



WHITE COLLAR

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

Working
Wives

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No. 256

June, 1967

17

Investment in OPEIU Local 205 Pays Off for Stock Exchange Unit



G. Keith Funston, President of the New York Stock Exchange, is flanked by Local 205 President Walter C. Schulze, left, and Vice-President Vincent A. Mauro at signing of new contract. Gathered around from left are Frank Schweiner, Bargaining Committee member; Walford J. Johnson, Exchange Treasurer; Exchange Vice-Presidents J. William O'Reilly and Tyrell G. Rogers; Henderson B. Douglas, OPEIU Director of Organization; Bruce Cobden, Exchange Personnel Director; Local 205 Secretary-Treasurer J. Vincent Blessing and Recording Secretary John J. Waldron; and committee members James Falzone, Allan Heyman, Kenneth Kret, Montgomery B. Jones, Thomas Burke and Wolfhard Wiemer.

United Financial Employees, Local 205 of the OPEIU, has proved once again that belonging to a union pays steady dividends, obtaining many improvements in a new two-year agreement with the New York Stock Exchange and the Stock Clearing Corporation. Covering 1,500 employees, the contract was ratified May 5 by a vote of nearly four to one. It went into effect May 7 and will expire on May 3, 1969.

The agreement provides for an average 7½ per cent salary increase with 8.8 per cent at the top of automatic progression scales for the first year and an additional 5 per cent in all scales for the second year of the contract. Top Senior Floor Employee rates become \$136 a week and advance to \$143 the second year of the Agreement.

Vacations have been improved to three weeks after six years and four weeks after eighteen years instead of three after eight years and four after twenty.

Group Insurance coverage has been increased to two times annual salary instead of one and one-half times.

Retirement Plan eligibility has been reduced to age 28 from age 30.

A Shift Differential was negotiated to cover regularly scheduled afternoon and night shifts in multiple shift classifications.

Supper money allowance was increased to \$2.50.

The Contract continues the quarterly Volume Bonus based on the volume of trading on the Exchange which has been part of the agreement since 1945.

At the present time the Volume Bonus which starts at 2 per cent is operating at its maximum of 20 per cent. For the year 1966 employees averaged an additional 19.3 per cent above salary in quarterly Volume Bonus payments.

The contract continues a Sick Leave Plan which provides for accumulation of a maximum of 300 days at the rate of one day per month. Also provided is a Separation Allowance equal to one week's pay for each year of service if a job is eliminated. Blue Cross-Blue Shield and Major Medical Plans are also provided.

A total of nine negotiating sessions were held and after five meetings, at the Union's request, Federal Mediation Service assigned Commissioners Francis Maher and Robert Swanson to assist. Tentative agreement was reached late at night on May 3 after a five-hour meeting.

President Walter C. Schulze headed the Union Committee composed of Vice-President Vincent A. Mauro, Recording Secretary John J. Waldron, Sergeant-at-arms Enrico Franco, Board Member Thomas Burke and James Falzone, Lester L. McCarthy, Jr., Wolfhard Wiemer, Frank Schweiner, Joseph

O'Connell, Montgomery B. Jones, Allan Heyman, Paul Greenspan and Kenneth Kret. Henderson B. Douglas, Director of Organization of the OPEIU served as advisor to the Local 205 Committee.

Local 12 Makes Good Contract Even Better

The already impressive labor agreement covering the 450 office employees at the Federal Cartridge Corporation, Twin Cities Arsenal, in New Brighton, Minnesota has been improved by a seven per cent overall wage and fringe benefit package and strengthened contract language. Business Representative H. R. Markusen of Local 12, bargaining representative of the unit, reports that the settlement was approved overwhelmingly at a ratification meeting May 15.

These are the advances obtained in the renewal:

- A 4 per cent general wage increase.
- Two weeks' vacation after one year of service (formerly two weeks after three years).
- New Year's Eve as a full paid holiday.
- Improved hospitalization benefits including a \$6 payment for doctors' visits.
- Liberalized sick leave—with a 44 day accumulation feature.
- Improved overtime, call-

Write Now to Support OPEIU-Backed Tax Bill

The Office and Professional Employees International Union is sponsoring a bill (HR 8180) to amend the Internal Revenue Code of 1954 to provide for a full tax deduction for child care expenses for working mothers and fathers.

In too many cases, widows, widowers, separated individuals and indigent couples have no other choice but to work and provide care for their children, without a fair tax break.

Introduced in the House by Congressman Hugh L. Carey of the 15th District of New York, the bill has been referred to the Ways and Means Committee.

The entire membership of the OPEIU in the United States is asked to write to the members of the Committee asking for affirmative action on this bill in this session of the 90th Congress. Committee action can be achieved through an intensive mail campaign from all segments of the United States.

These are the members of the committee. Their address is House Office Building, Washington, D.C.

- Wilbur D. Mills (Ark.)
Chairman
- Cecil R. King (Calif.)
- Hale Boggs (La.)
- Frank M. Karsten (Mo.)
- A. Sidney Herlong, Jr. (Fla.)
- John C. Watts (Ky.)
- Al Ullman (Ore.)
- James A. Burke (Mass.)
- Martha W. Griffiths (Mich.)
- George M. Rhodes (Pa.)
- Dan Rostenkowski (Ill.)
- Phil M. Landrum (Ga.)

- Charles A. Vanik (Ohio)
- Richard Fulton (Tenn.)
- Jacob H. Gilbert (N.Y.)
- John W. Byrnes (Wis.)
- Thomas B. Curtis (Mo.)
- James B. Utt (Calif.)
- Jackson E. Betts (Ohio)
- Herman P. Schneebeli (Pa.)
- Harold R. Collier (Ill.)
- Joel T. Broyhill (Va.)
- James F. Battin (Mont.)
- Barber B. Conable, Jr. (N.Y.)
- George Bush (Texas)

NLRB Upholds Shift to Local 428

The National Labor Relations Board recently found that the Baton Rouge Water Works Employees Association had constitutionally approved a resolution whereby the membership chose to be affiliated with Office and Professional Employees International Union, Local 428.

The Baton Rouge Water Works Company petitioned the

NLRB and alleged that the membership is disaffiliating from the Employees Association did not conform with the Association's Constitutional requirements and that the employer therefore did not have an obligation to recognize Local 428.

The Board found no merit in the employer's position and
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in, job bidding, promotional pay and shift schedule benefits.

Under the old contract the starting rate for file clerks and those on comparable jobs was \$2.61 per hour; the majority of employees were earning between \$3.13 and \$4.07 per hour. Shift employees received an additional 10¢ and 12¢ an hour. The company contributed 15¢ per hour per employee into the Pension Fund and paid the full cost of the hospital program.

During contract negotiations, the company maintained that its wage and fringe benefit policies were far in excess of area practices and that they had been instructed by Army Ordnance to "hold the line" insofar as wage

and fringe benefit increases were concerned. In its final package, the company offered nothing in wage increases and only token improvements in fringe benefits.

The office employees unanimously rejected this proposal and voted by a margin of 175 to 10 to strike in support of their demands. As a result of this great show of unity and determination, Army Ordnance changed its adamant posture. A settlement agreement was reached a short time later in mediation sessions.

Regional Director Art Lewandowski headed the bargaining committee team, which was comprised of James Schilling, Catherine Drake, Donald Hunstad, Tom Short and Olive Waddle.

WHITE COLLAR

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

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Summer Jobs for Youth

On May 9, 1967, President Johnson signed an Executive Order establishing the President's Council on Youth Opportunity.

Chaired by Vice-President Hubert H. Humphrey, this Cabinet-level Council is charged with the special responsibility of assuring effective planning for summer and other youth programs of the Federal Government. Hundreds of thousands of summer jobs have been pledged by employers. The Vice-President seeks to surpass last summer's private employment record when over one million young persons were employed.

Labor and industry are solidly behind the Administration in its attempt to get young people off the streets and into private employment during the summer months.

The Office and Professional Employees International Union heartily applauds the actions of the President and the Vice-President. Our organization initiated a program of this kind several years ago and we are continuing to do everything possible to encourage employers to provide jobs for young Americans.

Coordinated Bargaining

More and more unions are embracing the idea of coordinated bargaining. The OPEIU has always favored a coalition with other unions in the same plant or industry for purposes of producing the best results in the way of wages, hours and working conditions for all members, including members of the OPEIU.

There is no questioning the fact that coordinated bargaining at General Electric and Westinghouse last year resulted in notable achievements for all unions on behalf of their memberships.

When dealing with large national firms, it is absolutely essential that organized labor present a strong coordinated effort to attain a final settlement.

White-Collar Union Identity

For years we have been listening to the discussion of the need for the unionization of the ever-growing white-collar force in the United States and Canada. This is what we are working for.

On the other hand, those who espouse industrial unionism present the argument that white-collar workers should be organized en masse in a particular industry with manual workers.

We, of the Office and Professional Employees International Union, have always felt that white-collar workers will not accept loss of identity and sometimes objectives within large industrial unions. In too many instances, we have seen organized white-collar workers in industrial unions lose many historic conditions of employment peculiar to them, such as liberal sick leave, the shorter work week, more liberalized vacation plans and jury duty leave.

Recently we have noted a demand by white-collar locals of industrial unions for identification, greater autonomy and more stress on the specific needs of white-collar workers. Some of the larger industrial unions, recognizing this need, have called special conventions in order to attempt to alleviate discontent in their white-collar ranks.

We feel that the final answer will be found in the formation of one giant white-collar union for white-collar workers.

Baton Rouge

(Continued from page 1)

after investigation held that the Associations' constitution had been followed to the letter and that Local 428 is but a continuation of the former certification granted to the Association.

In effect, Local 428 is the successor organization to the Baton Rouge Water Works Employees Association. Some 110 employees will now bargain through Local 428 for a new collective bargaining agreement.



OPEIU President Howard Coughlin explains shorthand method called Stenoscrypt to TV audience. Local 153, New York City, endorsed televised course teaching this method, which is promoted by the Manpower Education Institute of the Foundation of Automation and Employment. Program may be presented in other cities shortly.

Miami Beach Hotels Defeat OPEIU With No-Holds-Barred Campaign

It would not be easy to find a large group of office and clerical employees as underpaid and exploited as those who work for the plush hotels at Miami Beach, and when about a year ago the OPEIU set out to organize them, it was welcomed with open arms.

So well did the campaign go that the union was shortly in a position to seek a representation election, and it did so.

Yet when finally an election of sorts was held last month, May 15-16, the union was defeated. Thereby hangs a tale—a classic tale of flagrantly unfair labor practices by a band of employers who stopped at nothing in their effort to keep the OPEIU out and thus save themselves the added dollars that they knew they would have to pay their white-collar workers under a union contract.

The employers, it should be noted at the start, believe in organizing. They have their own common organization—the Southern Florida Hotel and Motel Association, and the OPEIU quickly discovered that under a previous ruling by the National Labor Relations Board, it would have to obtain an overall majority of the office and clerical workers in all 38 of the Association members in order to gain recognition.

Elsewhere, in New York State for example, the basic unit has always been the individual hotel. The New York State Labor Relations Board has properly held that the employees of a hotel who want to belong to a union ought not to be penalized by having to wait for a successful union organizing effort in other hotels. But at Miami Beach the OPEIU was faced with task of gaining a total majority in all hotels at once.

Even so, as the OPEIU soon found out, the employers were not about to allow an election during the tourist season, when employment was at its highest and before a virulent anti-union campaign could be carried out. On one pretext or another, the Association kept demanding postponements—and these were invariably granted by the sub-regional office of the NLRB.

Finally the election was set for mid-May, and immediately came a deluge of anti-union activity ranging from false and malicious propaganda to firings of workers known to be strongly for the OPEIU.

These are excerpts from the identical letter which each hotel and motel sent to its employees entitled to vote:

"... The union would like you to believe that it is democratic, but we all know from reading the newspapers that a minority usually runs the union.

"... The truth is the union comes hat in hand to the bargaining table hoping it can get you enough to justify collecting dues and initiation fees from your pocket. Union agents support themselves and their families on your money, not on your employer's money.

"... This is why the union had you sign cards. If it gets in, you can bet the first thing it will do is try to work a deal to get management to take dues money out of your pay, like taxes, and send it to them every

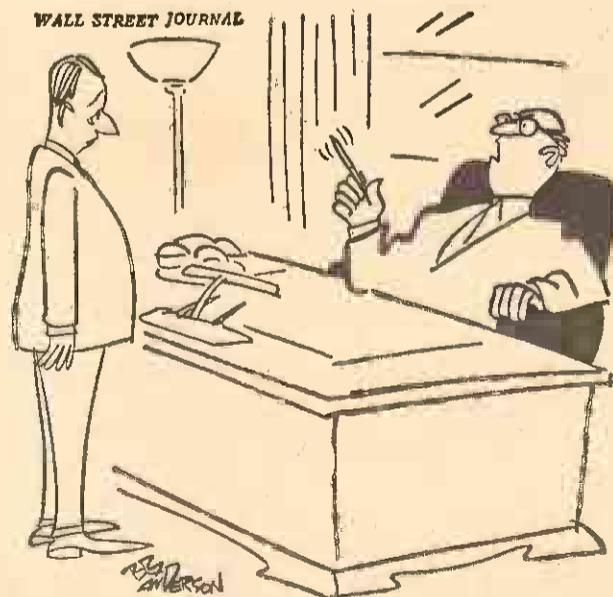
month."

Well-known hotels, such as the Carillon, Fontainebleu, the Everglades—which is owned by the International Brotherhood of Teamsters—the Castaways, the Deauville, and others which for years have sought and received union business in the way of conventions felt no reluctance in mounting an anti-union campaign designed to discourage workers from voting for collective bargaining. In most cases, a second letter was forwarded to all prospective voters with similar anti-union content.

On the Friday before the balloting, each hotel held a captive audience meeting of its workers and proceeded to downgrade unions and the OPEIU in particular.

Several key union workers were discharged. In one case, a pro-union night auditor at the Carillon Hotel, where the OPEIU was scheduled to hold its 1968 Convention, was discharged a few days before the election at a time designed to

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"Benson, do you realize what it would cost us to give a raise to everybody who deserves more money?"



from the desk
of the
PRESIDENT

Working Wives—

Some New Facts and Figures

In a recent column, I noted the fact that the composition of the work force in both the United States and Canada has been undergoing a dramatic change. I pointed out that authoritative surveys indicate that the majority of workers is under 28 years of age, and that these employees have had less than five years' experience with either the employer or the union movement.

Further, it is evident that the interests, goals and even vernacular of these young people are generally far removed from those of their elders. Unless we understand their needs and motivations—and gear our programs and campaigns to this age group—we cannot make proper contact or hold meaningful dialogue with them.

It now appears that we will have to change our concepts about working wives—who they are and reasons why they are in the labor market. For many years it was generally believed that working wives fell into two categories: those who had to work because the family badly needed money, or those well-to-do matrons who sought careers as an escape from the routine running of a household.

These traditional beliefs were proven to be completely fallacious at a recent symposium on America's invisible woman, the homemaker who works, recently held in New York City. In her keynote address of the day, Mary Keyserling, Director of the Women's Bureau of the United States Department of Labor, revealed that more than half of the working wives in America came from families in the economic level of those earning between \$7,000 to \$15,000 a year.

Only in families of the very rich and the very poor do wives still play the traditional role of mother, homemaker and non-workers, from a money earning point of view, Dr. Keyserling said.

In families with working wives, she said, only 6% live in the poverty level where incomes are \$3,000 a year or less. In families earning more than \$25,000 a year, only 27% of the wives work.

And in families where the average annual income ranges between \$15,000 and \$25,000 a year, 44% of the wives are also wage earners. Mrs. Keyserling said that nearly half of all American women between the ages of 18 and 64 are working today.

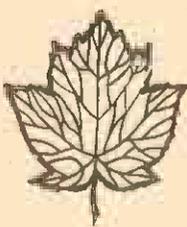
These up-dated facts and conclusions about working wives provide a challenge and an opportunity for the OPIEU. If, as Mrs. Keyserling indicates, increasing numbers of American women are giving up their roles as mothers and homemakers and going after the money instead, we can capitalize on this by stressing the fact that the "OPIEU is where the action is" and that the "OPIEU is the Union that cares about the woman who works."

Inherently, our OPIEU contracts and programs are geared to the needs and desires of most working wives. Consider these points for example:

1. Higher wages—our contracts assure the working woman the best possible wages for her time and talents.
2. Equal pay for equal work—guarantees the working woman that she will not be discriminated against because of her sex.
3. Job bidding and promotion from within—opens the door wide to the working woman so that she can go as far in the office as her abilities will take her.
4. Pregnancy leaves—maintains her seniority and job rights should she desire to return to work.
5. Liberal vacation, holiday and sick leave benefits—enable her to spend more time with her family and protect her income if she becomes ill.

Even on the legislative front we have been active in behalf of the working wife. At the OPIEU's request Congressman Hugh Carey has introduced a "working mothers' bill" which would allow as a proper tax deduction for the working mother such expenses as baby-sitters' fees, nursing schools, etc.

Our union has done much for the working woman—and we can do much more with her help and understanding. Let's not be shy about publicizing our deeds and programs, and motto: "THE OPIEU IS THE UNION THAT WORKS FOR THE WOMAN WHO WORKS!"



Mid-Canada Council Sees Gains Ahead

An optimistic view of the outlook for organizing was heard by the 40 delegates attending the second semi-annual convention of the Mid-Canada Council of the Office and Professional Employees International Union on April 22. Local unions from Winnipeg to as far east as Kapuskasing were represented at the gathering, which was held in the new Lakehead Labour Centre.

International Representative Donald Barclay of Bramlea, Ontario focused on expansion of the OPEIU in the area in his keynote report. He foresaw the growth of industry and business and said the union, with a great deal to offer office and professional employees, could expand at the same time.

With this in mind, the Mid-Canada Council aims to engage the services of a representative. The function of the representative, Barclay said, would be primarily one of organizing but he would also provide service and assistance to the local unions in such matters as contract negotiation and disputes arising from the application of contracts.

Barclay warned that industry has dropped the role of the concerned, benevolent, almost paternalistic employer and now approaches the bargaining table accompanied or even only represented by third-party professionals. These hard-line experts, having no interest in the employer-employee relationship or the lack of it, are handsomely rewarded for doing just one thing—to bring back to the employer a duly signed contract giving as little as possible to the employee.

It is evident then that unions must, in the interests of survival, employ similar methods and be



At the Mid-Canada Council meeting: Seated from left are Secretary-Treasurer Frank Revell of Local 81, Fort William; Mrs. E. Sedgwick, Recording Secretary of Local 327, Dryden, Ontario; and President S. J. Hakala of Local 386, Fort William. Standing from left are Walter Milne, Vice-President of Local 219 of Marathon, Ontario, and OPEIU International Representative Donald Barclay, who gave main report.

equally as hard and impersonal at the bargaining table.

During the afternoon session, which was preceded by a dinner at the Labour Centre, there was a good deal of discussion relating to the details involved in finding a representative for the affiliates of the Council. It is expected that within the next

two or three months, the Council will be in a position to take some positive action.

It is also expected that such a step will immediately attract the interest of many groups of employees who desire leadership and assistance and merely await the opportune moment to act.



Patricia Smith, center, is the Queen of Ottawa's Winter Carnival. Among her non-visible assets is loyal membership in Local 225; she is employed by the Union of National Defense. Flanking her are two princesses, Christine Imsley at left and Maryse Maynard.

47 At Neon Join Local 15

Office and Technical Employees Local 15 in Vancouver was certified May 9 as the collective bargaining agent for 47 office employees of Neon Products of Canada Ltd.

During the organizing campaign the company discharged two active union members. After proceedings before the Labour Relations Board, the company reinstated one of the employees and the other refused a job reinstatement offer.

Another problem which was decided by the Board involved the company's exclusion of seven people working in the Art Department.

After hearing the company and union arguments, the Board issued a certification for "... all office, clerical and technical employees, except salesmen."

New Local 378 Settlement Sets Pace in Construction

An outstanding agreement has been negotiated by Local 378, Vancouver, B.C., with International Power & Engineering Consultants Limited which will influence the wages and conditions of several hundred members of Local 378 working for other construction firms.

Long and protracted negotiations extending over a period of almost eight months produced the following terms:

All male salaries are to be increased by 10 per cent as of

October 1, 1966 and 10 per cent effective October 1, 1967. Female salaries are to be increased by 16 $\frac{2}{3}$ per cent as of last October 1, with a further increase of 10 per cent on October 1, 1967. Starting rates and the rate ranges have also been increased. Progression is to be entirely automatic.

Travel time provisions have been improved and the personal vehicle travel allowance was increased to 10 cents per mile.

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Labor and the Law

By Joseph E. Finley
OPEIU General Counsel

Status of Part-Timers

One of the perplexing problems that many OPEIU locals have asked about concerns the status of persons brought in by Manpower, or one of the agencies that furnish temporary or part-time help in the office. A new NLRB decision is some help in clarifying this matter, although it may not solve all your problems.

An employer started using several truck drivers regularly, all brought in from Manpower. When this began to appear to be a regular state of affairs, a union filed a petition for an election among the drivers, and named as joint employers in the petition both the company and Manpower. The company was using the Manpower drivers under an oral arrangement terminable at will. The drivers were paid by Manpower based upon mileage, but the rate of pay was solely within the discretion of Manpower. Manpower deducted income taxes and social security, and paid workmen's compensation insurance for the drivers. Only Manpower could hire and fire the drivers, although the company had the right to refuse to accept any driver offered by Manpower.

In view of these facts, how was the company tied in sufficiently to enable the Board to conduct an election in a unit of drivers with the company as a joint employer? The company held safety meetings, dispatched drivers on their runs, directed them generally, and actually disciplined one driver. Paper work completed by the drivers contained the company's name, there was a bulletin board for drivers at the company offices, and drivers regarded a company traffic official as the "big boss."

The company's "use of the drivers indicates that it has control over these employees consistent with its status as an employer along with Manpower," said the Board. If your employer directs clericals who may be supplied by Manpower, assigns them work, exercises general supervision over them, has a right to reject unsuitable employees, and meets any of the other standards, you may now be in a position to successfully move on these employees. The fact that Manpower sets their wages, hires and fires them, and otherwise serves as their employer will no longer stop you from asserting some legal rights. This was the important contribution of this case.

For example, if your company is using Manpower people to work in your unit, you should immediately serve notice on the employer that if an employee remains more than 30 days, and if you have a union shop contract, you expect to start collecting dues and an initiation fee. You can also consider application of other provisions of the contract to these persons. You might also make a demand upon both your own employer and Manpower for a bargaining session over the rates paid to these employees.

A whole new area of possibilities appears to have opened up by this new ruling. Of course, you may expect a reasonably quick denial of your requests by your company, and then the problem arises as to what to do about it. Arbitration is probably the weakest remedy you have, for once the employer starts crying about how difficult it is to get employees, an arbitrator may be so sympathetic that you could easily lose your case.

This leaves the NLRB as the proper route for your remedy. Because this is such a new area, some of you may have cases dismissed in one region on a certain set of facts, while others of you with slightly stronger facts may get a case going in another part of the country. If your company hires Manpower employees for only a short time and then terminates the practice, you may be out of luck altogether. If different persons come and go regularly, you will have other difficulties because of the rapidly changing cast of employees. Perhaps your best route would be to inform the employer that these employees are within your unit, are covered by your contract, must join the union, and finally, that you request a meeting to bargain over certain conditions of their employment. Upon refusal, you should file a failure to bargain charge under Section 8(a)(5) of the Act with the Board and see what happens.

One more word on who can be in and who can be out of your unit, both in an election and within your contract coverage. The Board has excluded employees who work only enough to make a minimum amount sufficient to allow them to keep social security benefits. Summer students who leave for school in the fall are out of the unit also, but if a summer employee continues on a limited basis after the school season begins, even if only one day a week, he should be in the unit. Employees on a leave of absence can vote in elections, and if you have a contract, their rights must be established there. You should be constantly on the alert for fringe employees to make certain that your legal rights are protected, and their rights, too.

Local 212 Renewal Follows Merger



Signing Food Machinery contract: Seated from left are President Anthony Giammarise of Local 212; M. B. Smith, company's industrial relations manager; Local 212 Business Representative Emil W. Steck; FMC Vice-President and Divisional General Manager S. H. Baer; Kathleen Menclawicz, Bargaining Committee chairman; J. L. Thompson, Division Controller. Standing from left: Francis Grabowski, Shirley Whittleton, Paul Watson, Helen Levanduski, Administrative Assistant R. W. Breitsman, Jeanne Meland, Charles Krappeneck, and Marian Toussaint, Grievance Committee chairman.

Local 212 of Buffalo, New York and the Food Machinery Corporation's Niagara Chemical Division have concluded negotiation of a renewal agreement covering the members of former Local 184.

With the unanimous approval of its membership, Local 184 in Middleport, New York, recently merged with Local 212.

The settlement provides for a four per cent wage increase retroactive to January 1 and another four per cent effective January 1, 1968.

Included in the economic package are improvements in

vacation allowances, hospital and surgical plans and shift differentials.

A number of inequity adjustments were obtained along with provisions for a better administration of the entire wage program.

In addition, a number of changes in the seniority section were made covering the employment of temporary and part-time employees, maternity leaves, layoffs and recall and job posting procedure.

At the conclusion of the bargaining, union and company representatives agreed that the

meetings were productive in creating a better understanding of mutual problems.

Union members attending the ratification meeting hailed the new agreement as outstanding.

The Union Bargaining Committee consisted of Chairman Kathleen Menclawicz, Helen Levanduski, Jeanne Meland, Paula Watson, Shirley Whittleton, Francis Grabowski and Charles Krappeneck. It was assisted by Business Representative Emil W. Steck and Local 212 President Anthony Giammarise.

Dallas Local Gains Twice

Local 277 in Dallas, Texas has negotiated renewal agreements with Western Gillette and Owens-Illinois, in both cases obtaining substantial improvements for its members. J. B. Moss, President and Business Manager, conducted the bargaining.

In the Western Gillette settlement, three annual wage increases totaling 33 cents an hour were gained: 16 cents retroactive to May 1, eight cents on May 1, 1968, and nine cents a year later. The cost-of-living clause was retained.

Two additional holidays were won as well as three weeks of vacation after 10 years of service and four weeks after 15 years.

The company agreed to pay 20 cents an hour into the OPEIU Western States Pension Plan, plus \$33.50 per month per employee into the Local 277 health and welfare plan which provides \$10,000 life insurance, \$40 per week sickness and disability benefit and a major medical plan including dependent coverage.

Under the agreement the lowest rate for file and mail clerks is \$2.81 hourly.

The negotiations with Owens-Illinois produced a five per cent increase every nine months until the maximum of the labor grade is reached, the maximums being increased also by five per cent.

The second shift will receive a differential of 12 cents an hour and the third shift 17 cents.

The insurance and pension plan was significantly improved.

The company will pay 2¼ per cent of the cost which was previously paid by the Local 277 members. In an advance of especial social significance, retired employees and their spouses will receive paid-up medical and life insurance.

Also obtained were two weeks of vacation after one year, three weeks after 10, and four weeks after 20.

Local 378 Settlement

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Living-out allowance has been increased from \$5 to \$7 per day.

The time and a half overtime period has been reduced from four hours to two hours per day. Overtime beyond two hours will now be at double time.

The shift premium has been increased to one hour at straight time rate. A premium of 10 per cent above the normal rate is to be paid to those whose duties require them to be in defined types of underground construction work.

Five weeks' vacation after 25 years of service has been added. Sick leave compensation is to be at full pay rather than ¾ pay for the first three days only.

Miami

(Continued from page 2)

frighten the voters.

Despite repeated requests by the NLRB, the Association refused to provide the OPEIU with a list of names and addresses of eligible employees in the collective bargaining unit. This refusal is an absolute violation of the Excelsior doctrine laid down by the NLRB.

Just prior to the election, a plane load of workers from Las Vegas was flown in to participate in the election with the reason given that they, at some time or other, worked in Florida hotels.

The illegal activities of the hotel owners, members of the Southern Florida Hotel and Motel Association prevailed. Of approximately 900 eligible voters, the balloting was as follows: For the union: 166; Against the union: 415; Challenged: 93.

The OPEIU immediately entered objections to the election.