Akron local wins new unit

Despite anti-union tactics by their employers, the sales office and clerical employees of Carter-Jones Lumber Company, Akron, Ohio, voted in Local 339 in an election conducted by the National Labor Relations Board. The vote was 40 to 22.

The campaign, initiated by President Kathryn Lee of Local 339, met stubborn resistance from management. Unfair labor practice charges were filed with NLRB, and the sale of the company was threatened by affidavit. The winning drive was assisted by local union officers Kathryn Gathergood, Kay Walter, Janet Dunagan, Goddie Pletcher, and Robert Hope. An active employee committee comprising Harold Brewer, Jerry Madden, Bob Morris, Ramona Lohb and John Ayers helped push the campaign to final victory. They were assisted by International Representative John W. Richards.

Electoral victory kicks off oil company organizing drive


4.8 per cent at Toledo Edison

A wage increase averaging 4.8 per cent, or $25 a month, takes effect in the first year of a new two-year contract negotiated between Local 19 OPEIU and the Toledo Edison Company in Ohio, covering some 325 of its office and clerical workers. Provision is made in the contract to reopen wage negotiations next year. A new wage scale for an employee to be paid each year for four hours of personal absence is included.

Vice-President Don Hill, Committee Chairman Marie Ayers, and Vice-President Larry Specht, of Local 2 OPEIU, were assisted by local union officers. They were assisted by John W. Richards, International Representative.

Thaw in Baltimore

American Ice Company, Baltimore, Maryland, has renewed its contract with Local 2 OPEIU in Washington, D.C., which brings a 35¢ an hour wage increase to the members over the life of the contract.

Although the old agreement did not expire until September 1, the agreement was renewed and became effective one month earlier and runs for 13 months.

Truth pays 32 cents

An across-the-board raise of 32¢ an hour with establishment of a new wage rate system highlighted a one-year contract renewal signed by Local 325 OPEIU with the publishers of Elkhart Truth, an Indiana newspaper. Employees are staked in new wage rates in accordance with length of time each has spent on the job. Other improvements are three weeks vacation after seven years, instead of ten, and four weeks after 20 years of service.

Lloyd Kanes was chairman of the unit's bargaining committee which included Rosemary Hemminger, Pat Hoilng and June Berkshire. They were assisted by Interna-
tional Representative John W. Richards.

One-day strike at Bakke

Following a one-day strike by the 20 Local 3 members employed at Bakke Steamship Corporation, San Francisco, the shipping company has agreed to a 6% wage increase this year, with another 6% effective September 1, 1968.

The company agreed to new hiring-in rates with a 6½% increase, previously negotiated, to apply to all new employees hired prior to September 1 last. With new rates, vacations, discipline and discharge, and temporary job assignments were revised and improved. The company also agreed to pay tax (Continued on Page 4)
Local 29 bargains 'best ever' retail pact

Two new three-year contracts, covering 400 office employees of Pacific Intercontinent Expressway Corporation, have been signed by Local 29 OPEIU. Another three-year agreement with Simon Stores, West Coast retail

gain.

One fringe benefit provides vacation at the rate of 10 days' pay for employees with over 12 years service, becoming 10 years in 1969.

P.I.E. also agreed to raise the dental plan to 50%. The current benefit is 25%. An additional 25% ($25 per month) takes effect July 1, 1969.

Other terminal contract improvements were more generous bereavement and sick leave and higher overtime rates. Also provided are two cost-of-living increases, one in 1968 and another in 1969.

The new agreement with Simon Stores provides:
1. Wage increases now of 20¢ an hour ($21.50 a month); another 15¢ ($26 a month) on August 1, 1968, with a similar increase on the same 1969 date. An intermediate clerk will go from $45.50 per month to $50.50 on that date in 1969.

2. The Health and Welfare Plan will be fully paid by the employer.

3. Four weeks vacation after 15 years.

4. Changes in seniority and a written notice requirement before discharge of an employee for failure to work as required.

Local 12 signs drug, tobacco firms

Other improvements are three weeks vacation after 10 years, increased to 12; and sick leave at 60% of gross pay to a $25 per week gross maximum, retroactive to the first day if disability exceeds seven days. Formerly, sick benefits were paid for the first week and the maximum was 60% of $100 per week. A new retroactive program will double the old plan's pay- ment to unit members.

Anx Orred was chairman of the unit's bargaining commit- tee which included Ralph Bra- ger, Steve Swanson, Mike Mor- row and Marvin Jesinowski.

The new agreement for office workers of Pacific Intercontin- mule Express Co., in Minneapolis, calls for a 20¢ an hour ($21.50) on August 1, 1968, for employees with more than three years service, and 15¢ for those with less than three years; December 31 as an additional paid holiday and an improved vacation schedule.

Included also is a cost-offi- ce program. For example, an employee who works 80 hours in the second and third years. If this continues its 10- year trend, it will mean a 72¢ an hour gain. The company also agreed to increase payment to the pension plan by 4¢ an hour.

Stewards Orvis Bixby and Otto Howe negotiated the pact.

Wisconsin paper talks yield 18c

OPEIU Local 95% of 220 clerical and office workers at Nekoosa-Edwards Paper Corp., Port Edward, Wis- consin, has renewed its contract for one-year, obtaining a package of approximately 18 cents an hour in pay increases and fringe benefits.

The new agreement calls for a general increase of 5.75¢, averaging 1¢ an hour. Night shift and third shift differ- entials going to 8¢ and 16¢ from 7¢ and 14¢. Besides, a $1.25 monthly differential will be paid to employees required to work 11 or more continuous hours. Where prearranged over- time is required, an employee on his scheduled day off, will receive a minimum of four hours pay at his regular straight-time rate.

The vacation schedule has been improved to three weeks after eight years service, instead of 10, with a possibility of increasing for six weeks after 30 years of service. Employees also will now be eligible for holiday pay if absent because of illness or injury covered by workmen's

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The company agreed to pay 50% of the increased cost of the Health & Welfare Plan. It has paid 50% of this premium in the past.

The unit bargaining commit- tee comprised Virgil Hegg, chairman; Donson Dix, vice- chairman; Larry Daberko, Marvin DeWitt, Melvin Langer, and Jack Simon. Talks were assisted by Carl Meinert, Local 95's Business Manager.

Oil Company

Organizing

(Continued from page 1)

was: "Why take oyle when you can sell derricks?"

Management's response was the usual captive audience meet- ings-soft-soaping its employees in order to try to convince them that it could no longer make unilater- al decisions, set the rules, and be sole judge, it asked for "one more chance." It didn't know, it claimed, that salaries were so far out of line. It even allidged that the "cost-of-living is higher elsewhere.

Canadian Unions Grow

The Canadian Labour Congress has reached an all-time record membership of 1,450,000, according to Secretary-Treasurer (now Acting President) D. MacDonald.

"This reflects an unprecedented interest in union organization among people in all types of work," he pointed out. "It is interesting to note that well over a million of the Congress members be- long to international unions. It is also significant that more than 350,000 are in the Province of Quebec. This means that CLC un- ions constitute some three-fifths of the total union membership in Quebec.

As a CLC member, OPEIU salutes this heightened achievement by Canada's labour movement.

SPACE opens office

The Council of AFL-CIO Unions for Scientific, Professional & Cultural Employees--its initials spell SPACE--has opened a headquarters office at 2600 Virginia AVE., N.W., Washington, D.C. 10037.

Eighteen unions representing workers in the professions, sciences and the arts, including the OPEIU, are affiliated with the council, which was established last spring as a coordinating agency. The group's executive secretary is Jack Golusov. 
White-collar union surge seen in "quiet" revolt

The author of "The Labor Revolution" says the revolts predict a "quiet" one, but fully as meaningful as the more turbulent trade union expansions of the past. Gus Tyler, assistant president of the Ladies' Garment Workers, whose book was recently published by Viking Press, believes a surge of union organization among white-collar, government, service trades and professional workers will vastly increase both the membership and the political influence of the labor movement by the end of the present decade.

Organization of this newly-dominant sector of the labor force is already under way and "picking up momentum" he said recently. And, he asserted, "by the end of the 1960s, we will see a kind of revolution in the American trade union movement" that will parallel the breakthrough of craft unions at the turn of the century and the organization of industrial workers in the mid-1930s.

The evidence, as well as theory, supports his predictions. He cited the rapid growth of union membership and collective bargaining activities among nurses, teachers, office workers, government employees and computer operators.

He said that "bureaucratic snobbery" among workers who have traditionally "looked upon themselves as part of the managerial group" is being broken down.

Pointing out that white collar workers are articulate people and more likely to vote than blue collar workers, Tyler said, "the addition of this legion is an additional legion of active voters."

Local 123 OPEIU negotiates 55c gain

Local 123 OPEIU has signed with Jenkins Valves, metal manufacturers of Bridgeport, Connecticut, a new three-year contract with workers to $121 a week. To- tals the package, including fringe benefits, total pay increases to approximately 55c an hour over the life of the agreement. The bargaining committee describes it as "the best wage gain ever."

Included is a second shift premium increase from $4 to 8% which more than doubles the rate. An additional $4 weekly boost each year was won for Grades 1 through 4, with increases of $1.50 for Grades 5 to 10, in which majority of the bargaining unit are classified.

Other improvements are an additional "floating holiday," three weeks vacation after 10 years and four after 20, as well as greatly liberalized hospital, surgical and welfare benefits. A vastly improved Blue Cross plan with semi-private room and out-patient care guarantees "first dollar to last dollar" coverage for 485 days in any one illness. Also won were substantial increases in surgical benefits, life insurance coverage, weekly indemnity sickness payments, and accidental death and dismemberment benefits.

Local 123's bargaining committee included Andy Karcher, Gindi LaPlaca, Charles Paris, Ed Arkion and Mary Hannon. They were assisted by International Representative Bud Manning on special assignment by OPEIU President Howard Coughlin.

Local 30 adds members, staffer

Local 30 OPEIU, Los Angeles, reports the addition of 95 new members to its units, negotiation of several new contracts and the appointment of Charles "Dick" McGhee, Florey, former unit Shop Steward, W. P. Fuller Paint Co., as a new unit Business Representative.

After nearly four months of negotiations with four separate optical organizations, Local 30 has reached a new standard agreement covering all its members in that industry. It provides a $4 weekly pay increase, the maximum rate of all job classifications; a $60 annual bonus for each member completing 24 months service; a $30 per year tax-free clothing uniform allotment for each office girl and dental coverage as well.

A one-year agreement covering office workers of Karl's Shoe Store provides for a 1% paid holiday; a ban on hiring of temporary employees; additional employer contributions to assure members full benefits in the local's recently improved Health and Welfare Plan, and a wage increase. The latter will be renegotiated when the employer's present profit picture improves.

Another agreement covering Fuller-O'Brien Corp., whose office may be cloned as a result of its recent agreement with Hunt Foods & Industries, provides $31 to $41 a month pay boosts, cash severance pay of one to six weeks based on seniority and Health and Welfare coverage. If the office is not abandoned, employees will also be included in Local 30's Dental and Retirement Programs. The pact followed willingness by members to take strike action.

The ceremony of the signing of the new two-year contract between Local 404 and Atomic Energy of Canada, Ltd., in Chalk River, Ontario, Management representatives, seated from left, are R. Gay, C. Fletcher, Dr. G. O. Raines, R. Wright and H. Collins. The union contingent consists of, standing from left, E. Rouen, A. G. Dunke and Local 404 President V. Moreau. In addition to a 5% per cent wage increase, the contract provided for the Modified Rand Formula, automatic progression and vacations in job posting and vacations. International Representative Don Barclay aided in the bargaining.

Local 15 in Vancouver signs first pact with survey firm

Local 15 OPEIU's new unit at Lockwood Survey Corporation has signed its first contract with the aerial survey firm in Vancouver, B.C., covering 30 professional, technical and office employees.

The unit consists of pilots, navigators, camera operators and mapping and drafting technicians engaged in aerial photography and geological mapping.

The new two-year contract sets up job classifications and a medical plan, with a pension plan to be studied later, and makes provisions for salary in- creases ranging from $30 to $50 a month next year. It includes sick leave and bereavement pay; 10 paid holidays; three weeks vacation after nine years (eight next year) and four after 19 years (18 next year).

The bargaining committee was headed by Bernard Cavan- vast, chief office steward, and comprising Archie McLellahan, John Duffin, Sally Crawford and Henry Hodge. They were as- sisted by Bill Kyles, OPEIU International Representative.

Local 1290 OPEIU, Hamilton, Ontario, has signed a new two-year contract with Oakland Auto Employees' Credit Union Ltd., granting its office workers a $16 per week salary increase this year with another $5 per week scheduled for next year, in addition to paid holidays, better vacations and other fringe benefits.

Besides, salaries will be adjusted every three months by an additional $1 per hour for each half-year period in the cost-of-living index.

Wage, holiday gains won at credit union

14 annually with the addition of Credit Union Day, a day for shopping one month before Christmas, the day before Christmas and New Year's Eve. Vacations now start with two weeks after one year; three weeks after three, and four after eight years' service. In addition, workers with five years' service in future will get a $5 bonus with their regular vacation pay.

The employer also agreed to bear the full costs for Ontario hospitalization, P.S.T., supple- mentary Blue Cross, Green Shield prescription services, group life insurance as well as approved pension plan and salary continuation insurance. Em- ployees also are now allowed to accumulate sick leave with pay on a 1/2-day per month basis.

The unit's bargaining committee was headed by Harry Gilpin, president, and included Stewards Barbara Specian and Elizabeth Jurko. They were assisted by International OPEIU Representative Don Barclay.

Waco pact ups wages 10½%

Local 277 has concluded a new two-year agreement with International Paper Company's Single Service Division in Waco, Texas, which calls for a 5½% per cent across-the-board salary increase this year with another 5% effective in 1968. The provisions covering several job inequities will also provide up to 4½ an hour wage boosts for some members.

Fringe benefit gains include improved seniority, job posting and bidding, Good Friday as an additional paid holiday bringing total to eight, more satisfactory work conditions and the ironing six of job inequities.

Substantial gains were also scored in hospitalization bene- fits, the company agreeing to pay an additional $3.54 per employee per month, bringing the total to $12.50. Life insur- ance is increased to $5,000 and $10,000, depending on sal- ary, with the company paying for it. Employees retiring with 20 years' service will receive a paid-up life insurance policy.

The pension plan also was amended substantially with the company undertaking to pay the contributions on the first $3,000 of annual earnings, formerly paid by the employees.

The bargaining committee for Local 277 included Shelby Tum- mire and Emory Hall, assisted by J. B. Moss, president and business manager.
Holding down arbitration costs

William Eaton, an arbitrator and lecturer on constitutional law at San Jose State College, recently published a survey of views on labor arbitration among employers, unions and third parties in the San Francisco Bay area. His findings were reported in the current issue of The Arbitration Journal.

While there were criticisms of the arbitration process by both employers and union representatives, it was generally agreed that arbitration represents the best method of resolving disputes. All parties agreed, too, that they did not want any change in the present system of court enforcement of awards.

But what caught our attention was the data showing the high costs of arbitration—the survey indicated that the arbitrator per day party varied from $250 to $1200. The average arbitrator's fee seemed to be in the range of $250 to $400 per day.

We in the Office & Professional Employees International Union are particularly concerned with arbitration costs. We have found that many anti-union employers try to arbitration to unions out of existence. The costs of frequent arbitrations seriously damage small unions financially and, in some instances, result in assessments—voluntary or otherwise.

Weak Cases Waste Money

In the past we have often discussed the various facets of arbitration, and have made recommendations to our local unions on the subject. We have shown, for example, that in many instances, the local unions proceed to arbitration despite the fact that they are aware of weaknesses in their position and know that they will lose. In such cases they are using arbitration to apprise a vocal minority and have little stomach for telling the aggrieved member that he or she does not have a case. Unnecessary expense of this kind seriously affects the functioning of the local union and may result in unnecessary dues increases or assessments.

On the other hand, we have found that local unions have failed to take advantage of arbitration panels which make no charge whatsoever, or they have failed to make clear to the Federal Mediation Conciliation Service or the American Arbitration Association that they are interested in getting the services of an arbitrator who will work for a fee they can afford.

In too many instances our local unions have asked for the services of arbitrators whose offices are 500 to 1000 miles away. In these cases capable arbitrators in the local area are available. The unions could easily have saved themselves their proportionate share of the travel and "away from home" expenses of the arbitrator.

We have also often found that our local unions have insisted on a stenographic record of relatively minor cases where such record is not really required. While we like to receive a written opinion from the arbitrator whereby he outlines his feelings about the evidence presented by both sides and presents the views leading to his final decision, it is not essential in every case.

Landrum-Griffin No Help

Also many arbitration cases turn out to be unhelpful, with both sides complaining that the basis for the award was unclear or unresponsive the arguments presented. The decision to invoke arbitration should be thoroughly discussed by the responsible officials of OPEIU local unions, and we should also make every effort to educate management regarding their responsibilities and arbitration. While local unions all too frequently go to arbitration with a bad case because of union politics, it is also true that management invokes the arbitration procedure in order to protect the "gray flannel suit status" of company officials. Unfortunately for both labor and management, we are beset by the provisions of the Landrum-Griffin Act which makes the union official apprehensive about charges that he is not adequately representing his membership if he fails to process a grievance and go to arbitration.

Despite all of the problems which beset both labor and management in their discussion of alleged violations of the collective bargaining contract, the arbitration process should be invoked only after either or both sides have seriously arrived at the conclusion that there is no other avenue of settlement open to the parties.

Local 28 signs General Mills

Local 28 OPEIU has renewed its three-year contract for office employees at General Mills, Chicago, winning a $550 per month across-the-board wage increase. The first $284 is effective as of last September 1, and the second raise of $225 takes effect on the same date in 1968.

The two increases over the life of the agreement will bring the minimum starting rate in the lowest classification to $422 per month, and in the highest, to a maximum of $762 by merit rating.

Union security was strengthened by requiring new employees to become members after 45 days employment, instead of 90, with check-off of dues becoming effective by January 1, 1968. New jobs will be evaluated through negotiation with the OPEIU unit.

Another fringe benefit requires that an employee working in a higher rated job for five days, formerly 10, in any pay period will now be paid at the higher rate, or $8, whichever is greater.

Although OPEIU members refused to cross picket lines of the firm's grain millers who were on strike for five days, the bargaining unit succeeded in getting them their full week's pay.

Additional Fringe Benefits

Local 28 has also signed a new three-year contract covering office employees of RCA Service Company, obtaining a 4% annual raise each year in addition to numerous fringe benefits. Maximans have been raised $2 in each classification together with the 4% with shorter progression steps, as well as reclassifications.

Fringe benefits include an extra paid holiday in 1968, bereavement leave with pay and increased vacations for part-time employees. Other improvements are coordinated insurance and pension plan benefits which start at $2.70 and go to $4.50 for each year of credited service, with survivor's benefits jacked up 66-2/3%.

Significant gains were made in hospitalization and medical benefits. Hospitalization goes to $26 a day for 365 days; surgical from $125 to $900; major medical from $10,000 to $100,000 which includes private room, while maternity goes from 14 days to unlimited and from $80 to $175. The new contract also allows six visits for dental surgery.

Oct. 12 Holiday

The AFL-CIO affirmed full support for federal legislation making Columbus Day, October 12, a legal holiday nation-wide. It said the holiday is already observed in 44 states and written into many union contracts.

Renewals in Brief

Bakke (Continued from page 1)

faces for women employees working beyond 7 p.m.

Health and welfare improvements include a new dental plan starting March 1, 1968, for employees and dependents. Hospitalization benefits are raised to $35 per day for employees and $30 per day for dependents.

Programmers Aided in Groton

Local 106 OPEIU has renewed its two-year contract with Groton Shipbuilders' Federal Credit Union, Groton, Conn., achieving a 4% across-the-board pay raise as well as several fringe benefits. A new retirement and classification plan which covers programmers. This starts at $6,250 and goes to $7,500 after 18 months but is exempt from the merit clause and 4% contract boost.

Improvements over the old contract include an additional paid holiday on an employee's birthday; four weeks vacation after 10 years; better sick leave provisions and, in the event of layoff, recall rights for 24 months instead of 18.

Broadened health insurance coverage provides for hospitalization in a semi-private room and outpatient care. The employer will pay 70% of the premium cost and the employees 30%.