cause he retains seniority.

The arbitrator granted the union's request for reinstatement and full back pay from the date of discharge.