

# WHITE COLLAR

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

*A Man  
Walks Alone  
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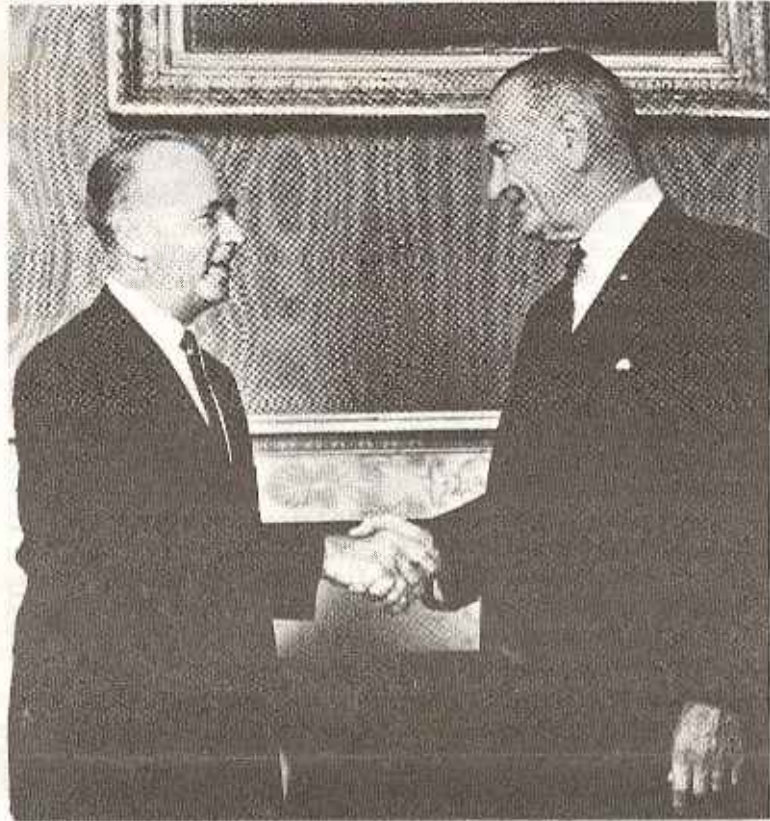
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## OPEIU Leads in Canadian White Collar Organizing

### At the White House



President Johnson is shown greeting OPEIU President Howard Coughlin when he and other labor leaders visited the White House recently for a dinner meeting at which they were briefed on the country's economic problems and world affairs including Vietnam. Also present were members of the President's Cabinet.

Our union's record of growth in Canada gained recognition in the July-August issue of **Canadian Labour**, which reported that for the 16-month period from January 1965 through April 1966 the Office and Professional Employees International Union led all unions in white collar organizational gains.

The organ of the Canadian Labour Congress found that the OPEIU had grown by 1,500 during the period, a gain a third again as large as that of the second-place union. The 16 unions for which statistics are given are members of the CLC's National White Collar Committee. See table at the end of this article on page 3.

In Canada the OPEIU has a well-established pattern of growth. At the convention last year International President Howard Coughlin reported that the Canadian membership had increased by nearly 33 per cent since the previous convention. "We think it should be noted," he added, "that our membership in Canada has tripled since February 1953 when the present administration of the OPEIU was installed."

Coughlin's reports to the Executive Board since the convention have highlighted the con-

tinuing Canadian gains and stressed his assessment that in many respects the climate for white collar organizing is more favorable in Canada than in the United States.

And to make the Canadian promise a reality the International Union has been helping the local unions take advantage of the workers' desire for representation by a program of direct grants, subsidies, and assignment of International Union representatives.

Some of the OPEIU's most recent gains in Canada have been particularly heartening.

Local 378 in Vancouver, British Columbia, is rapidly approaching the 3,000-member mark. Local 15 in the same Pacific Coast city has built up a membership of 500 and anticipates rapid expansion to about 1,000 before the end of the year. In Montreal Local 57 has made

phenomenal gains and now has close to 1,500 members.

In addition, the Eastern Canada Council of the OPEIU, aided by subsidies from the International Union, is achieving dramatic successes in all parts of Quebec Province.

The overall OPEIU record of growth is a composite of many particular successes. These are among the companies organized by our union during the period from January 1965 through April 1966:

Domtar Pulp and Paper Company, Cornwall, Ontario; Sherwin Williams in Vancouver; Expo-67, the Montreal World's Fair organization; MacMillan, Bloedel and Powell and Victoria Machinery in British Columbia; Turnbull Elevator and Pickford and Black, Ltd. Agency in Toronto; and CBA Engineering, British Columbia. Two

*(Continued on page 3)*

### Little Rock Unit Picks OPEIU



A contingent of the U. S. Time employees after Local 105 victory. International Representative Jack Langford is to right.

A majority of the clerical employees of U.S. Time Corporation's two offices in Little Rock, Arkansas, have voted for representation by Local 105 of the OPEIU in a consent election conducted by the National Labor Relations Board September 16.

The vote was 39 to 35. An additional 17 ballots were challenged by the company, which argued that those casting them were not proper members of the unit. Among them were 10 members of the Organizing Committee. The union is confident that the ballots will be validated, giving it a large majority of yes votes and a strong shop.

The company made a last minute effort to stave off defeat, flying in its director of industrial relations from Waterbury, Connecticut. At captive meetings held just prior to the 24-hour pre-election period during which the NLRB prohibits such activities this executive put his eloquence to the task of trying to dissuade the employees from voting for representation by the

OPEIU.

The union countered by continuing its campaign to the end. The final round of house visits and phone calls made by International Representative Jack Langford and members of the Organizing Committee are believed to have been decisive in putting the union over the top.

Forty of the employees had  
*(Continued on page 4)*

### Russell Harvey Dies; Veteran OPEIU Leader In Canada Mourned

G. Russell Harvey, International Representative of the OPEIU and an outstanding organizer of white collar employees, died in Toronto, Ontario, on September 5 after a short illness.

Brother Harvey served the American Federation of Labor, and later the AFL-CIO, as Canadian Director of Organization from 1944 to 1956. When the Office Employees International Union received its charter, he became its representative in Canada, beginning a fruitful association that ended only with his death.

In behalf of the Office Employees International Union he led successful organizing campaigns in a multitude of companies, including a substantial number engaged in paper manufacturing and processing. He was one of those who helped mightily to make possible the growth of the OPEIU in Canada, reported in the adjoining article.

He was also chairman of the Ontario Labour Relations Board from its inception in 1944.

In recent years Brother Harvey made an important contribution to the development of the OPEIU as International Representative and as Vice-President of Local 131 in Toronto. He organized and serviced local unions from the Lakehead to Newfoundland.

A man who assumed many responsibilities, he was chairman of the Allied Construction Council, made up of all the unions involved in the Ontario Hydro Construction projects, from 1950 to 1960, and chairman of the trade unions' Atomic Energy Council from 1947 to 1957.  
*(Continued on page 3)*



Russell Harvey



## WHITE COLLAR

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

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## Treble Damages A Proper Remedy

Congressman Frank Thompson (D.-N.J.) recently proposed an extremely pertinent and proper remedy to correct a damaging weakness in the Taft-Hartley Act. He suggested that a worker discharged for union activity be given double or treble damages for his lost wages.

We strongly concur with the Congressman's recommendation. Employers have too often deliberately discharged a suspected union advocate during an organizing campaign in an open attempt to intimidate and frighten the other employees so that they would disassociate themselves from the union. The fact that the Union was able to win unfair labor practice charges and secure the reinstatement of the employee was a cheap price to pay.

In most cases, the union lost the election or never even got to the petitioning stage because of the fear engendered. The employer lost the individual wage battle but won the war. Too, if the temporarily "discharged" employee worked at another job while the charges were pending, the employer's wage liability was further lessened by the amount of money earned in the other job.

Double or, preferably, treble damages for discharge because of union activity would act as a greater deterrent on such an employer.

Further, it would strengthen the will of union activists and remove one of the largest obstacles to organizing white collar groups—fear of discharge.

We urge Congressman Thompson to go full-speed ahead.

## Migrant Workers On The Move



America's migrant workers have taken the first steps towards winning a measure of economic justice and a better way of life for themselves and their children.

In June, the grape pickers signed a first contract with Schenley Industries which brought them a blanket 35 cent hourly wage increase, a minimum wage of \$1.75 an hour and other fringe benefits. On August 30th, farm workers of the giant Di Giorgio Corp., also in California, voted overwhelmingly in favor of union representation. And, on Labor Day, 20,000 Texans marched to the State Capitol to demand a \$1.25 an hour state minimum wage law and to show their sympathy for a band of farm workers who had walked 400 miles from the Rio Grande Valley to dramatize their low wages and their strike against two corporation farms.

Great movements are afoot in other farm areas of California and Texas and also in New York state, Michigan, Florida and Wisconsin to organize migrant worker groups and gain the benefits of collective bargaining.

These stirrings by our long neglected and oppressed migrant workers towards a proper place in the mainstream of our society are a welcome sign.

We in the OPEIU heartily agree with the AFL-CIO Executive Council statement that "a nation as prosperous as the United States can no longer tolerate the shame of its agricultural workers. America owes these men and women the opportunity to better their lives, and we are determined to achieve that opportunity for them."

# Wage Hikes Plus Fast Reopener Won For San Diego Hospital Employees



Employees of the San Diego Health Association and Stevenson Memorial Hospital show their delight as General Manager Eugene T. Ageno puts his signature to new agreement. Seated at left is International Representative Joseph F. McGee. Standing from left are Ed Tucker, Jerri Billmeyer, JoAnne Nordgarrd, Norma Pinal, Marguerita Berry, Carmen Garcia, Susie Pendleton, Renee Sutton and Bernice Moorhead.

Members of Local 139, Office, Professional and Technical Employees, have approved a new contract with the San Diego (California) Health Association and Stevenson Memorial Hospital which substantially raises wage scales for all job categories.

The San Diego Health Association and Stevenson Memorial Hospital is a non-profit organization which provides comprehensive medical care utilizing the group practice system.

The agreement calls for an across-the-board wage increase of \$80 per month for hospital registered nurses and of \$69 monthly for clinic registered nurses. Licensed vocational nurses will get a \$36 monthly increase, and other nurses and x-ray and laboratory technicians will receive raises ranging from \$18 to \$48 per month. Increases of from \$15 to \$52 a month were obtained for office and clerical employees.

The wage settlement is temporary, moreover. The contract runs for two years but provides for a wage reopener after six months.

The agreement came 24 hours after the employees had rejected an offer from management and voted to take strike action.

It also followed an examination of the employer's books and financial statements by an accountant engaged by Local 139. The union demanded the right to look at the books after management had turned union proposals for wage increases and other benefits on the grounds on poverty.

Under the terms of the agreement, the employee's birthday

## NLRB Certifies Local 29 Win

Local 29, Office and Technical Employees, has been formally certified by the National Labor Relations Board as bargaining agent for 175 clerical workers in the J. C. Penney Company regional accounting office in Oakland, California.

The unit is the first purely clerical operation of the nationwide retail chain to be unionized, according to Local 29 President John Kinnick.

The certification followed a union election victory last April.

is a paid holiday, bringing to nine the total of holidays.

Other gains include 12 days of vacation with pay after one year of employment; improvements in the Health and Welfare Plan; a minimum of three days paid funeral leave (in the past employees were required to use sick leave for this purpose); full pay for jury duty; severance pay in proportion to length of service; a uniform cleaning allowance for the entire nursing staff; increased paid sick leave accrued to 30 days.

In addition, new job classifications were established which resulted in the upgrading of many employees. The employer and the union agreed to establish a joint job study committee to review and properly classify all of the jobs within the bargaining unit.

Standby and on-call fees for laboratory and x-ray technicians and a mileage allowance which

had been covered by a management memorandum were added to the new agreement. Also, the contract now provides super seniority for stewards, printing of the agreement by the employer and a shift differential of 15 cents per hour.

The bargaining unit was expanded to include employees in the engineering department, stockroom and inside and outside enrollment representatives.

Employees serving on the Local 139 Negotiating Committee were Ed Tucker, Bernice Moorhead, Renee Sutton, Roberta Vierra, Elizabeth Hart, Art Radke, Jan Windrem, Grace Owens, Mary Ann Oest and Ruth Whitcomb. Local 139 President Phyllis LaRocque and Secretary-Treasurer Sally Holtman assisted in the bargaining. Joseph F. McGee, OPEIU International Representative, served as chairman of the committee.

## A Tale of a Teller: A Man Walks Alone

William Berish, bank teller, knows something of the loneliness of a long-distance runner.

He has been walking a picket line all by himself for a long time now.

Patton, Pennsylvania, has one bank, the First National Bank, and Berish was a teller there. One day last August his cash drawer was short \$3.90 and he was told to pay it out of his pocket.

That was the bank's policy: Shortages were to be made up by the employees, overages were to go to the bank.

Berish did not come up with the \$3.90. He requested a meeting with the Board of Directors to explain his objections and when that request was denied, he continued to voice his protest.

He was fired.

Just as he had not paid the shortage, so he did not just walk away. He made himself a sign, "First National Bank Unfair to Labor and Rights," and began picketing.

Berish has been getting support of sorts from the community. Some local businessmen and residents have given him cold drinks, sandwiches and fruit. A phone call to his home said he had "backbone."

People going into the bank sometimes say "sorry." They are not sorry enough not to use the only bank in town.

People walking by often have a cheery word for him. But no one joins him.

He remains a man walking alone, an embattled organization of just one.





*from the desk  
of the*  
**PRESIDENT**

**Union Activity and Promotion**

We are well aware of the fact that the average white collar worker views the time he spends in the employee ranks as a temporary thing. His main goal is to be promoted into management. In the interim period—whether it be months or many years—he is, of course, vitally concerned about wages, fringe benefits and working conditions. But his thoughts are ever directed to the time when he will become a supervisor or department head.

This is normal, natural and desirable. It's part of the American dream—"to get ahead and be somebody." Not unlike the Horatio Alger heroes, most male office workers at one time entertain thought of becoming president of the company. The difference between dream and reality may be great, but, nevertheless, the desire to move forward does exist and must be faced as a matter of fact.

This natural desire to progress oft-times clouds the judgment of such people when it comes to the question of joining our union or becoming active in it. They refuse to become involved with the union because they think their involvement might slow their progress or even deprive them of the opportunity to reach the supervisory level because of management resentment of their union activities.

Nothing could be further from the truth. This is a grievous error in judgment, and definitely very fuzzy thinking.

The facts are that a capable person's very involvement in the union is one of the surest ways by which he can bring his abilities and talents to the attention of a management ever on the alert for executive talent.

Recently, Harry J. Keenan, Manager of Labor Relations, York (Pa.) Division of American Machine and Foundry Company, revealed in a management publication that a number of former union officials and stewards are now part of AMF's management team. He stated flatly that "union activity was instrumental in bringing a number of supervisors to management's attention." He went on to say that his motive for the promotion was to "win" experienced men for management and not to deplete the union's resources; and defended this position by saying:

"These stewards-turned managers are the type of men I'd prefer to be dealing with as union leaders. But combine the fact that they're all good men with the fact that the company needs good men and the conclusion is inescapable. The company needs these men for the very qualities that made them effective union men."

A vice-president, now retired, of RCA was at one time an AFL organizer. Your president worked as an organizer with a man who is now vice-president of one of the largest paper companies in the United States and Canada. Some years ago a man who is now vice-president of a leading beverage company served on the negotiating committee on behalf of his fellow workers along with your president. A vice-president, now retired, from a leading metal company, served as an assistant to the late William Green during the time that he was president of the American Federation of Labor. There are innumerable cases of this kind.

The white collar employee looking to get ahead in business should seriously ponder the wisdom and common sense of participation in union affairs. Union activity in most OPEIU-organized companies is one of the best ways to get ahead.

And while he is waiting for that "big promotion" the would-be executive can gain satisfaction from the fact that the OPEIU is daily assuring him of the best in wages, benefits and conditions of employment.

**★ Russell Harvey Dies**

*(Continued from page 1)*

At his death he was a member of the Board of Governors of the Queensway General Hospital and of the Ontario Provincial Government Planning Committee for Economic Development.

A trade unionist all his working life, Brother Harvey started out as an apprentice photoengraver, joining and eventually becoming president of the International Photo Engravers Union, Local 35, Toronto.

At the news of Brother Harvey's passing, President Howard Coughlin of the OPEIU went to Toronto to convey the union's sympathy and sense of loss to Mrs. Harvey and their two sons and daughter.

"Russell Harvey was a key figure in the organizational life of the OPEIU in Canada, and he will be sorely missed by all of us," Coughlin said.

**Meany Tells Executives:**

**Union Wage Goals Basic to Prosperity**

A "super-boom" in business investment in new plants and machines, coupled with the "misguided" high-interest policies of the Federal Reserve Board, threatens to unbalance the economy, AFL-CIO President George Meany warned in a major address.

Meany told a blue-ribbon audience of business and industrial executives that present policies are creating "a big gap between the economy's ability to produce and its ability to buy."

He said that "unless the ever-rising tide of goods that American enterprise can produce is matched by the increased real earnings of workers, these goods cannot be sold . . . The higher take-home pay that unions seek is indispensable to the sustained growth of production, jobs and profits."

The setting for Meany's address was the 50th anniversary world convocation of the National Industrial Conference Board, which provides economic research and analysis for leading business firms.

In a free society, Meany de-

clared, there is "no alternative" to collective bargaining and there can be no "meaningful" bargaining without the right to strike.

Labor, he emphasized, doesn't want to "do away with profits" or "put the employer out of business." The trade union demand is "a fair share for workers who make their contribution to the economic system. . . . Unions are going to continue to seek a fair share through every legal method, including strikes, when necessary."

Acting "within the basic structure of our society," he pointed out. "trade unions have served to humanize the economic system. And in humanizing it, they have made it stronger and more prosperous, through the development of broader mass markets for the sale of the products of industry."

Shortly before Meany spoke,

U.S. Steel Board Chairman Roger M. Blough attacked President Johnson's proposal to suspend the 7 per cent investment tax credit and called instead for a cut in government spending.

Meany retorted that "the fires that feed this unbalanced capital goods boom are the soaring corporate profits of recent years.

"The need for housing, schools, mass transit, clean air and water, recreation and other facilities and services demand progressive legislation and far heavier public expenditure for such facilities and services than has ever been provided in the past," he said.

Meany spoke also of the need for further steps to remedy "decades of neglect, prejudice and discrimination . . . particularly when automation is wiping out large numbers of unskilled and semi-skilled jobs in farming and industry."

**Ft. Worth Local Adds Photo Unit**

The newly organized Photographers' Unit at General Dynamics has been brought under the company's contract with Local 277, Fort Worth, Texas.

The newest members of the expanding local will share in the benefits won for other General Dynamic office workers. In addition, several new job classifications were created and 23 per cent of the unit upgraded.

The basic General Dynamics agreement provides for wage increases and cost-of-living allowances over a five-year period, two new holidays, seniority rights, sick leave, a stock savings plan, three weeks of vacation after 10 years, and life, disability and medical insurance.

**Union To Take Board Ruling To Canadian Supreme Court**

The OPEIU will take to the Supreme Court of Canada its fight for the right to represent the employees of the British Columbia Government Medical Plan.

The union's decision to proceed was announced by International Representative Bill Kyles following the adverse ruling of the Labour Relations Board.

The Board held that it could not act on the OPEIU's application for certification because

the statutes setting up the medical plan made no provision for collective bargaining by the employees. In effect, the Board position was that the medical plan enjoys complete immunity from having to deal with its employees through a union.

According to Kyles, the appeal of the OPEIU will be based on the fact that the medical plan is a corporate entity registered as a society under the Societies' Act.

**★ OPEIU Growth in Canada**

*(Continued from page 1)*

of the most recent additions to the OPEIU roster are Caseco Consultants of Mica Dam, B.C., and KVP, Espanola, Ontario.

These gains foretell an even brighter future for the OPEIU in the Dominion. They are not only important in themselves

but are giving the local unions the strength they need to make the most of their favorable opportunity.

**WHITE COLLAR ORGANIZING GAINS IN CANADA**

January 1965 - April 1966

Office and Professional Employees International Union	1,500
Canadian Union of Public Employees	1,001
United Steelworkers of America	950
Retail, Wholesale and Department Store Union	861
Retail Clerks' International Association	825
United Automobile, Aerospace and Agricultural Implement Workers	310
Building Service Employees' International Union	200
American Federation of Technical Engineers	133
International Union of Electrical Workers	125
Textile Workers' Union of America	190
Oil, Chemical and Atomic Workers	90
United Packinghouse, Food & Allied Workers	65
International Chemical Workers' Union	35
International Association of Machinists & Aerospace Workers	25
United Brewery Workers	20
American Newspaper Guild	18

Total 6,348

Partial list of organizing gains registered by unions represented on the National White Collar Committee of the Canadian Labour Congress.



## Labor and the Law

# The Hard Lesson of the Proctor & Gamble Case

By Joseph E. Finley

OPEIU General Counsel

Each time you sit at the bargaining table, the law is looking over your shoulder, as a kind of grim overseer. The employer is there, too, armed with the best legal advice that corporate receipts can buy. The employer's tactics and strategy are more and more dictated by what the law permits him to do. A new "tough-employer, hard-bargaining" case has come down from the NLRB, and while it may look discouraging on its face, it tells every union negotiator in the country some of the important things he must know when he sits across from a hard-nosed employer.

The case comes out of Port Ivory, N. Y., involving Proctor & Gamble and an independent union that has been in the plant there for many years. Until 1959, there had been but one arbitration case. When favorable court rulings advancing the cause of arbitration began to be handed down around 1960, the union stepped up its demands and sent 25 to 30 grievances to arbitration. The company resisted, lawsuits followed, and the union won two important victories forcing the company to arbitration. In 1962, when negotiations for a new contract started, the company proposed a new arbitration clause, limiting arbitration, and threw in a powerful management rights clause. You need only be reminded that facts arising in 1962 have only been decided by the NLRB in 1966 to realize how long it can take on occasions even to get determinations of hard-bargaining cases.

The parties bargained over a 28-month period, holding some 74 sessions, marked by frequent delays and periods with no meetings, and finally reached agreement when the union surrendered on almost every major point. As you may know, in refusal to bargain cases, you can go ahead and sign a contract and continue your charges before the NLRB, as was done here. The union was successful in convincing the Regional Director to issue a complaint, the case was heard at trial by an Examiner, who upheld the company on every issue, and then went to the Board, where once again, the company scored what can only be called total victory.

One of the key issues in the bargaining was the strong management rights clause and the limited arbitration clause. Company insistence upon a strong management rights clause is not a refusal to bargain, as we in the OPEIU learned years ago in the famed American National Insurance Co. case that went to the United States Supreme Court. But the Board repeated that insistence on a strong management rights clause can be taken into account in determining the employer's state of mind as to whether or not he intended to bargain in good faith. But here, the company made many economic concessions, advocated a special arbitration tribunal to hear arbitrability questions only, and was even willing to modify the no-strike clause. While this didn't help the union, it won the hard bargaining part of the case for the company.

During the long negotiations, the company sent out barrages of literature to the employees, explaining its position and often attacking the union negotiators. Many of you may recall the recent General Electric case where the NLRB found GE in violation for doing the same thing. Perhaps the key point here is whether the company attempted to undermine the union, as could be said in the GE case. But here is what the Board said in the new Proctor & Gamble decision:

"The fact that an employer chooses to inform employees of the status of negotiations, or of proposals previously made to the union, or of its version of a breakdown in negotiations will not alone establish a failure to bargain in good faith."

The Board cited the GE case, but said that here, the company had made a good faith attempt to agree with the union, the company's conduct did not reflect a state of mind or intent to violate the duty to bargain in good faith, and therefore, the strong campaign of leaflets to the employees was not unlawful.

After 50 sessions, the company negotiator refused to agree to a new date for more meetings. He told the union committee there was no need to go over the same thing. Until one side or the other indicated a possibility of changing its position, there was no need to meet again. This was charged as a refusal to bargain. After two months of exchanging roughly-worded letters, the company agreed to meet again. The Board held that the company had a right to decline to meet under the circumstances, after all good efforts had failed.

While the case was full of other issues, every one decided for the company, there is one other that you ought to know about. For years, the company had sponsored a community celebration known as "Dividend Day." The union voted to boycott the Dividend Day dinner dance. The company blasted this decision in a leaflet, calling it "just another example of immature and irresponsible union leadership." The union fought back with a letter to employees, reminding them that the boycott was a union action, and added: "Don't be a scab. Don't refuse to join your fellow workers in defense of your own job . . . the dinner will soon be gone; only the label scab will live on."

The company then wrote to each member of the union committee, stating that anyone responsible for such language in the future would be fired. Two members of the committee were grilled as to who had written the letter, but no one would reply. The Board found this did not violate the law.

The real lesson from the Proctor & Gamble case is that you must know your rights, must know what you are doing, and must be right in your positions. Companies are so strongly equipped in legal and managerial departments today that only your union strength can survive. We have no doubt that one of the reasons the union lost so badly in that case is that it was a lonely independent, with no help from above. The case also shows that the law can be a tough taskmaster, but live under it, and know it, we must.

## Memphis Labor Backs Strike By Local 367

The strike conducted by Local 367 against the Universal Life Insurance Company, now in its third month, has received the full support of the Memphis AFL-CIO Labor Council.

The central labor body of the Tennessee city has called on all working people both to refuse to purchase insurance from the anti-union company and to withdraw their accounts from the linked Tri State Bank. Maceo Walker, the president and major stockholder of Universal Life, owns the bank.

The Labor Council also passed a resolution urging that poverty program funds for the City of Memphis be taken out of the Tri State Bank.

Universal Life forced the strike on the employees by refusing to negotiate a contract, firing some known to be pro-union, and engaging in acts of reprisal against others.

The some 100 workers at Universal voted for representation by Local 367 in an election conducted by the National Labor Relations Board on May 2—an election obstructed by the company to the end.

For years the company, which does business throughout southern states, has paid exceptionally low wages and otherwise pushed its employees around.

Walker, a leading figure in the Memphis community, has been active in the civil rights movement, but one basic right he apparently refuses to recognize is that of workers to join a union.

Before negotiations got under way, Universal began hiring new employees who were told they were replacements for the employees who had come out for representation by Local 367. Union members were then told to break in their own replacements.

The firm committed many additional unfair labor practices, including discharges and threats of discharge, suspensions, intimidation, moving employees from job to job, and refusing to grant credit union loans to union members.

## Net Profits Jump 12%

After-tax profits of 1,300 leading corporations reached \$13.3 billion in the first six months of 1966, a 12 percent jump over the first half of last year.

The figures, compiled by the First National City Bank of New York, showed a broad across-the-board gain in earnings for 83 percent of all companies reporting for the second quarter.

The bank said that the "sharpest" gain among the non-manufacturing groups was scored by the airlines, "which benefited from steep increases in passenger and freight traffic, plus economies attained from more jet planes."

Profits in the second quarter

## Wisconsin Local Opens Gateway to Union Gains

Excellent agreements have been negotiated at two recently-organized terminals of the Gateway Transportation Company. These terminals—at the Twin Cities and Madison, Wisconsin—become the fourth and fifth office facilities to be covered by OPEIU contracts. Other Gateway organized units are in Milwaukee, Janesville and La Crosse.

Donald Hilliker, Business Manager of OPEIU Local 12 in Minneapolis, announced the signing of a three-year contract which provides for a general wage increase of 50 cents per hour—in annual segments of 23 cents, 14 cents and 13 cents per hour. A union shop and dues checkoff were also won.

In addition, fringe benefits were greatly improved. Employees will receive up to 20 days annual paid sick leave, and may

accumulate the unused portion up to 60 days. The company will pay the full cost of a liberal Pension Plan and an improved Health and Welfare Program. The contract provides for eight paid holidays, four weeks vacation after 16 years, and time and one-half after 8 hours a day and Saturday as such, plus double time for Sunday and triple time for worked holidays.

Assisting in the negotiations were committee members Carol Theurer and Gene Schultz.

At Madison, a three-year agreement, containing a wage package worth approximately 60 cents per hour—45 cents in general wage increases and 15 cents in merit adjustments—was negotiated by Midwest Council Representative Bill Adams, and International Representative Art Lewandowski. Under this agreement, the office employees receive their birthday as a paid holiday. The All-Union shop, dues checkoff, a Pension Plan and improved health and other benefits were gained.

## Gain in Pine Bluff

Local 420 in Pine Bluff, Arkansas has been recognized as the collective bargaining agent for seven additional clerical employees at the International Paper Company's Pine Bluff Mill following a card count.

## ★ Little Rock Election Win

(Continued from page 1)

requested that their names be sent to U.S. Time as notification that they were actively assisting the OPEIU in the organizing drive.

The 3,000 production and maintenance employees at U.S. Time are represented by the International Association of Machinists, AFL-CIO, whose officers and members aided the OPEIU effort. Woodrow Pendergrass, Regional Director of the AFL-CIO, and Gene Harris and Tom Patterson, members of his staff, also helped in the campaign, the headquarters for which was the Arkansas AFL-CIO office.

Langford was in charge of the campaign. Working with him was International Vice-President Frank Morton.

U.S. Time manufactures Polaroid cameras and Timex watches.