Bankers Meet on Ways To Stave Off Unionism

The nation's banks seem to have a foreboding that unionism may be in their future.

At any rate, a contingent of their personnel executives and labor relations experts gathered in Chicago recently under the auspices of the American Bankers' Association for a forum on "Unions in Banking—What's Ahead, What to Do."

The participants noted without joy that the growth of the white-collar work force is paralleled by an intensification of union organizing efforts and that unions were winning two out of every three NLRB elections.

"You can't sit back and wait for the knock on the door," one panelist warned. "You must know long before the campaign begins."

The experts concluded in effect that what is necessary is an ounce of prevention—some prompt measures to make the employees happier.

If certain things are done, they said, employers can count on to turn a deaf ear to union appeals. In an implicit admission that a just deal is wrong with current banking employment practices, they said that to keep unions out there must be proper management, salary structures and fringe benefits in good order, communication between top management and the employees, and a good human relations program.

A union spokesman at the forum would have had some sharp points to make:

The employees of banks are up against some real problems. Automation is eliminating or decimating whole departments. Junior executive titles of the fancy kind are being handed out more frequently than wage increases. Nepotism—the placing of the sons and nephews of the top executives in the better jobs—is virtually standard practice.

The bank managers are asking the employees to do what banks never do: Rely on verbal promises. When banks make loans, they demand signed notes, to say nothing of collateral. But they expect their employees to take their word that things will change for the better and not insist on spelling it out in a union contract.

Banking executives have come together to stave off unionism. It's about time the employees likewise united in their own interest.

Employees of 15 Schools Launch New OPEIU Local

Forty-two secretarial and clerical employees at the offices of 11 elementary and four secondary schools in Bristol Township have overwhelmingly chosen the OPEIU as their collective bargaining agent in a secret ballot election conducted September 22 by the Pennsylvania State Labor Relations Board.

A month-long organizational campaign was climaxcd by a 6 to 1 majority vote for newly-chartered Local 426, which has a potential membership of over 200 unorganized school employees in Bristol and adjoining areas.

These employees had previously been affiliated with the Bristol Township Association of Office Personnel, Independent.

They realized from past experience as an independent group that demands presented to the School Board for better working conditions carried little weight, and they decided that only through representation by an affiliate of the AFL-CIO such as the OPEIU could they gain their objectives.

A hard-working committee headed by school employees Eva Templeton, Theresa Mona
dean and Vivienne Gross was invaluable help to International (Continued on page 4)

250 in Baton Rouge End Independence to Join OPEIU

Some 250 employees came under the banner of the OPEIU October 13 when the members of the Baton Rouge (Louisiana) Water Works Employees' Association voted overwhelmingly to end their independent status and join our union.

The association had found that its independence, maintained since 1952, had disadvantages and that the interests of the membership would be well served by affiliation with an international union of the AFL-CIO. (Continued on page 4)

Gains at International Paper Co. Achieved in Portland and Waco

Two significant successes have been gained separately by employees of the International Paper Company in Portland, Oregon, and Waco, Texas. In Portland, the unit represented by Local 11 of the OPEIU won the union shop representation by Local 277 and went on to obtain a fine contract.

The unanimously ratified settlement in Portland came after hard going. Strike action had been scheduled when the company finally offered acceptable terms. A federal mediator helped to bring about a peaceful agreement.

Management was long adamant on the issue of the union shop, insisting that the majority of the employees opposed such a provision. But this contention was put to the test of a vote, with the result that the overwhelming majority of the employees cast their ballots for a full union shop.

The company then yielded. Earlier contracts had provided for the less satisfactory "modified shop."

In addition, the new two-year contract provides for an eight per cent wage increase retroactive to August 1 and a further five per cent advance effective August 1, 1967. Another major improvement was the elimination of a merit criterion at Step 7 of the wage program and the substitution of an automatic increase based on length of service. As a result, many of the members will receive increases of 15 to 20 per cent in addition to the across-the-board raise.

The new agreement was negotiated by International Vice-President W. A. Lowe and Local 11 Business Representative Frank H. Sawyer. Ably assisting them was the Negotiating Committee composed of Chief Steward Paul Goodrich, Don Bowman, Wanda Jenkins, Karla Diire, Christy Jones, Lois Jones, Elvin Sexton and Chief Steward Paul Goodrich. Standing are OPEIU Vice-President William A. Lowe, left, and Local 11 Business Representative Frank Sawyer.

Negotiators of Local 11's agreement with International Paper, seated from left are Don Bowman, Wanda Jenkins, Karla Diire, Christy Jones, Lois Jones, Elvin Sexton and Chief Steward Paul Goodrich. Standing are OPEIU Vice-President William A. Lowe, left, and Local 11 Business Representative Frank Sawyer.

Employees of 15 Schools Launch New OPEIU Local

Eva Templeton, Theresa Mona
dean and Vivienne Gross was of invaluable help to International (Continued on page 4)

250 in Baton Rouge End Independence to Join OPEIU

Some 250 employees came under the banner of the OPEIU October 13 when the members of the Baton Rouge (Louisiana) Water Works Employees' Association voted overwhelmingly to end their independent status and join our union.

The association had found that its independence, maintained since 1952, had disadvan-

The concentration of corporate power share of land, buildings, and equipment in manufacturing owned by 100 largest manufacturing corporations

<table>
<thead>
<tr>
<th>Percent</th>
<th>60</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>55</td>
</tr>
<tr>
<td></td>
<td>50</td>
</tr>
<tr>
<td></td>
<td>45</td>
</tr>
<tr>
<td></td>
<td>40</td>
</tr>
<tr>
<td>1947</td>
<td>35</td>
</tr>
<tr>
<td>1950</td>
<td>30</td>
</tr>
<tr>
<td>1955</td>
<td>25</td>
</tr>
<tr>
<td>1960</td>
<td>20</td>
</tr>
<tr>
<td>1965</td>
<td>15</td>
</tr>
<tr>
<td>1972</td>
<td>10</td>
</tr>
</tbody>
</table>

If the present rate of concentration continues, by 1977 the 100 largest manufacturing corporations will control over two-thirds of the nation's manufacturing assets, according to AFL-CIO econ-

ist Irving Beller. See editorial page 3.
Secretaries: A Look at the Past

Whether you're a boss or a boss's "right-hand gal," chances are you'll be surprised to learn that the secretarial occupation is 5,000 years old!

The earliest secretaries were Babylonian scribes who took dictation on clay tablets. Considering the muscle that must have been required for "filling" away important business documents in those days, it's not too surprising that being a secretary was considered no job for a lady.

Filing was made easier by the ancient Egyptians, who invented paper by hammering the papyrus plant into long strips. The Egyptians wrote on this material as early as the third millennium B.C., and papyrus was used in Greco-Roman times for a thousand years.

Shorthand is one secretarial skill almost as old as the profession itself. Historians have discovered traces of shorthand used by such people as the ancient Egyptians, Hebrews and Persians. But there was probably no true shorthand system before the one developed by Tiro, a Greek slave, who took down all the speeches of his master's. Tiro's system, called cursive shorthand, is in use today as shorthand for the International Union of American Shorthandist (S. C. I. T. E. S. C. I. T. E. S. C. I. T. E. S. C. I. T. E. S. C. I. T. E. S. C. I. T. E. S. C.

There are numerous reported cases of shorthand used by such people as the ancient Egyptians, Hebrews and Persians. But there was probably no true shorthand system before the one developed by Tiro, a Greek slave, who took down all the speeches of his master's. Tiro's system, called cursive shorthand, is in use today as shorthand for the International Union of American Shorthandist (S. C. I. T. E. S. C. I. T. E. S. C. I. T. E. S. C. I. T. E. S. C. I. T. E. S. C. I. T. E. S. C. I. T. E. S. C. I. T.

Protection of Pension Funds

Two extremely vital bills designed to guarantee workers that they will receive promised pensions have apparently been lost in the Congressional shuffle for this session.

The key provisions are the portable pension and the pension re-insurance bills. Sponsors of both proposals announced recently that nothing would be done about them this year.

The portable pension bill (H.R. 16832) sponsored by Congressmen A. L. Coughlin, D. I., and 8. H. Hicks, D. N. Y., would protect pension workers who quit or are discharged after 10 years' service. Operating from a fund to be created by the Social Security Administration—and reinforced by an employer tax-penalty clause—the federal government would act as an "escrow agent" by transferring employers' retirement assets from old to new employers, and as administrator by paying pensions from the fund.

Senate bill (S. 1574), proposed by Senator Hartke (D.-Ind.), is designed to protect the pension rights of workers against plant shutdowns, malfeasance of administrators, inadequacy of funding, unrealistic standards of vesting, and other actuarially unsound practices. It would obligate the federal government to insure private pension funds so that their solvency and stability would be certain.

This is very similar to the functioning of the F.D.I.C. and F.S.I.C., government agencies created to guarantee the safety of depositors' money in banks and in savings and loan associations.

A portable pension plan system is a must in our highly mobile society. Too often people remain in dull, unrewarding and underpaid jobs because they hesitate to sacrifice their built-up pension rights. In addition, many capable workers in their 40's and early 50's find it difficult to obtain employment because most companies are unwilling to absorb the higher costs that might result if such workers were incorporated into their pension programs. Portability of pension rights would help solve both of these problems.

Federal re-insurance of pension plans is an immediate need. There are numerous cases on record of pension fund failures due to plant shutdowns and corporate mismanagement and bankruptcy. Thousands of retirees are walking the streets living a nightmare of shattered hopes and dreams. They're seen that long awaited and sought for "nice, fat monthly pension check" go down the drain, beyond recovery.

Such tragedies must not be repeated. For the sake of every future pensioner, these key bills should be acted on swiftly by the 90th Congress.

The Menace of Mergers

In a comprehensive article in the AFL-CIO's monthly magazine The American Federationist, Irving Beller, an economist in the AFL-CIO Department of Research, calls attention to the unprecedented wave of mergers which continues throughout the nation.

Erie Educational Conference met recently.

The portable pension bill (H.R. 16832) sponsored by Congressmen A. L. Coughlin, D. I., and 8. H. Hicks, D. N. Y., would protect pension workers who quit or are discharged after 10 years' service. Operating from a fund to be created by the Social Security Administration—and reinforced by an employer tax-penalty clause—the federal government would act as an "escrow agent" by transferring employers' retirement assets from old to new employers, and as administrator by paying pensions from the fund.

Senate bill (S. 1574), proposed by Senator Hartke (D.-Ind.), is designed to protect the pension rights of workers against plant shutdowns, malfeasance of administrators, inadequacy of funding, unrealistic standards of vesting, and other actuarially unsound practices. It would obligate the federal government to insure private pension funds so that their solvency and stability would be certain.

This is very similar to the functioning of the F.D.I.C. and F.S.I.C., government agencies created to guarantee the safety of depositors' money in banks and in savings and loan associations.

A portable pension plan system is a must in our highly mobile society. Too often people remain in dull, unrewarding and underpaid jobs because they hesitate to sacrifice their built-up pension rights. In addition, many capable workers in their 40's and early 50's find it difficult to obtain employment because most companies are unwilling to absorb the higher costs that might result if such workers were incorporated into their pension programs. Portability of pension rights would help solve both of these problems.

Federal re-insurance of pension plans is an immediate need. There are numerous cases on record of pension fund failures due to plant shutdowns and corporate mismanagement and bankruptcy. Thousands of retirees are walking the streets living a nightmare of shattered hopes and dreams. They're seen that long awaited and sought for "nice, fat monthly pension check" go down the drain, beyond recovery.

Such tragedies must not be repeated. For the sake of every future pensioner, these key bills should be acted on swiftly by the 90th Congress.

The portable pension bill (H.R. 16832) sponsored by Congressmen A. L. Coughlin, D. I., and 8. H. Hicks, D. N. Y., would protect pension workers who quit or are discharged after 10 years' service. Operating from a fund to be created by the Social Security Administration—and reinforced by an employer tax-penalty clause—the federal government would act as an "escrow agent" by transferring employers' retirement assets from old to new employers, and as administrator by paying pensions from the fund.

Senate bill (S. 1574), proposed by Senator Hartke (D.-Ind.), is designed to protect the pension rights of workers against plant shutdowns, malfeasance of administrators, inadequacy of funding, unrealistic standards of vesting, and other actuarially unsound practices. It would obligate the federal government to insure private pension funds so that their solvency and stability would be certain.

This is very similar to the functioning of the F.D.I.C. and F.S.I.C., government agencies created to guarantee the safety of depositors' money in banks and in savings and loan associations.

A portable pension plan system is a must in our highly mobile society. Too often people remain in dull, unrewarding and underpaid jobs because they hesitate to sacrifice their built-up pension rights. In addition, many capable workers in their 40's and early 50's find it difficult to obtain employment because most companies are unwilling to absorb the higher costs that might result if such workers were incorporated into their pension programs. Portability of pension rights would help solve both of these problems.

Federal re-insurance of pension plans is an immediate need. There are numerous cases on record of pension fund failures due to plant shutdowns and corporate mismanagement and bankruptcy. Thousands of retirees are walking the streets living a nightmare of shattered hopes and dreams. They're seen that long awaited and sought for "nice, fat monthly pension check" go down the drain, beyond recovery.

Such tragedies must not be repeated. For the sake of every future pensioner, these key bills should be acted on swiftly by the 90th Congress.

The Menace of Mergers

In a comprehensive article in the AFL-CIO's monthly magazine The American Federationist, Irving Beller, an economist in the AFL-CIO Department of Research, calls attention to the unprecedented wave of mergers which continues throughout the nation.

Erie Educational Conference met recently.

The portable pension bill (H.R. 16832) sponsored by Congressmen A. L. Coughlin, D. I., and 8. H. Hicks, D. N. Y., would protect pension workers who quit or are discharged after 10 years' service. Operating from a fund to be created by the Social Security Administration—and reinforced by an employer tax-penalty clause—the federal government would act as an "escrow agent" by transferring employers' retirement assets from old to new employers, and as administrator by paying pensions from the fund.

Senate bill (S. 1574), proposed by Senator Hartke (D.-Ind.), is designed to protect the pension rights of workers against plant shutdowns, malfeasance of administrators, inadequacy of funding, unrealistic standards of vesting, and other actuarially unsound practices. It would obligate the federal government to insure private pension funds so that their solvency and stability would be certain.

This is very similar to the functioning of the F.D.I.C. and F.S.I.C., government agencies created to guarantee the safety of depositors' money in banks and in savings and loan associations.

A portable pension plan system is a must in our highly mobile society. Too often people remain in dull, unrewarding and underpaid jobs because they hesitate to sacrifice their built-up pension rights. In addition, many capable workers in their 40's and early 50's find it difficult to obtain employment because most companies are unwilling to absorb the higher costs that might result if such workers were incorporated into their pension programs. Portability of pension rights would help solve both of these problems.

Federal re-insurance of pension plans is an immediate need. There are numerous cases on record of pension fund failures due to plant shutdowns and corporate mismanagement and bankruptcy. Thousands of retirees are walking the streets living a nightmare of shattered hopes and dreams. They're seen that long awaited and sought for "nice, fat monthly pension check" go down the drain, beyond recovery.

Such tragedies must not be repeated. For the sake of every future pensioner, these key bills should be acted on swiftly by the 90th Congress.

The Menace of Mergers
New Paper Company Contracts Achieved by Locals 338, 418

Two local unions have concluded new agreements with paper companies bringing significant improvements in working conditions to their members. After two months of negotiations an agreement between Local 338 and Rolland Paper in St. Jerome, Quebec, was unanimously accepted by the 60 members a few hours before a strike deadline. The second settlement was between Local 418 and the Corona, Ontario, mill of Domtar Pulp and Paper, Ltd. These are the highlights:

ROLLAND PAPER
The two-year agreement is retroactive to May 1 and provides for wage increases ranging from $1.6 to 22 per week, with $18 effective May 1; $4 effective this November 1; and a further $4 effective August 1, 1967. In addition, the union gained an improvement in the wage progression, and a 5 per cent bonus usually paid at Christmas, was incorporated into the wage schedule. Other advances:
- Full information on job evaluation.
- Improvement in the clauses concerning automation and grievance procedure.
- Protection of existing wage rates in cases of reevaluation and automation.
- The Company will pay 100 percent of the Life Insurance and Blue Cross coverage for employees.

DOMTAR PULP & PAPER
The Domtar settlement was retroactive to September 1 and terminates September 30, 1968. It provides for an average wage increase of 25.5 per cent, which approximates 50 cents an hour. Effective next September 1, the starting salary for female employees will be $23 per cent above the 1965 level, and the starting rate for males will be 19 per cent higher. There will be automatic progression on the salary scale from the minimum to the maximum for all ranges. The overtime rate was increased from time and a quarter to time and a half. These were the other principal improvements:
- Union security—modified Rand Formula.
- Call-in provision increased from a two-hour minimum to a four-hour minimum.
- Nine paid holidays.
- Any jobs created will be posted for bidding among employees in the bargaining unit. The company will provide necessary training for employees who are accepted.
- When an employee replaces another employee in a higher classification for a period of less than six months, the employee will receive 5 per cent wage raise for the period. This also applies when a supervisor is replaced.
- International Representative Romee Beil assisted Local 418 in its negotiations.

M. Sykes Named To Wage Board
Margaret Sykes, Recording Secretary of Local 342 in Winnipeg, has been appointed to the Minimum Wage Board by the Manitoba Provincial Government. She is the first woman to serve.

Her selection is regarded both as personal recognition and as a reflection of the expanding role of women in Canadian trade unions.

An outstanding trade unionist in her own right, Mrs. Sykes is the daughter of the late R. B. Russell, the distinguished Manitoba labour leader.

Local 15 Asks Certification

Local 15, Vancouver, has applied to the Labour Relations Board of British Columbia for certification as the sole collective bargaining representative of the employees of the Lockwood Survey Corporation Ltd. The unit covers 38 office, clerical, technical and aircrew employees.

The organizing campaign was under the direction of International Representative Bill Kyles, who attributes the success of the endeavor to the hard work and careful planning of committee members Henry Hodge, Ed Sessor, Dave Alexander, Bill Calder and Hal Rolfe.

The company is engaged in the business of aerial, geophysical and topographic mapping and survey work, not only in British Columbia, but in other areas of Canada and the United States.

There are a number of things that every one of you in a leadership role need to know on various kinds of legal problems. Some may pop up one day and not be heard of again, but they are the stuff of every day union life. Let’s look at several of them.

When is a signed contract bar to an election? This one can come up to haunt you in two ways, either if you are concluding a contract and are about to be raided, or, if you are trying to organize an independent union and the employer is anxious to sign a quick contract to keep you out. Most of you know that there is what the NLRB calls an "insulation" period in the last 60 days of a contract. For example, if you are negotiating with your employer and you are in that last 60-day period before the contract expires, a rival union may not file a petition. Thus, if you reach agreement before the expiration date, your contract is a bar to an election.

Sometimes, you pass the 60-day insulated period without a contract and keep negotiating. Then, the race is to the swift. An outside union may file a petition at any time before you sign a new contract, or, if you are trying to organize against an independent union, you had better have your petition ready to file the minute the contract expires. A day-to-day extension beyond the original termination date will not bar a petition.

But what happens if you sign the same day a petition is filed? There is what the Board calls the "same day" rule. If you file a petition with the NLBR on a day in which you think a contract may be signed, you must send notice by wire, telephone, messenger, or other expedient manner of the signing of a contract and you think some other union may be about to raid, get your contract signed and stay away from any place where you might get通知书. If a contract is signed the same day a petition is filed will act as a bar to election only if the contract is signed without notice of the petition.

(2) Some of you have asked whether employees who are exempt from coverage of the Wage and Hour law are likewise out of your bargaining unit. Some employers seem to think so. But bear in mind that the Wage and Hour Fair Labor Standards Act is a different statute from the Taft-Hartley Act, and stands for different purposes. Whether an employee is eligible to be in your bargaining unit depends entirely upon how his duties will be assessed by the NLBR. In other words, whether or not he is exempt or non-exempt under the Wage and Hour law has nothing to do with it. Supervisors, of course, are out under both laws. An employee may be classified under the Wage and Hour law as "administrative" and thus exempt from coverage, but he might be someone who should be in your unit covered by your contract. Thus, if the employer tries to talk about exclusions from the unit in terms of "exempt" employees under the Fair Labor Standards Act, politely inform him that this is of no concern to you. You are only interested in how an employee will be considered by the NLBR.

(3) There is also confusion over whether an employee is a supervisor and should be excluded. The easiest test is whether a person has the authority to fire, or effectively recommend a discharge. But the test is not as clear as it at first might appear. The individual must be classified by the law who does not have the authority to fire, or recommend discharge. If they responsibly direct the work of others, or are "in charge" and carry management authority, they may be supervisors. This is a very difficult area of the law, and each job must often be tested on its particular facts. But if you doubt that an employee is a supervisor, don’t let the employer “snag” you. Find out exactly what their personal job description, and if the employer won’t tell you, file a written demand for it and keep up the pressure until you get it.

(4) Look around you in your units, and chances are you’ll find several employees who are outside your contract and who should be covered. You may not know why. Some of you have asked whether a motion to clarify a certification will bring them back home. The key thing to remember here is that the time of the signing of your present contract is the critical factor. If the employee or job was outside the unit before the contract was signed, the NLBR will usually say that your remedy is to file a petition for an election among the unrepresented employees, or get them into the contract through negotiations. Your motion for clarification will likely lose. But if a new job is involved that arose after your present contract was signed, then you will have an opportunity to win the job by going to the NLBR. The principal danger here is that you may run out of time to see how a job develops, and let a contract period slide by.

On all these points, there is the constant requirement that you always remain alert to protect your union and the interest of the people you represent. If you are in doubt about what is permitted or not permitted on the legal front, please don’t stay in the dark by inaction. Ask first before you make your move. As many of you have discovered, the leap before the look has proved embarrassing when the chips do get down.
Meany's Exposition of the Profit Inflation

When AFL-CIO President George Meany was a guest on “Meet The Press” Aug. 28, millions of Americans for the first time heard a different view of the reasons for the inflationary problem we are facing today. In the usual news media one would get the distinct impression that labor's demand for increased wages was the principal inflationary threat.

Meany's presentation was based on facts, figures and logic. These are some of the questions asked of him and his replies:

**QUESTION:** Mr. Meany, everyone seems agreed that we are in an inflationary situation, but there is a good deal of controversy over how serious it is. How serious do you think it is?

**MEANY:** “I think it is serious in the sense that we must take into consideration the direction in which it is going. This is not a classical type of inflation when you have too much money chasing too few goods. This seems to us to be pretty much of a profit inflation, where profits are climbing and take-home pay is not, and we find that in this way people are just paying higher and higher prices.”

**QUESTION:** “There are a great many people, of course—economists, too—who believe that continuing wage increases are a major contribution to inflation. I know you don't think so. Will you tell us why you don’t agree?”

**MEANY:** “Because these are largely offset by increases in the productive capacity of our people. I mean production is going up all the time, and we feel that the wage situation is offset to a large degree by increased production.”

**QUESTION:** “Would you replace the figure or would you replace this rule指导下 altogether? Do you think we ought to do away with all the guidelines?”

**MEANY:** “No, I don’t think so. We haven’t taken that position. The goal of the guidelines, to keep a stable economy, we are for that, but we feel that it can’t be done if you go to some specific figure across the board to all of American industry.”

“There are quite a few of our unions that would like very much to get the 3.2 per cent increase and are unable to get it at the collective bargaining table. You see the guidelines figure of 3.2 per cent doesn’t guarantee anybody 3.2. It was a figure just based on progressive increases and sort of arbitrarily imposed.”

**QUESTION:** “Do I understand that you do favor some kind of guidelines?”

**MEANY:** “We favor some kind of a system that will bring us wage and price stability. We have said many times that if the President feels that the situation warranted it and that we are in an emergency situation, we would take the same position that we took in World War II and in the time of the Korean War. We will cooperate one hundred percent.”

**QUESTION:** “Mr. Meany, wage increases that force price increases can be inflationary, but wage increases that discourage possible price increases can also have an inflationary effect. Don’t you think that in the present economy wage increases could have the effect of supporting an unsound price level and thus help to bring on an economic decline?”

**MEANY:** “No, I don’t think this really is a proper analysis of the situation. Going back five years we find that profits, corporate profits are up 52 per cent before taxes, and 67 per cent after taxes. Dividends paid to stockholders are up 43 per cent in that period. Take-home pay is only up 21 per cent. Here is where the imbalance comes in and in the terms of actual buying power it is only up 13 per cent. This is why the AFL-CIO feels the first thing that has got to be done is to restore the balance between wages, prices and profits.”

“It is a little bit ridiculous to say that every wage increase must bring a price increase. It is quite obvious that in some cases there could be a wage increase and at the same time a reduction in prices. Of course, this would mean a reduction in profits. The automobile union a year or two ago challenged the great manufacturers of automobiles in this country to reduce the prices of their cars before they went into a collective bargaining session with the union, and the union said this would have to be reflected in their position at the bargaining table. From the great corporations that make automobiles, the response was completely negative.”

“We think that we have got to have an increase in buying power. We think we have got to restore the balance. In the last five years the balance between profits and wages and prices has been distorted. Of course another thing which we think is making a major contribution to higher prices and of course when we talk about inflation that is what we mean—higher prices and this is the interest rates. Not only has the high interest rate practically brought the home building industry in this country to a standstill, but it is affecting everything that people buy.”

“The going rate, the standard rate on the West Coast today for homes is 7 per cent. I was in Chicago just a few days ago and read an article in one of the papers there where the real estate editor said that the 7 per cent for Chicago homes was something that was coming within a very, very short time.”

“When the prime bank rate is six per cent, this means anyone who is going to use that money has to go above that. This is reflected in the installment plan. In America, the American people buy a great deal of their sup-

Local B Signs Medical Group
A new contract embodying substantial wage increases and a dues checkoff has been ratified by the 125 employees of the National County Medical Service Corp., represented by OPEIU Local 14 in Seattle. Prior to supporting the settlement, Business Representative Gary Grant noted that earlier the union and the employer had rejected a management offer of monthly wage increases of $10 to $20, and had authorized strikes in support of it. The final settlement provided for monthly raises in the $30 to $40 range. Employees working nine hours a day will receive a 15-cent-an-hour differential.

Other advances, in addition to the dues checkoff, were a paid holiday on Christmas Eve, an increase in the hospital room allowance to $36 a day.

Ex-Independents Sign 1st Pact Since Affiliation
Members of Local 425, employed at the Brotherhood of Locomotive Engineers and Engi-

Local 14 Organizes Avis Agents
Avis has made a good thing out of being only No. 2 in car rentals, but its agents don’t want to take second-place to anybody as far as working conditions are concerned.

Those in Philadelphia have

**Paper**
(Continued from page 1)
from minimum to maximum in all labor grades. The holiday schedule is as follows: two weeks per after one year of service; three weeks per after 10 years; four weeks per after 15 years and 20 years. Also won were seven paid holidays; three days of paid funeral leave; a company-financed insurance and pension program; and maternity leave.

J. B. Moss, President and Business Manager of Local 277, led the successful effort, voted in favor of representation by OPEIU Local 14 in a National Labor Relations Board election. The new unit has a membership of 20 and appears to be headed for growth in the near future.

Edward Springerman, Local 14 Business Representative and OPEIU Vice-President, and International Representative John Fitzmaurice led the organizing campaign. Energetic and effective support came from an employee committee headed by Mary Klink, Agnes Coggins and Elmer Kaufman.

In winning over the Avis employees major emphasis was placed on Local 14’s contract with Hertz, the principal competitor of Avis. The contract with Hertz is in its 14th year and is considered the finest in the industry.

President Howard Coughlin receiving scroll from Alberto Quijano, Guatemalan Shipping, in appreciation for helping hand OPEIU gave to Union of Merchant Mariners in Colombia. To right Local 153 (New York) Business Representative John Kelly holds medal he received earlier in ceremony, which took place at recent all-day meeting of Local 153 stewards.

Christopher's, the independent Decorating Industry, has chosen to go it alone and to negotiate a new contract with thev