



WHITE COLLAR

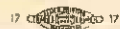
Office and Professional Employees International Union, AFL-CIO and CLC

The Lesson
Of Xerox

Page 2

No. 260

October, 1967



Akron local wins new unit

Despite anti-union tactics by their employer, the sales office and clerical employees of Carter-Jones Lumber Company, Akron, Ohio, voted heavily for Local 339 representation in an election conducted by the National Labor Relations Board.

The new unit comprises employees at the company's general office and four lumber yards in that city. The vote was 40 to 22.

The campaign, initiated by President Kathryn L. Lee of Local 339, met stubborn resistance from management. Un-

fair labor practice charges were filed with NLRB, and in the end the voting was conducted by affidavit.

The organizing drive was assisted by local union officers Kathryn Gathergood, Kay Walter, Janet Dunagan, Goldie Eagle and Margaret Specht. An active employee committee comprising Harold Brewer, Jerry Madden, Bob Morris, Ramona Lohr and John Ayers helped push the campaign to final victory. They were assisted by International Representative John W. Richards.

Election victory kicks off oil company organizing drive



A contingent of the organizers at Continental Oil. From left: Karen Southard, Don Hopkins, Richard Sims, James Crader, OPEIU Representative Jack Langford, Margaret Headrick, Sam Vanderpool, Tom Atchison and Walter Croyd.

An OPEIU election victory has well launched an intensive drive to organize the 1,125 employees at the headquarters of the Continental Oil Company in Ponca City, Oklahoma. The election, held September 20, brought the employees of one division into the fold.

International Representative Jack Langford has now issued a call to every office worker to join up so that "the full strength of the unit can be exerted in bargaining negotiations." He says this "can enable them to win salary increases and fringe benefits second to none in the oil industry."

The organizing breakthrough

came about when the computer department's operating division, comprising 125 employees, asked the OPEIU to intervene in an NLRB hearing on September 6 petitioned by the independent union. A consent election was set for 14 days later.

In a race against time, Langford asked help from OPEIU International Vice-President Frank Morton, who responded immediately. Local 277 rushed in Special Representative Jack Huston, and Local 87 sent Larry Green, a specialist on Cities Service Oil Company. Also assisting were Woodrow Pendergrass, AFL-CIO Regional Director, and Don Rock, an AFL-

CIO Staff Representative.

An energetic committee of 29 Continental Oil computer employees worked with the staff organizers to produce a sweeping OPEIU victory. The vote was 66 for OPEIU, only 2 for the independent union, with 50 voting for neither.

The committee members campaigned on the need for a white collar union that "specializes in our field of work." They compared their low salaries with the far higher OPEIU rates in the oil industry and declared they wanted "no more promises but a written, guaranteed union contract." Their campaign slogan

(Continued on Page 2)

Renewals in Brief

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 clause calls for each office employee to be paid each year for four hours of absence on personal business.

Vice-President Don Hill, Committee Chairman Marie Smith, Joe Barna, Bob Klein and Len Hasenfrantz comprised the unit's bargaining committee. They were assisted by John W. Richards, International Representative.

Thaw in Baltimore

American Ice Company, Baltimore, Maryland, has renewed a three-year 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 first 20¢ an hour raise became effective one month

earlier and runs for 13 months; the second 10¢ raise takes effect in 1968 and 5¢ additional in 1969.

This company, formerly located in 1515 F Street, N.W., Washington, D.C., moved its office staff to 330 West 23rd Street, Baltimore, recently. The new contract, signed just before the moving, is the best ever reached at American Ice.

Truth pays 32 cents

An across-the-board raise of 32¢ an hour with establishment of a new wage rate system highlight a one-year contract renewal signed by Local 325 OPEIU with the publishers of Elkhart Truth, an Indiana newspaper. Employees are slotted 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 Karnes was chairman of the unit's bargaining committee which also included Rosemary Hemminger, Pat Hoagland and June Berkshire. They were assisted by International 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 signed a new two-year contract granting 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. Contract clauses covering vacations, discipline and discharge, and temporary job assignments were revised and improved. The company also agreed to pay tax

(Continued on Page 4)

Portland local reaches nine settlements

A flurry of bargaining sessions by Local 11 OPEIU has produced contract renewals with nine concerns in Portland, Oregon and Washington State. The firms include public utilities, a dairy, a beer distributor and insurance and publishing companies with a total of more than 400 employees.

Biggest is a two-year agreement between Northwest Natural Gas Company and its 260 office employees providing for a 5½% increase the first year with a 6% boost the second year when a cost-of-living clause also takes effect.

Included for the first time in the sick leave clause is a provision recognizing alcoholism and drug addiction as an illness. Another first is inclusion of a technological clause applying to terminations, layoffs and recalls.

Other improvements are a revised maternity leave provision; disability rewritten to comply with state law; clarification of the work schedule with revised payment scales for call-ins and meals; and an agreement to reopen negotiations on the retirement plan at the end of one year.

A new one-year agreement with Public Utility District #1

of Clark County, Vancouver, Washington, gives its 64 office workers a 6% across-the-board pay raise; the day after Thanksgiving as an additional paid holiday; revised grading points lessening the time to reach top scale; and abolition of Grade I.

Also included are a new longevity plan and maternity leave.

A three-year agreement covering 55 office workers was reached with Industrial Air Products, distributors of industrial gases in Portland. It calls for a 50¢ per hour raise over the life of the contract; 20¢ the first year; 15¢ the second year, and another 15¢ the third year. The starting rate for all grades is increased by 25¢.

New sections were added covering union security and inaugurating check-off of union

dues. Other new sections add the employee's birthday as a paid holiday and improve conditions relating to vacations, sick leave, seniority, technological change and health and welfare. The employer agreed to pay full coverage for the latter after the third year.

A one-year contract with the Clark County Dairymen's Cooperative, Battle Ground, Washington, increases the basic grade wage \$10 per month, all other grades \$20 plus addition of the fourth year as automatic. Employer ups health and welfare contributions to \$19.50, from \$16.50, and agrees to initiate OPEIU's Western States Dental Plan with payment of \$8.65 per month per employee. Armistice Day now becomes a floating holiday.

A one-year contract with (Continued on Page 4)

WHITE COLLAR

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

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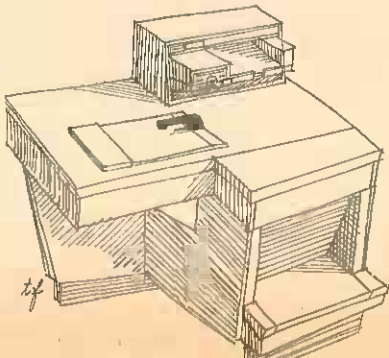
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Firings in Multiple— The Lesson of Xerox

The summary dismissal of 575 white collar workers by the Xerox Corporation is a grim warning to all unorganized offices. Arbitrary management can bring catastrophe into an individual's life overnight.

XEROX XEROX XEROX XEROX



Far too many office workers still live emotionally but unrealistically with the notion that their self-interest and management's are identical—that they don't need a union. Xerox ruthlessly explodes this naive and immature notion.

Every sensible white collar worker should now be able to read the handwriting on the wall and know that what management gives it can also arbitrarily reduce or take away when employees are unorganized.

Once more it proves that the key advantage lies with the unionized office worker. He is the one who enjoys all his contract gains as a matter of earned right, fully guaranteed against arbitrary management. Moreover, he also derives from his contract a sense of human dignity and self-respect which the non-union employee has forfeited because of his total dependence on management—as in the case of the dismissed Xerox office workers.

What Xerox management has done other corporations can be expected to do also. As office, professional and technical workers become a growing part of the total work force one can reasonably assume that more and more of the white collar force will become the prime target when management seeks to cut costs in pursuit of more profits at the expense of human values.

However, this inevitable trend also enhances the prospects of greater unionization of office and professional employees. Blue collar workers went through this experience in the past. They found their only protection was their union.

There is no reason to believe white collar workers will behave any differently once this economic pressure grows intense.

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) Donald 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 belong to international unions. It is also significant that more than 350,000 are in the Province of Quebec. This means that CLC unions constitute some three-fifths of the total union membership in Quebec."

As a CLC member, OPEIU salutes this heartening 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. 20037.

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 Golodner.

Local 29 bargains 'best ever' retail pact

Two new three-year contracts, covering 400 office employees of Pacific Intermountain Expressways at its general office and three terminals in Emeryville, San Jose and San Francisco, have been signed by Local 29 OPEIU. Another three-year agreement with Simon Stores, West Coast retail establishment, has also been concluded by the union. Benefiting 80 employees, it is described as the local's "best in the retail store industry."

The trucking concern's general office pact raises pay by 25¢ an hour (\$43.34 a month), retroactive to last July. Increases of 15¢ an hour (\$26 a month) for those with less than five years service and 20¢ an hour (\$34.65 a month) for those with five years in the same grade become effective July 1, 1968. An additional 15¢ an hour (\$26 per month) takes effect July 1, 1969.

Several new classifications were added with additional increases ranging from 10¢ to 37¢ an hour. New classifications include rate analysts, computer operators, overcharge claim investigators and lead rate auditor.

One fringe benefit provides vacations next year of four weeks for employees with over 12 years service, becoming 10 years in 1969.

P.I.E. also agreed to raise the dental plan contribution to \$9.50 per month maximum if this is necessary to maintain the current benefit, and to delete the \$3 per month employee contribution toward the insurance premium. Its contribution to the Pension Plan will go to 17½¢ an hour on January 1, 1969, and to 20¢ in 1970. The contract with the three terminals was very similar to that of the general office.

Other terminal contract improvements were more generous bereavement and sick leaves 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 12½¢ 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 \$451.50 per month as of last August 1 to \$503.50 on that date in 1969.

2. The Health and Welfare Plan will be fully paid by the employer as of August 1, 1968, and the local's drug program will go into effect on August 1, 1969.

3. Four weeks vacation after 15 years.

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

Local 12 signs drug, trucking firms

Local 12 OPEIU in Minneapolis has renewed two contracts for three years each, scoring a record wage settlement with a wholesale drug concern in that city, and securing an equally satisfactory pact for office employees of an over-the-road trucking firm.

The first covers 54 clerical workers at Northwestern Drug Company. It calls for a 20¢ an hour across-the-board increase in the first year; another 20¢ the second year and 15¢ the third year—a 55¢ increase over the three-year span. Highest annual figure previously obtained in nine years was 10¢.

Seven locals report growth

Groups of office workers across the nation have chosen OPEIU locals to represent them through elections conducted by the NLRB or State Labor Relations Boards.

Local 153 was certified by the NLRB to represent the 43 office employees of Bilkay Express Company, Newark, New Jersey; Local 29, the 14 office employees of Val Strough Chevrolet agency, Oakland, California; Local 212, the 13 office employees of Worthington Corp., Buffalo, New York; Local 33, the office staff of Consolidated Freightways, Pittsburgh, Pennsylvania; and Local 55, the 27 technicians of Prestolite, Toledo, Ohio.

Local 9 has been certified for the office staff of Wisconsin Aluminum Foundries, Manitowoc, following an election conducted by the Wisconsin Employment Relations Board, and Local 253 has received recognition as bargaining agent for office workers of Cooptical Service of Muskegon Co-Op, Muskegon Heights, Wisconsin.

Other improvements are three weeks vacation after 10 years, instead of 12; and sick leave at 60% of gross pay to a \$125 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 pension plan will double the old plan's payment to unit members.

Agnes Orred was chairman of the unit negotiating committee which included Ralph Brager, Steve Swanson, Mike Morrow and Marvin Jesinowski.

The new agreement for office workers of Pacific Intermoun-

tain Express Co., in Minneapolis, calls for a 20¢ an hour boost in each of the three years 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-of-living clause providing 4¢ an hour 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 Otis Howe negotiated the pact.

Wisconsin paper talks yield 18c

OPEIU Local 95's unit of 220 office and clerical workers at Nekoosa-Edwards Paper Company, Port Edwards, Wisconsin, 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 16 cents an hour, with night shift and third shift differentials going to 8¢ and 16¢ from 7¢ and 14¢. Besides, a \$1.25 meal allowance will be paid to employees required to work 11 or more continuous hours. Where prearranged overtime is required of an employee on his scheduled day off, he 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 new clause providing 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

compensation.

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 committee comprised Virgil Hegg, chairman; Donavon Dix, vice-chairman; Larry Daberkow, Marvin DeWitt, Melvin Langer and Jerome Nash. They were assisted by Carl Meisnest, Local 95's Business Manager.

Oil Company Organizing

(Continued from page 1)

was: "Why take oleo when you can get butter?"

Management's response was the usual captive audience meetings soft-soaping its employees with the standard alibis. Worried that it could no longer make unilateral 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 alibied that the "cost-of-living is higher elsewhere."

White-collar union surge seen in 'quiet' revolt

The author of "The Labor Revolution" says the revolt he predicts will be 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.

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

He said that "semantic 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."

123 negotiates 55c gain

Local 123 OPEIU has signed a new three-year contract with Jenkins Valves, metals manufacturers of Bridgeport, Connecticut, hiking the average wage of office workers to \$121 a week. Together with fringe benefits, the total package amounts to approximately 55¢ 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 across-the-board \$4 weekly boost each year was won for Grades 1 through 4, with increases of \$7-\$4-\$4 for Grades 5 to 10, in which the 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 Karcich, Gandi LaPlaca, Charles Paris, Ed Arkison and Mary Hannon. They were assisted by International Representative Bud Manning on special assignment by OPEIU President Howard Coughlin.



Local 30 adds members, staffer

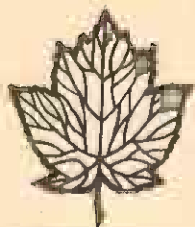
Local 30 OPEIU, Los Angeles, reports the addition of 98 new members to its units, negotiation of several new contracts and the appointment of Charles A. (Chuck) Florey, former unit Shop Steward at W. P. Fuller Paint Co., as a new staff Business Representative.

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 \$25 per month raise in 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 cover-

ing office workers of Karl's Shoe Stores provides job posting; 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 token 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 closed as a result of its recent acquisition by 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.



CANADIAN NEWS



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, G. Fletcher, Dr. G. O. Baines, R. Wright and H. Collins. The union contingent consists of, standing from left, E. Rousseau, E. Dunn, I. Oelke and Local 404 President V. Moreau. In addition to a 15 per cent wage increase, the contract provided for the Modified Rand Formula, automatic progression and improvement in job postings 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 comprises 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 Cavanaugh, chief office steward, and comprised Archie McElheran, John Duffin, Sally Crawley and Henry Hodge. They were assisted by Bill Kyles, OPEIU International Representative.

Local 15 has renewed contracts with Randean Manage-

ment Ltd., a Vancouver law firm, and I.W.A. Credit Union, engaged in credit finance and banking in New Westminster.

The Randean contract increases sick leave from 30 to 36 days, with the employer also agreeing to pay 100% of the Canada Pension Plan. A junior secretary now becomes a senior after four years, getting a \$15 a week pay increase in 1967 and \$10 in 1968. A senior secretary after one year gets a \$12.50 a week raise in 1967 with an equal amount in 1968.

The I.W.A. Credit Union contract establishes a Principal Clerk classification and gives a \$27 per month across-the-board wage boost in each year of the two-year contract.

Wage, holiday gains won at credit union

Local 290 OPEIU, Hamilton, Ontario, has signed a new two-year contract with Oakville 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 more 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-point increase in the cost-of-living index.

Paid holidays are boosted to

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 \$75 bonus with their regular vacation pay.

The employer also agreed to bear the full costs for Ontario hospitalization, P.S.I., supple-

mentary Blue Cross, Green Shield prescription services, group life insurance as well as approved pension plan and salary continuance insurance. Employees also are now allowed to accumulate sick leave with pay on a 1½-day per month basis.

The unit's bargaining committee was headed by Harry Gilpin, president, and included Stewards Barbara Speiran and Elizabeth Juroko. 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% across-the-board salary increase this year with another 5% effective in 1968. The provisions correcting several job inequities will also provide up to 41¢ 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 out of job inequities.

Substantial gains were also scored in hospitalization benefits, the company agreeing to pay an additional \$3.54 per employee per month, bringing the total to \$12.50. Life insurance is increased to \$5,000

and \$10,000, depending on salary, 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 Tumire and Emery Hall, assisted by J. B. Moss, president and business manager.



from the desk
of the
PRESIDENT

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 cost per day per 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 arbitrate small 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 many recommendations to our local unions on the subject. We have showed, 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 go to arbitration to appease 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 locality were 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 their use of 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.



KRAFT CONTRACT NEGOTIATORS: These delegates from seven OPEIU Locals successfully negotiated a new master contract with Southern Kraft Division of International Paper Company. From left: J. P. Hammond Jr. and W. C. Firth, Local 209, Moss Point, Mississippi; Irma Dossett, Local 71, Mobile, Ala.; Carroll Fornby, Local 411, Springhill, La.; W. J. Thorp, Local 419, Camden, Ark.; Frank McLeod and Thomas L. Gibson, also Local 71; J. P. Wilson Jr., Local 233, Georgetown, S.C.; OPEIU vice president and Regional Director J. O. Bloodworth; G. R. Jones, Local 420, Pine Bluff, Ark.; Hoyt Thomas, Local 80, Panama City, Fla.; Fred German, Local 419; Dwayne Milner, Local 420; C. W. Halley and Travis F. Whitman, Local 80; P. L. Brown, Local 411; and A. V. Moore, Local 233.

Local 28 signs General Mills

Local 28 OPEIU has renewed its two-year contract for office employees at General Mills, Chicago, winning a \$50 per month across-the-board wage increase. The first \$28 is effective as of last September 1, and the second raise of \$22 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. Maximums 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 boosts from \$2.70 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.



William Charles Harris, president and business representative of Local 179, has been appointed International Representative for the Southeast area of the U.S.

Portland

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Oregon Egg Producers in Portland raises salaries \$20 to \$60 per month, and eliminates a clause requiring compulsory retirement at age 65.

The four other Local 11 contracts cover smaller employee groups with Northwest Group Service Corporation, servicing insurance claims; Quality Beverage Distributing Company; Catholic Truth Society of Oregon, Inc., weekly religious publication, and Administration & Insurance Company, Inc., a firm processing medical plan premiums. All four firms are located in Portland.

Renewals in Brief

Bakke

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fares 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 wage scale and classification was agreed upon for computer 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 out-patient care. The employer will pay 70% of the premium cost and the employees 30%.