



WHITE COLLAR

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

Secretaries
In History
—Page 2

No. 249

November, 1966

17

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, employees can be counted on to turn a deaf ear to union appeals. In an implicit admission that a great 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 freely 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 managements 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 climaxed 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 Monahan 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 disadvantages and that the interests of the membership would be well served by affiliation with an international union of the AFL-CIO.

International Representatives

Gains at International Paper Co. Achieved in Portland and Waco



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.

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 in a new agreement. In Waco, the company's employees gained

five per cent advance effective August 1, 1967.

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

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 raises.

The new agreement was negotiated by International Vice-President W. A. Lowe and Local 11 Business Representative Frank H. Sawyer. Aably assisting them was the Negotiating Committee composed of Chief

Steward Paul Goodrich, Don Bowman, Wanda Jenkins, Karla Diire, Christy Jones, Lois Jones and Elvin Sexton.

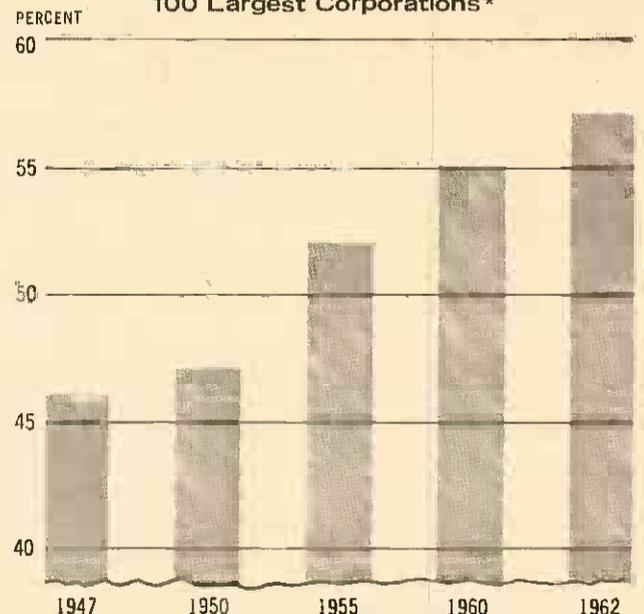
The Waco employees of International Paper voted to join Local 277 in an election conducted by the National Labor Relations Board September 26.

Negotiations were begun shortly and brought to a highly satisfactory conclusion. A two-year contract provides for a 4.6 per cent wage increase retroactive to August 15; unit-wide seniority; 12 months recall rights after layoff; severance pay; and automatic progression

(Continued on page 4)

THE CONCENTRATION OF CORPORATE POWER

Share of Land, Buildings and Equipment in Manufacturing Owned by 100 Largest Corporations*



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 economist Irving Beller. See editorial page 2.

WHITE COLLAR

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

HOWARD COUGHLIN
President

Room 610
265 West 14th St.

J. HOWARD HICKS
Secretary-Treasurer

New York, N. Y. 10011

POSTMASTERS, ATTENTION. Change of address Form 3579 should be addressed to Office and Professional Employees International Union, 1012 14th St., N.W., Washington, D. C. 20005. Published monthly at 810 Rhode Island Ave., N.E., Washington, D. C. 20018. Second class postage paid at Washington, D. C.



Reproduction by the Labor Press of any or all material herein contained is not only permitted, but wholly desirable in the interest of workers' education.

Subscription Price \$1 a Year

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 two key measures 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 Congressman Dingell (D-Mich.), would protect pensions of 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 employees' 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.L.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, malfeasance and bad funding. 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.

W. T. Grimm and Company, a private consulting firm which keeps tabs on merger developments, reports a 25% jump in the number of corporate mergers between the first half of 1965 and the first six months of 1966.

As Professor Andrew Hacker of Columbia University has pointed out, "The decisions made in the names of these huge companies guide and govern, directly and indirectly, all of our lives."

They not only determine the prices we pay but the quality of the products we buy. They have an enormous influence as well, Hacker observes, over what we buy, the kind of work we do, how and where we do it, the kind of education offered to our children, the regions of the country which will prosper and those which will stagnate, the social goals we set and much more.

We think the Justice Department should take a second look at the tendency of corporations to merge, thus riding rough shod over competition by virtue of sheer power—or we will soon be faced with a corporate dictatorship which will throttle democracy.

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 "filing" 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 world 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 boss, the Roman orator, Cicero, in shorthand, as early as 63 B. C. Tiro's system gained widespread popularity in ancient Rome, where the people who used it were known as notarii. It remained in use until the 9th century.

The Gregg and Pitman systems were developed in England during the 1800's. However, people who took shorthand weren't in great demand until the 20th century when the typewriter came into general use. The word "typewriter" originally referred not to the machine itself, but to the young lady who operated it.

The first patent for a type-writing machine was granted in 1714 but the first practical typewriter wasn't patented until 1868. This early machine was mounted on a sewing machine stand with a foot pedal. Pressure on the pedal returned the carriage to the right and rolled the platen upward to space the lines.

There was quite an uproar when it was suggested that women might be able to work the complicated contraption, but nevertheless, the New York City YWCA started a six-month course to train girls to be "typewriters." Eight young ladies graduated without any ill effects, thus opening a new field for women.

If you think typing errors are a problem in your office, pity



the poor "typewriter" of the early 1890's. She typed on a machine that had only capital letters and typed "blind"—that is, the keys struck the underside of the roller, making it impossible for her to see what she'd written until she turned the roller around.

The wondrous improvements

of the shift key and type bar with both capitals and lower-case letters appeared a few years later, and an eye-opening typewriter of 1897 banished "blind" writing forever.

From NTS News, published for the employees of the Atomic Energy Commission's Nevada Test Site.

Commission Revises Rulings on Sex Bias

Grappling with the problem of exactly what constitutes discrimination on the basis of sex, the Equal Employment Opportunity Commission has periodically issued rulings on the subject. Some of the latest indicate a change in official thinking.

These are some of the recent rulings:

1. A contract that bars females from working as bartenders is unlawful, unless a state statute or local ordinance includes such a prohibition.

2. A group insurance plan may provide different benefits for male and female employees based upon reasonable actuarial considerations required by insurance underwriters. (Previous opinions did not provide for the

actuarial qualifications now taken into consideration.)

3. An insurance plan may condition coverage of an employee's spouse on a factor other than sex as, for example, where a spouse is covered only if the employee is the principal wage earner in the family unit. (This latest ruling appears to conflict with previous interpretations.)

4. If some females are capable of handling a job, the fact that most lack the physical ability does not justify making it a men-only job.

5. A company should not terminate a pregnant worker without offering her the alternative of a leave of absence, unless the worker's job is such as to require immediate replacement on a permanent basis.



The Erie Educational Conference met recently.



CANADIAN NEWS

New Paper Company Contracts Achieved by Locals 338, 418



The signing of the Domtar agreement: Seated from left are E. N. Alguire, Labour Relations Manager; President D. T. Casey of Local 418; J. G. Langley, Manager of Manufacturing for Domtar Pulp & Paper; Sybil Smith, union committee member. Standing from left: Vice-President Jack LeBrun of Local 418 and committee members Anne Stephenson and Paul Smith.

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 Cornwall, 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 \$16 to \$20 per week, with \$8 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 percent 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

rates in effect on May 1, 1966 and 50 percent of any increase in such rates.

- Six months of maternity leave.

The Union Negotiation Committee was composed of Roger Ouellette, President; Normand Coutu, Secretary; Viateur Corbeil, Vice-President. Gilles Beauregard led the negotiations. Romeo Corbeil, International Representative, participated.

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 ten consecutive working days or longer, the employee will receive a 5 per cent wage raise for the period. This also will apply when a supervisor is replaced.

International Representative Romeo Corbeil 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 unionism.

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

Labor and the Law

By Joseph E. Finley

OPEIU General Counsel

Notes on Four Key Points

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.

(1) When is a signed contract a 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 NLRB on a day in which you think a contract may be signed, you must send notice by wire, telephone, messenger, or other swift means. If you are about to conclude 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 notice. In other words, a contract signed on 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 Law, or Fair Labor Standards Act, is a different statute from the Taft-Hartley Act, and stands for different things. Whether or not an employee is eligible to be in your bargaining unit depends entirely upon how his duties will be assessed by the NLRB. 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 NLRB.

(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 there are many persons who are supervisors under the law who do 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 "snow" you. Find out exactly what this person does in some detail, 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 NLRB will usually say that your remedy is to file a petition for an election among the unrepresented employees, or get them into the contract by 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 NLRB. The principal danger here is that you may wait too long a 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 get down.

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 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 Slessor, Dave Alexander, Bill Calder and Hal Rolfe.

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

From the Desk of the President

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 where 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 keeping pace, and we find that in this way people are just paying higher and ever 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 think so?"

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 the guidelines 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 by trying to apply a 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 didn't guarantee anybody 3.2. It was a figure just based on productive increases and sort of arbitrarily imposed on the system."

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 war-

ranted 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 per cent."

QUESTION: "Mr. Meany, wage increases that force price increases can be inflationary, but wage increases that discourage possible price decreases can also have an inflationary effect. Don't you think that in the present economy wage increases could have the effect of supporting an unsustainable 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-



President Howard Coughlin receiving scroll from Alberto Quijano, Grancolombiana Shipping, in appreciation for helping hand OPEIU gave to Union of Merchant Marines 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.

plies by installments, and your installment rate now is somewhere between 14 and 18 per cent. This is our real problem here in America, to get the profits down to a reasonable figure, and I think we have got to do something legislatively about the interest rate."

We think President Meany, in his appearance on "Meet The Press," did a first-rate job in pointing out to the public that we are going through a profit inflationary spiral. And he laid proper stress on the fact, well known to those who remember the depression, that it is possible to expand production and increase profits at the expense of wage earners to the point where the economy is seriously dislocated.

Trying Harder, 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 vacation schedule is as follows: two weeks after one year of service; three weeks after 10 years; four weeks after 15 years; five weeks after 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 Springman, 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 Klenk, Agnes Coggins and Eileen Kaifut.

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.

Local 8 Signs Medical Group

A new contract embodying substantial wage increases and a dues checkoff has been ratified by the 125 employees of the King County Medical Service Corp. represented by OPEIU Local 8 in Seattle.

Reporting the settlement, Business Representative Gary Grant noted that earlier the union and the employees had rejected a management offer of monthly wage increases of from \$10 to \$20, and had authorized strike action if necessary.

The final settlement provided for monthly raises in the \$30 to \$40 range. Employees working night shifts will receive a 15-cent-an-hour differential.

Other advances, in addition to the dues checkoff, were a paid holiday on Christmas Eve and several health and welfare improvements, among them an increase in the hospital room allowance to \$36 a day.

Ex-Independents Sign 1st Pact Since Affiliation With OPEIU

Members of Local 425, employed at the Brotherhood of Locomotive Firemen and Enginemen General Headquarters in Cleveland, Ohio, ratified their first agreement as members of the Office and Professional Employees International Union. Formerly an independent association, they affiliated with the OPEIU in August and resumed negotiations which had been brought to a standstill.

With the assistance of International Representative John Richards, a new contract was drawn up and signed in September. Wage increases of \$20 per month, retroactive to July 1st, were won, along with a provision for grievance machinery and arbitration.

Fully-paid tuition for employees who successfully complete outside courses of instruction was also gained.

The employer withdrew a

number of objectionable proposals put forward earlier.

Participating in the negotiations were President Bob Frenkel, Chief Steward Elmer Blazy and Stewards Ed Bingford, Wade McCool and Joe Whitely.

The new agreement will expire on March 1, 1968.

★ 15 Schools

(Continued from page 1)

Representative John F. Fitzmaurice in bringing the campaign to its successful conclusion. Helping also were Joseph Garvin of the AFL-CIO Regional Office in Philadelphia, and President Frank Flatch of the Bucks County Central Labor Council.

Certification of election results has been received from the Pennsylvania State Labor Board and meetings for contract negotiations will be scheduled shortly.