



# WHITE COLLAR

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

Psychological  
Testing

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## First campus pact signed with Fordham

### OPEIU locals report new organizing gains

OPEIU locals across the United States and Canada have made additional organizing gains.

International Representative Brian James reports that Local 15 in Vancouver, B.C., has been certified as bargaining agent for a 37-member office unit at Westeel-Rosco Ltd., a steel products manufacturing firm, while efforts continue to organize another office of the same company nearby. Negotiations of a first contract begins shortly.

Management recognition quickly followed a dramatic, two-week whirlwind organizing drive by Local 153 among 90 office workers at Met Foods, a wholesale foods firm in Farmingdale, Long Island, N.Y. Collective bargaining for this new unit also is expected to begin in the near future.

Local 303 in Texarkana, Arkansas, won a sweeping victory in a National Labor Relations Board election among nine office employees at Southwest Arkansas Electric Cooperative Corp. The vote was 8 to 1 for

the union.

By a 10-to-6 vote in another NLRB contest, Local 388 was selected as bargaining agent for the 17-member office unit at 801 Credit Union Corp., in Dayton, Ohio, while Local 153 in a third NLRB election became bargaining agent for the 23-member office unit at Inter City Transport in Paterson, N.J. The vote was 19 to 2.

Meanwhile, Local 29 reports that its drive to organize clerical workers in the Auto Agency Industry in the Oakland, California, area, gained added momentum when the Dahl Chevrolet office staff voted unanimously to join.

The local has now become part of the East Bay Automotive Council, comprising the Auto Mechanics, the Auto Painters and Auto Salesmen's locals, when all agreed that OPEIU was the only proper union to represent clericals in the industry. For the first time, joint negotiations will now take place between the employer and all the unions through the Council.

The OPEIU's first contract with a major university has kept the promises made to the employees—and then some. A 28-month agreement between New York Local 153 and Fordham University provides for wage increases totaling 21 per cent and for the key benefits and protections the employees wanted.

Breaking into a new area of white-collar organization, Local 153 conducted a vigorous organizing drive at Fordham's Manhattan and Bronx campuses last fall and won a representation election by a 10 to 1 vote.

At the time, President Howard Coughlin said the success opens the door to similar OPEIU organizing efforts at universities and colleges in the U.S. and Canada.

The terms of the agreement with Fordham will be a further aid to such efforts.

In its campaign, Local 153 promised that any wage increase would be retroactive to last September 1. In persistent bargaining over a period of nearly four months it did better than that: A general increase of 8 per cent is retroactive to last July 1.

A second increase of 5 per cent takes effect in three months and a third, also of 5 per cent, is effective January 1, 1970.

A classification system—one of the union's organizing pledges—will be instituted as of next January 1, and this will add a further 3 per cent to the employer's wage bill.

Other principal provisions in the contract, which was unanimously and enthusiastically rati-

fied at a meeting of the 237-member Fordham unit:

- The Local 153 Health Plan takes effect this May 1.
- Sick leave benefits.
- Prohibition of layoffs in the event Electronic Data Processing is introduced.
- Assurance of promotions within the unit.
- Guarantee that members will continue to receive scholarship aid for their children.

At the time of the organizing drive, Local 153 countered employee fears that they might lose some existing benefits if they joined by pledging that this would not be tolerated. The contract specifically safeguards

all prior benefits.

Since Fordham is a new area of Local 153 representation, the 13,000-member local has given the unit a seat on its Executive Board. Following ratification of the contract the members elected Sheila Baker, chief shop steward, to fill that post.

"The most intelligent thing we ever did was to join the Office Employees," one Fordham member told Assistant Business Manager John Kelly.

Kelly, in immediate charge of the negotiations, was aided by a zealous workers' committee.

Local 153 hopes that word of the agreement will reach the employees on other campuses.

### Mrs. Douglas sends note of thanks

Mrs. Helen Douglas has written to President Howard Coughlin thanking officers and member for their many expressions of condolence on the death of her husband, Director of Organization Henderson B. Douglas. She wrote:

"Much as I would like to, I find it impossible to reply individually to the hundreds of loyal friends who attended the funeral, or who sent letters and telegrams, or phoned personally from all parts of the United States and Canada to express their sympathy.

"I would deeply appreciate it if you could convey through **White Collar** my heartfelt thanks to all these kind friends."

from the desk of President Coughlin

## Montreal's message: Bank workers need the OPEIU

The 1,200 employees of the Montreal City & District Savings Bank have hoisted a victory flag and issued a ringing call for white-collar unionism among bank employees everywhere. Their tale will have a tremendous impact not only on the 80,000 bank workers in Canada but also on 800,000 others in the U.S.A.

These Canadian bank workers organized independently and won certification but management balked at recognition and collective bargaining. Then the bank union appealed to the OPEIU for help. Its leaders pledged that it would affiliate with us if we would help them gain recognition and a good contract.

The OPEIU delivered the goods, helping the bank union to win a 30-month contract making its members the highest-paid bank employees in Canada. Contract ratification and affiliation with us quickly followed. Today, this vigorous new OPEIU Local is busily laying plans to unionize all bank workers in Quebec. This historic event is a major breakthrough in our long-range plan to organize bank workers on the entire North American continent. We heartily welcome these pioneer Canadian bank unionists to our ranks.

### The case for unionism

Bank workers are among the lowest-paid in private industry, earning far less than garage mechanics. Those who study the financial pages of their daily newspapers should be aware by now that conditions and times are changing. Mergers are occurring daily in the banking industry, accompanied by swift-moving technological changes. White-collar unionism has become a must

for every bank employee who seeks better pay and job security.

As I browsed through the New York Times on March 2 last, two headlines on the same page caught my eye. One proclaimed "Smaller Banks Seen Leading in Mergers." The other said that "Richmond Area Banks Increase Automation." On March 8—less than a week later—the same newspaper headlined that the American Bankers Association had announced an important step on the road to the checkless, electronic banking of the future. Representing practically all of the 13,717 commercial banks in the United States, the association said that it had recommended to its members that they use Social Security numbers as "the basis of a nationwide personal identifications system."

As a result of the quiet revolution now occurring in the banking field, in the not too distant future commercial banks will become part of a national computer network with regional centers where "money" transactions are consummated through use of a single, universal Money-Card.

Small banks and other non-bank financial institutions will be forced to merge with larger banks. The trend shows that commercial banks also will decrease significantly in numbers. Commercial banks of the future will use more highly sophisticated computers to handle nearly all business and individual financial operations using Social Security numbers for personal identification. As banks become fewer, so will the number of workers they employ since the current sys-

tem of check-sorting, shipment and storage will be minimized.

### Underpaid because unorganized

Bank workers must blame themselves for their present comparative low pay because—in the past—they have failed to organize. Besides their low pay, they now face a double-threat to security from mergers and automation. Growing unionism throughout the banking industry is inevitable as more employees see the handwriting on the wall. The OPEIU can be a tower of strength to them in the trying days ahead.

Over the past 20 years, this specialist AFL-CIO white-collar union has solved the gnawing problems of office and professional workers in every type of industry. It has raised immeasurably the working conditions and living standards of all its members. It has brought them new individual dignity and personal prestige by insisting that ability, merit and seniority be duly rewarded. It has squelched promotion through office "politics" and opened up new horizons for the white-collar worker through collective bargaining.

What the OPEIU has done for other white-collar workers, it can also do for bank workers. These grossly underpaid employees in the white-collar field are justly entitled to share more equitably in the soaring profits that their specific knowledge and skills, high integrity and heavy personal responsibilities help to reap for their employers.

Every OPEIU member can help this organizing campaign by passing the word along.

## WHITE COLLAR

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

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### A striking statistic

Newspapers and news magazines seldom headline organized labor's good deeds. But when a strike occurs, bold headlines tend to create a false public image of unions as irresponsible and heedless of the general interest.

Recently the U.S. Department of Labor looked into the matter. Its Bureau of Labor Statistics totaled all the time lost during 1967 and reports:

"About one-third of one percent of work time was lost because of strikes last year." This is a very, very small fraction of the 13 and two-thirds billion man-days that Americans worked during the year.

It's like comparing a midget to the Empire State Building. Remember these figures the next time your newspaper distorts strike news to give organized labor a black eye.

### Better than textbooks

The *Trades Unionist*, official publication of the Washington Central Labor Council, recently received a letter from the librarian of a university in Ohio requesting copies of the newspaper with this comment:

"We feel that labor union magazines and newspapers will be of much more value than textbooks on the subject."

This comment typifies the growing interest in the white-collar union movement, also reflected in a steady increase in requests for information received at OPEIU headquarters from university and high school students doing research for their term papers and theses.

The interest of educational institutions and their students in the forward progress of the white-collar union movement is another happy augury for the future.

### Everyman's meat

The 1967 Meat Inspection Act campaigned for by organized labor, including the OPEIU, is now in effect. Inspection is being extended to 17,000 meat processing plants engaged in interstate commerce. The 1907 act covered only 2,000 such plants. The new law sets quality standards unmatched by most countries of the world.

Up to now there have been no in-state standards to compare with those of the U.S. Department of Agriculture, introduced 60 years ago for national and regional meat packers. The new law will guard us from filthy plant conditions, contaminated meats, false labeling, imitations, misleading containers, artificial coloring and chemical preservatives.

The 1967 Act also makes imported meat subject to the same inspection and purity requirements placed on domestic products.

Organized labor has chalked up another notable victory for every American in the area of consumer protection.

### Forestall delay: add zip code

Optical character readers—the electronic devices that read ZIP codes on envelopes—will be installed this year in New York, Chicago, Philadelphia and San Francisco, according to Postmaster-General Lawrence F. O'Brien.

These machines can read up to 36,000 addresses an hour, separating the mail according to 277 destinations. They are the last word in postal mechanization and 15 times faster than hand sorting.

Letters not ZIP coded will be sent to state distribution centers. In some cases this could mean slower delivery. In short, this year there will be more reason than ever to add the ZIP code.

# Psychological testing:

## What the union can do

The rapid and widespread increase in industry's use of psychological tests to hire and upgrade workers has become a matter of "great concern" for organized labor, according to Reginald Newell, writing in the AFL-CIO magazine *Federationist*. Many tests are riddled with fallacies and threaten seniority, on-the-job performance and other proven ways of determining ability, the article points out. It stresses that even though the tests are becoming a "fact of life," unions can take steps to prevent their misuse.

The author, an economist who has specialized in the testing field, concentrates in his articles, "Psychological Testing and Collective Bargaining," on what a union can do through negotiations either to prohibit promotional testing or keep it from undermining contract provisions and protections.

Newell analyzes tests and testing procedures, defines terms used in connection with them and deflates a number of claims made for the tests' validity and reliability.

#### Basic questions

It is essential that unions "understand what tests can and cannot do, whether the specific test . . . can do the job the company says it can and, finally, to determine if the test is misused," Newell points out. He defines a psychological test as "a systematic procedure for comparing

the performance of two or more persons in the area of aptitude, achievement, intelligence and personality development."

But more important than the definition, Newell says, is the "validity" of the test. Does it do the job for which it is intended? He cites reasons why it often does not.

The article raises questions as to "whether or not characteristics being measured are required or even related to the job," the lack of standards which consider the "testwiseness" of young persons compared to older workers, and the qualifications of those who give the tests.

#### Other influences

There are many things that "may influence a person's score on an examination, quite apart from the actual aptitude and ability being tested," Newell observes.

Through collective bargaining, he points out, a union can bar an employer from using a test or negotiate a contract which "clearly indicates the relative weight" assigned to seni-

ority, ability as related to promotion, layoffs or transfers.

In other areas, he suggests that the contract:

Indicate employees covered by a testing program, spell out its use, require proof of its validity, entitle a low-score employee to re-testing, assure the union of access to all pertinent data on the test, and provide for "the union's right to grieve on testing."

Since disputes on testing often end up in arbitration, Newell continues, it is important that a union insist on an arbitrator who has experience in cases involving tests.

The author does not condemn tests per se. He acknowledges that they may be helpful in promoting individuals, provided they are "used in conjunction with other criteria."

The first thing to remember, Newell concludes, is that tests "are not sufficiently accurate to be the only device for selecting individuals for a particular job. . . . Above all, seniority should remain the main consideration for promotion."

## Commission agents win union rights

The U.S. Supreme Court has cleared the way for unions to attempt to organize some 100,000 commission agents who sell insurance. The National Labor Relations Board says that the ruling also will affect "countless other individuals who work on their own—traveling salesmen, collection agents, newsboys and milkmen."

Since 1947, individuals who work largely on their own had been thought, at least by many labor law experts, to be beyond the reach of the National Labor Relations Act. The law, originally passed in 1935, gives "employees" the right to organize, requires employers to bargain with employee unions and charges NLRB with enforcement of these rights.

Congress in 1947 amended the law with the Taft-Hartley

Act, which placed various limits on unions' rights, including a provision that the term "employees" was not to include "independent contractors." The provision was a direct response to an earlier Supreme Court decision that had widened the meaning of "employees."

#### Background of case

An attempt by the Insurance Workers International Union to organize the so-called "debit

agents" of United Insurance Co. of America offered the Supreme Court its first clear-cut opportunity to define the meaning of "independent contractors."

The insurance company is Chicago-based with offices in most states having about 3,300 debit agents. After the agents in the Baltimore area were organized in 1964 and the union certified as bargaining agent by the NLRB, the company refused  
(Continued on page 4)



"You mean you're going in there

with nothing up your sleeve but moral suasion?"  
New Yorker

## Local 11 unit gets 1st contract

Salary increases averaging \$48 a month, with automatic boosts to apply on anniversary dates of employment, are among numerous gains made by 25 office employees of Cowlitz General Hospital in Longview, Washington, under a first contract reached by OPEIU Local 11.

Other improvements are a \$15 a month shift differential; two consecutive days off guaranteed; time-and-a-half for overtime (formerly time off), and

guaranteed four hours minimum when reporting for work.

All office employees will now be paid for holidays falling on their days off. Sick leave is cumulative to 60 days with pay starting the first day (was 36 with pay starting second day).

The contract also provides for union security, eight paid holidays, two 10-minute rest periods daily, and seniority rule for promotions and choice of shifts.

## Showdown brings N. Y. unit top gains

Months of tough bargaining and a final showdown have won wage increases totaling 17½ per cent and major pension and health care benefits for the 440 members of New York Local 153 employed at Kollsman Instrument Corporation, Long Island.

Ratification by the employees ended a one-day strike, called after a round of fruitless bargaining sessions.

Lodge 797 of the International Association of Machinists bargained jointly with Local 153, and the 2,000 production and maintenance workers it represents respected the office workers' picket line.

The Kollsman employees get

a 5 per cent increase retroactive to January 1, another increase of 5 per cent next January 1, a 6 per cent raise a year later, and a final increase of 1½ per cent on January 1, 1971, three months before the 39-month agreement expires.

Pensions were a sticky issue. Finally bowing to the union demands, the company agreed to accept Local 153's own pension plan and to increase its weekly contribution from \$2 to \$4. And at the union's insistence it agreed also to transfer \$200,000 from its own pension plan to that of Local 153 on April 1.

Health care benefits were drastically improved. They provide for long-term hospitalization and extensive medical and

surgical insurance, including major medical coverage.

The previous maximum vacation of three weeks was increased to four for employees on the job 20 years or more.

A labor-management committee is to be set up to deal with three matters of concern to the union: an employee stock purchase plan under which management will pay brokerage fees, a program of hiring physically handicapped persons, and an aggressive program of recruitment of Negroes and Spanish-speaking persons for white-collar jobs at Kollsman.

Business Manager Ben J. Cohan and Business Representative John Ciaramella were principal negotiators.

## New Local 435 signs school board

The 55 secretaries, clerical and other office employees of the Board of Education in East Hartford, Conn., recently chartered as OPEIU Local 435, have ratified their first two-year contract calling for substantial wage boosts and fringe benefit improvements.

Retroactive to July 1, 1967, it calls for a 35-hour week; two 5% annual pay raises; dues check-off; automatic wage step progression; grievance procedure with binding arbitration; pay for all school holidays; insurance, hospitalization and surgical benefits and maintenance of the current combination Social Security and retirement plan of the Town of East Hartford.

Lump sum longevity payments will be made on the first pay day of each December on the following basis: two-to-five

years of service, \$170; six-to-eight, \$230; nine-to-13, \$260; 14-to-19, \$290; 20 and over, \$330.

Employees hired prior to January 1, 1967, will get 23 working days of annual vacation; twelve-month members of the unit get 15 days sick leave, and ten-month members 12, cumulative to 120 days. Other features are three days bereavement leave, and full pay for jury duty. Additionally, one delegate will get five days leave with full pay to attend OPEIU conferences and conventions.

The employer agreed that retroactive pay would be distributed by the first pay period in April, and that a new job classification system would be arrived at no later than October 1, 1968.

The very effective negotiating committee comprised Local

435 President Joyce Larko, Chief Steward Marilyn McDonald, Rose Brown and Helen Galvin. They were assisted by International Representatives Bud Manning and John Fitzmaurice.

## Bank union strikes for recognition

After trying peacefully but vainly to win full recognition of their union by leading British banks, the 68,000-strong National Union of Bank Employees has finally resorted to strike action on a selective basis.

Recently it staged a two-day walkout in Wales and various English cities. Other walkouts are planned during important bank accounting periods.

Since the union became aggressive it has been receiving membership applications at rates of up to 500 a day. However, the situation is complicated by the fact that some 53,000 bank clerks belong to various staff associations, actually "company unions," rather than real trade unions.

The captive unions dominated by management were started in the 1920s when Sir Edward Holden, then chairman of the huge Midland Bank, denounced trade unions for bank workers with: "A serpent has risen in our midst; I shall smash it or die in the attempt."

This archaic anti-union attitude still seems to prevail among some British bankers who don't yet realize that times have changed and that today a very large percentage of their depositors—as in the United States and Canada—are trade union members.

Unlike American banking, British banking operates on a nationwide basis. The field is

dominated by a comparatively small number of giant banks, some of which have as many as 1,000 or more branches.



Four bank employees hand out leaflets explaining strike for recognition.

## \$11,564 top won in Las Vegas

A two-year contract covering 46 clerical workers and technicians of Fenix & Scisson Inc. in Las Vegas has been signed by Local 29. The firm provides architectural and engineering services to the U.S. Atomic Energy Commission.

Improvements in the contract, which was completely rewritten to replace a multi-union one, are a three-day bereavement leave and participation of all members in the company's Pension Plan. The company

agreed also to increase its contribution to Local 29's Health and Welfare Plan from \$30.10 to \$34.43 a month. Job titles were upgraded.

Under the new salary scales, the top bracket ranges as high as \$11,564 a year. Salary rates scheduled for this year and next are subject to revision, based on the experience rating of the Health and Welfare Plan. Future increases in such contributions will be absorbed by reducing the negotiated wages.



Local 403 President Ron Tardo signs best contract ever achieved for 114 members employed at Mason-Rust in Michoud, Louisiana. Standing from left: OPEIU Special Representative J. B. Moss, Joe Cauvin, Mitt Kalskett, Jim Jarvis, Jesse Pennell, Clyde Gordon, John Marshall, Merlin Fleury, Lev Willis and Perry Riley. Seated from left are Charlie Boss, company manager Tom Cobb and Tardo.

## Pact at Neon jumps pay

The first contract negotiated by OPEIU Local 15 for 40 office employees of Neon Products of Canada Ltd. in Vancouver, B.C. runs for two years and provides for across-the-board wage boosts totaling more than \$1,000 each year. Some unit members will gain as much as 40% through regrouping and job evaluation. Comparable fringe benefits were won as well.

A \$30-a-month increase is retroactive to August 1, 1967; a second increase of \$19 is retroactive to November 1. Another \$19 raise took effect April 1 and will be followed by a third \$19 increase next November 1. On the latter date, basic salaries in the six office classifications will run from \$337 monthly to \$767.

A highlight of the pact is a severance pay clause providing

one week's pay for each year of continuous service to a ten weeks' maximum, which "is a major breakthrough especially for female employees," according to International Vice-President Ron Bone, who served as chief negotiator.

The pact provides nine paid holidays; three weeks' vacation after five years; sick leave; Health and Welfare and Pension Plan; compensation for jury duty, and group insurance with employer and employees paying 50-50 each. It also includes office-wide seniority in the event of promotion, layoff, recall or severance.

The negotiating committee also included Opal Skilling, Local 15 Secretary-Treasurer; Len Zatoff, Chief Steward; Trudy Combs, Marke Simmons and Laurence Hanson.

# Profits up; take-home pay down

Profits are rising toward a record annual rate of \$51 billion after taxes in 1968, the *Wall Street Journal* reports on the basis of a survey of its own. Business appears to be on "the track that leads straight from one quarterly profit record to another," the newspaper declared. Its summary of reports from 581 companies showed an increase of 5.2% for the last three months of 1967, compared to 1966.

The outlook for the first three months of 1968, the *Journal* said, is for a bigger year-to-year gain in profits than was achieved in the fourth quarter of last year.

Meanwhile, as business profits soar, the cost-of-living rose faster than the average worker's buying power. According to the Bureau of Labor Statistics, take-home pay for a production worker with three dependents averaged \$90.98 a week in 1967, compared to \$88.55 in 1966 and \$86.30 in 1965.

Spendable earnings, adjusted for the rise in the cost-of-living since the base years of 1957-59, averaged \$78.23 in 1967, compared to

\$78.29 in 1966 and \$78.53 in 1965.

## Workers Worse Off

Thus, while this "average" worker's take-home pay increased by \$3.68 a week over the past two years, actual purchasing power dipped by 30 cents in the same period. Looked at another way, a worker with three dependents has seen the value of his paycheck decrease about four-tenths of 1% over the past two years.

The 3.1% rise in consumer prices in 1967 was below the 3.3% in 1966, but was greater than the 2.5% predicted by BLS at the beginning of last year.

Food prices rose by only three-tenths of 1% during 1967, but a rise of 4.8% in the cost of restaurant meals pushed the food category up by 1.2%.

Prices related to housing—including rent, home ownership, fuel and utilities—were up 2.7% in 1967; clothing costs were up 4%; transportation rose 3.6%; and health and recreation costs climbed 4.6%.

# Stock course packs in N.Y. members

Local 153's pioneer free course in stock investment has proved so popular with union members that President Howard Coughlin is now studying the possibility of arranging similar ones for OPEIU members nation-wide.

The four-session course on "How to Invest," co-sponsored by the New York local and Reynolds & Company, a brokerage firm with 50 offices from coast-to-coast, drew capacity audiences of about 125 persons per session. Those taking the course were given certificates at the "graduating" session.

The first such educational activity sponsored by any union, the course reaped unusual national and local publicity for OPEIU. It was played up in news and feature stories in the *Wall Street Journal*, *Newsweek*, *New York Times*, *N.Y. Daily News*, *Newark Evening News* (N.J.) and *Long Island Press*. The *Daily News* with 2,000,000 circulation, highest for any daily in the nation, published a highly complimentary editorial.

"I've seen people at these lectures who don't even turn out for a union meeting," said elated Local 153 Business Manager Ben J. Cohan. "For us it's an extra dividend. A number of our members now say they



William Clark (left), Secretary of Colgate-Palmolive Employees Association, receives investment course certificate from broker Alpheus Beane and Local 153 Business Manager Ben J. Cohan. Clark was one of a number of officers and members of other unions attending first-of-its-kind course sponsored by Local 153.

plan to become more active. They want to know how our pension funds are invested.

"The reception has been so good that it looks like we'll have to repeat the course. Some officials from other unions attended and they're thinking about starting similar ones for their own members."

Edward R. Beach, a Reynolds

& Company partner, said that "with this success story under our belts, we'll have our people contact other unions in different cities."

Representatives of the brokerage house gave more than 600 lectures last year to various groups around the country. The average audience was about 50 persons, they said.

# Educator suggests unions demand pay for schooling

Unions should add education subsidies for their members to fringe benefit demands, says Herbert A. Levine, director of the Labor Education Center at Rutgers University, N. J. He suggests, for a start, that employers pay two cents for each employee to provide "educational opportunities at all levels, from basic literacy to the Ph.D. for workers and their families."

Thousands, if not millions, of workers could be brought back into the educational arena by developing imaginative financial incentives such as release-time, work-study, vacation-study, and travel-study programs, Levine declares.

He suggests that the funds could also be used for work-centered training, for retraining workers whose skills are outmoded by the pace of technology, and for training workers to adapt to new problems.

Some unions and companies, Levine notes, already have gone beyond the usual tuition-aid and training programs. He observes that General Electric and the Electrical Workers (IUE) have a plan that provides company credits toward tuition for workers on layoff.

In the Chicago area, another union's contracts with firms

there have an education plan for children of union members, with each child entitled to \$600 annually for tuition and expenses.

Local 3, IBEW, in New York has a plan financed by employer contributions of 1% of payroll which gives union members college tuitions for their children.



New Yorker

# Targets hit at arms firm

A complete overhaul of job descriptions, wage boosts totaling 8½% and further fringe benefits are included in a new two-year contract covering 76 members of Local 228 at Savage Arms, manufacturer of firearms in Westfield, Mass.

Vacations are now three weeks after 15 years of service with an additional day for each year after 21 years, and four weeks after 25. Sick leave becomes five days a year after six months, 10 days after one year, and 20 days after five years cumulative to a 40-day maximum. Other improvements were scored in grievance procedures, overtime, seniority provisions, and hospital and surgical insurance.

Local 228 Secretary-Treasurer Dorothy A. Shanahan reported the agreement.

# Booklet Details Veterans Benefits

The Veterans Administration has released its 1968 edition of "Federal Benefits for Veterans and Dependents," an annual publication that reviews benefits available to veterans of military service.

The 1968 booklet includes details of the Veterans' Pension and Readjustment Assistance Act of 1967, which gives Viet Nam veterans the same benefits available to other wartime veterans and expands all veteran benefits.

Single copies may be obtained for 20 cents from Supt. of Documents, U. S. Government Printing Office, Washington, D. C. 20402.

# Local 2 wins transfer clause

Two increases totaling 6 weekly and a clause protecting the rights of transferred employees are written into a one-year contract between Local 2 and Bond Baking Company in Washington, D.C. The wholesale bakery is a division of General Host Corporation.

Compensation for holiday work was increased to time and a half plus a day's pay. The years of service required for a four-week vacation were reduced by two to 18.

The union insisted on the strong clause assuring any transferred worker of seniority and other benefits—backing its stand with a strike threat—following moves by the company to send some workers to a location where there was no union.

Local 2 Staff Representative Emmett C. Etheredge conducted negotiations.

# Commission agents win rights

(Continued from page 2)

to bargain on the ground that the agents were independent contractors, not employees. The main job of the agents is to collect premiums, prevent policies from lapsing, and to sell new insurance.

The company contended that because the agents were compensated by commissions rather than regular salary, set their own work schedules and paid their own expenses, they were "independent contractors."

The union argued that agents were hired and supervised by the company's local managers, that they had no capital invest-

ment in the business, and that the company provided them with bonuses and other fringe benefits.

The NLRB upheld the union but an appeals court rejected the board's decision, ruling that the debit agents were "on their own" and were not employees.

The Supreme Court reversed the lower court with specific instructions that it enforce the NLRB order requiring United Insurance to bargain with the union. The 7-to-0 decision—two justices abstained—laid down a set of "decisive factors" for determining whether people who work on their own are em-

ployees and thus entitled to invoke the NLRB's authority.

They are employees, said Justice Black, when they don't own independent businesses "but perform functions that are an essential part of the company's normal operations;" when they need no prior experience but are trained by the company; when they do business in the company's name with guidance from the company and sell only the company's products; when their rate of compensation is fixed by the company; when they account to the company for funds collected, and when they receive benefits such as paid vacations.