



# WHITE COLLAR

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

ILO  
Report

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17 CREDIT UNION 17

## Executive Board actions

# Organizing efforts to top OPEIU agenda in 1968



The OPEIU delegation to the AFL-CIO convention in Bal Harbour, Florida held in December included Local 153 Business Manager Ben J. Cohan (third from right), newly elected vice-president. President Howard Coughlin is to left, Secretary-Treasurer and Mrs. J. Howard Hicks to right.

The January meeting of the International Union's Executive Board acted on the OPEIU's wide-ranging organizing efforts and dealt with a broad range of other subjects, from unification of pension plans to the protracted copper strike.

Organizing plans were made against a heartening background of success. As President Howard Coughlin noted in his report to the Board, the last three years have been the most successful in the history of the OPEIU and 1967 saw some especially gratifying achievements.

The Board, which in addition to Coughlin is composed of Secretary-Treasurer J. Howard Hicks and 13 vice-presidents, reviewed such signal successes as those at National Bellas Hess in Kansas City, Fordham University in New York City, the Hudson County Bank in New Jersey and Continental Oil Company in Ponca City, Oklahoma (see story below).

The OPEIU has enjoyed the effective cooperation of the national AFL-CIO in its efforts to expand. The Board took particular note of the vital contribution made by Director of Organization Bill Kircher and

his staff organizers.

Additional intensive organizing campaigns were projected.

Meeting at the Hotel Lexington in New York City January 15-18, the Board elected Ben J. Cohan, business manager of New York Local 153, as a vice-president of the OPEIU.

Cohan succeeds Leo J. Wallace of Boston, who resigned. Accepting with regret Wallace's resignation, the Board extended its thanks to him for his years of service to the OPEIU. Cohan will be one of the three vice-presidents in District Two, which extends from Maine to West Virginia.

An assessment of the bitter copper strike, now in its seventh month, focused on the 200 members of the OPEIU involved. The aid rendered these members was reviewed, and the Board called on all affiliates to give as much additional assistance as possible.

Other actions of the Board:

- The subsidy program—by which the International Union helps the local unions to grow—was felt to be a success and is to be expanded.

- The Board discussed exhaustively the complex subject

of combining existing pension plans into one OPEIU plan. Sidney Braverman of Martin E. Segal Company reported on matters pertaining to the national pension plan, improvements in health and welfare plans, and changes in the OPEIU staff retirement plan.

- The Board held several hours of productive discussion with Dick Moore of the firm of Dick Moore and Associates, which has replaced Ruder & Finn as public relations consultants to the OPEIU.

- The possibility of a "no raid" pact with the Brotherhood of Teamsters was discussed.

## NLRB bars employer union from Ohio election ballot

NLRB Regional Director John C. Getreu has ruled that the International Union of Electrical Workers may not intervene in an election among 17 office employees at 801 Credit Union Corporation in Dayton, Ohio. The choice before the employees will therefore be between OPEIU Local 388 and no representation.

Finding that IUE owns and operates the credit union, Getreu upheld OPEIU's contention that IUE should be denied a place on the ballot on grounds of conflict of interest.

Because the record showed that the credit union is owned by stockholders restricted to

families of workers at the Frigidaire Division plant of General Motors in Dayton, employees of IUE's Recreation Department, and employees of the credit union, Getreu concluded:

"I believe that the intervenor is not competent to bargain concerning the terms of employment of the employer's employees. As the board stated in the Oregon Teamsters' case (139 NLRB 605), a union which has allegiances conflicting with the purpose of protecting and advancing the interests of the members it represents, and/or seems to represent, as does the intervenor in this case, cannot be a proper representative of these employees."

## AFL-CIO survey reveals unions gaining on fringes

Recent trends in collective bargaining on fringe benefits show up as follows in an AFL-CIO rundown:

Pensions have been lifted substantially to provide monthly benefits of about \$5 for each year of service. Age requirements have been eliminated in some cases or reduced to age 60 or 62, with greater emphasis placed on vesting rights.

Paid holidays now generally number eight or nine annually, against the traditional six that prevailed a few years ago. Increased interest is seen in long weekend holidays.

Paid vacations have been liberalized to provide five-week, and in some cases, six-week vacations for long-service employees. The two-week vacation has become common after one year's service, with requirements for longer vacations liberalized.

Supplemental unemployment benefits have been raised to assure a higher proportion of lost-time earnings and to provide long-term benefits to workers with greater seniority.

Health and Welfare Plans have been broadened to meet rising medical-care costs and to coordinate with Medicare bene-

(Continued on page 4)

## Union starts airline campaign

With recent Bonanza Air Lines contract topping appreciably those of other unions now representing Pacific Air Lines and West Coast Air Lines, OPEIU Local 29 is mounting an all-out organizing drive to gather in its fold agents of all three in the event their proposed merger is approved by the Civil Aeronautics Board. The merged airlines would be called "Air West."

Having won 400 Bonanza agents in an NLRB election in the fall of 1966 OPEIU Secretary-Treasurer J. Howard Hicks intervened recently in a CAB hearing in Washington, on the proposed merger. With approval likely, it is expected that an election will be called shortly to choose a bargaining agent for the more than 1,000 agents presently employed by the three airlines.

Waving the Bonanza contract as a trump card, Local 29 and Bonanza unit members are busily laying the groundwork if an election is called. Two Bonanza agents in Los Angeles are engaged part-time in organizing Pacific Air Lines agents,

many of whom already have signed Local 29 authorization cards. The special drive is being aided by Mac McCray, of Phoenix, and International Representatives Joseph McGee and Robert Hipps.

Local 29 is driving home the message that Pacific's agents now average \$35 less per month than Bonanza agents under their OPEIU contract. By October 1 next this wage disparity will be an average \$60 a month less.

The West Coast Air Lines' agents struck for eight days last fall and their contract is closer to Bonanza's—won last year without a strike—than is Pacific's. However, Bonanza's contract opens four months ahead of West Coast's. It has a wage

scale comparable to or better than that of West Coast; an excellent retirement plan which West Coast's lacks; a superior Health and Welfare Plan, and a far more liberal sick leave clause, particularly for employees with less than one year's service.

At West Coast, employees receive only six days' sick leave at half pay during the first year. This contrasts with 12 days at full pay under Local 29's Bonanza contract.

Local 29 is urging all its Bonanza unit members to participate actively in the intensive organizing drive by calling these facts to the attention of agents of the other two airlines with whom they come in contact.

## More gains at Ponca City

Two additional departments at Continental Oil Company headquarters in Ponca City, Oklahoma, have chosen OPEIU Local 437 as their bargaining agent in polls conducted by the National Labor Relations Board.

The newly-won units, comprising 36 employees, are the Building Operations and Service Departments. In earlier NLRB elections, solid victories were obtained in the Central Computer and Mineral Leases Records Departments.

The organizing campaign at Continental is continuing.

## WHITE COLLAR

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

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## The 1968 Wage Pattern

Deferred wage increases, effective this year under current collective bargaining agreements, will average 11.2¢ an hour, according to a Bureau of Public Affairs analysis of 2,893 labor union contracts. This figure is the highest median adjustment in the history of the eleven-year survey and represents a rise of 2.4¢ above last year's average.

The median 1968 increase in manufacturing is 10.2¢ an hour and in nonmanufacturing 17¢. The range is from 7.3¢ an hour in the apparel industry to 20.2¢ in construction.

Those with deferred increases of 12¢ or more in manufacturing include petroleum and allied products, printing and publishing, stone, clay and glass, and tobacco. In nonmanufacturing, the greatest increases—besides construction—are 19.6¢ in entertainment and 15¢ in shipping and longshoring. For the first time, no median fell below 7¢ an hour.

As in the past, the survey notes, these deferred increases will influence strongly this year's negotiations and in some instances will be a virtual "floor" for bargaining. In addition to these increases, some contracts call for cost-of-living clauses. These will add a few cents to the basic increases.

## Survey Rates Union Press

Are trade union publications being read by members?

This is always a question that brings all kinds of answers from unqualified "yesses" to emphatic denials.

A study by two members of the political science faculty of the University of Toledo points overwhelmingly to the affirmative answer. In fact, this study indicates that 92 per cent of the readers polled read their unions' publications.

Professors Norman Blume and Schley Lyon also found that readers trusted their union publications more than they did other sources of news. A total of 30 per cent trusted their union publication while 23 per cent trusted television and 20 per cent the daily newspapers.

When asked which news source they trusted the least, only 2 per cent listed their union publication, 5 per cent listed TV and 21 per cent their daily newspapers.

Altogether, the labor press comes out with the highest batting average for accuracy and credibility of all the mass media studied in the survey.

# ILO parley affirms rights of white-collar employees



Vice-President J. Oscar Bloodworth, left, headed U.S. labor delegation at recent ILO conference in Geneva. Listening with him to simultaneous translation at parley is Wendell Young III of Retail Clerks, Philadelphia.

The right of white-collar workers to join unions and bargain collectively was strongly affirmed by a 24-nation conference of the International Labor Organization in Geneva, Switzerland. The respect of these basic rights is "fundamental to good labor-management relations," the ILO Advisory Committee on Salaried Employees and Professional Workers said.

OPEIU Vice-President J. Oscar Bloodworth headed the U.S. labor delegation and served as vice-chairman of the Advisory Committee. He was named to the delegation by President Johnson, acting upon a recommendation by AFL-CIO President George Meany.

The 11-day conference was attended by 144 delegates representing labor, management and government.

Bloodworth warmly praised the affirmation of the rights of white-collar workers and the measures recommended by the committee for easing the impact of automation.

He commented that the discussion showed that "some areas of the world are more progressive than the U.S." in regard to such matters.

Wendell Young III, secretary-

treasurer of Retail Clerks Local 5933, Philadelphia, said that "all the conclusions reflected the emphasis placed on the dignity of man throughout the session."

The American worker delegates said it was a deep disappointment when an American employer, Webb Neely of Sears, Roebuck & Co., refused to join in the committee's endorsement of the conclusions on union-management relations.

One of the worker-inspired resolutions adopted by the committee called on the ILO to study the impact of the growing use of recorded music and entertainment on the lives of musicians and other performers.

The workers won satisfaction on their demand for more frequent meetings of the committee with the adoption of a resolution asking the ILO, a United Nations agency, to schedule them at intervals of not more than three years.

Bloodworth said the decision marked a recognition of the growing proportion of white collar workers in the overall labor force everywhere.

Recalling that the last session was in 1959, Bloodworth stressed that more frequent meetings would "help the committee to

keep abreast with the rapid changes being wrought by automation."

In connection with the need to help workers adapt to changing conditions, the committee said that "organized training should be available to all non-manual workers." Special attention should be paid to methods "combining practical training on the job with related theoretical instruction," it recommended.

The committee noted "general public interest in meeting the existing shortage of nurses through planned policies," adding that a systematic investigation of the nursing profession could help promote recruitment and provide improved nursing care.

The conference called for "an inquiry into conditions of employment in the film industry," particularly on "the impact of television and the internationalization of production. As to salaried inventors, ILO was urged to take additional steps to promote a "fair reward for their inventive efforts.

The committee's report and resolutions will be submitted to ILO's governing body at its next meeting.

## N.Y. local raises pensions

Local 153 in New York has gained a 12½% increase in the monthly payments to retired members covered by its Pension Fund after a protracted dispute with the employer trustees.

The increase was made possible by a higher rate of earnings from Pension Fund investments than had been anticipated. The employer trustees initially insisted that the added income be

allocated to faster amortization of past service liabilities but yielded after meetings and petitions showed members fully backed the union leadership.

The union also won extension of service credit beyond age 65.

The January checks to the pensioners included the increase. Monthly benefits now run from about \$99 to \$253.



Members of OPEIU Local 2, employed by the Operating Engineers, the Operative Plasterers and the Roofers International unions, assembled this roomful of dolls and gifts and donated them to the Salvation Army for distribution to needy children in Washington, D. C., at Christmas.

## 'Professional Power' is theme at N.Y. conference

The concept of "professional power" was a recurrent theme at a recent conference co-sponsored by the new Council of AFL-CIO Unions for Scientific, Professional and Cultural Employees (SPACE) and Cornell University in New York. The OPEIU is a member of SPACE.

Speakers indicated they meant that professional employees are seeking a more autonomous role in determining the conditions under which their profession is practiced. They seek a greater voice in management decisions, and "shared control of their jobs with only a minimum of supervision," according to one speaker.

Some participants observed that unions sometimes have difficulty attracting the younger professional worker. It was pointed out that the younger worker who receives regular pay raises at the outset of his career may not see the need of a union. On the other hand, the older worker may be quicker to recognize the need for collective action to obtain greater job satisfaction and to influence management policies.

## 2 Cuna pacts raise wages of 101 Local 30 members

Substantial wage and fringe advances have been secured for 101 office employees of Cuna Credit Union and Cuna Supply & International in separate contracts concluded by OPEIU Local 30 in Madison, Wisconsin.

The two-year Credit Union pact brings 21 members a \$30 a month wage hike retroactive to October 9, with a reopener in the second year. A longevity provision adds 3% to gross salary after 10 years' service, another 3% after 15, and an additional 3% after 20 years. Five days are allowed for bereavement leave. The day before Christmas becomes an addition-

al paid holiday.

The three-year Cuna Supply pact, covering 80 employees, calls for a 16% wage boost; 5% in the first year and 5½% in each of the following two years. Pay day is changed to every other week instead of bi-monthly. Three hours premium pay are guaranteed for call-in outside regular hours.

Employees won the right to meet jointly with top management and the union steward if dissatisfied with their merit rating review. Other gains are an additional paid holiday on Good Friday and four weeks' vacation after 20 years.



# CANADIAN NEWS

## B.C. gas pact brings wide gains

Wage boosts ranging from 21½% to 26% have been negotiated by OPEIU Local 378 for 48 office employees of Inland Natural Gas Company in British Columbia. A two-year contract is retroactive to April 1.

The hefty earnings increase includes two 8½% raises, the second cumulative, on top of elimination of the freezing of automatic salary progression at Step 2, advancement of employees with the required service to the next Step, and progression on the basis of the salary scales that took effect last July 1.

Other gains include longer vacations, improved overtime provisions, and new clauses to cover technological changes and severance pay.

Vacations now rise to four weeks after 15 years (was 17),

### Bursary awarded

Alice Tribbs, a second-year student in Carleton University's School of Social Work, Ottawa, has been awarded OPEIU Local 225's annual bursary.

and five weeks after 25 years (new), with the right to "bank" the fourth or fifth week. Employees with five or more years of service also won the right to five additional days of unpaid vacation if desired.

The new pact calls for double-time rates for overtime after two hours (was three), with double-time also paid for all work performed between midnight and the normal starting time.

The new technological clauses

call for six months' notice of changes involving job or salary to the affected employee and the union. They provide also for retraining to fill new or other positions or, if termination is elected, one week's severance pay for each year of service, or placement on a recall list.

The negotiations were conducted by International Vice-President Ron Bone and Local 378's Business Manager, Bill Swanson.

### Local 290 signs credit union

Wage gains accumulating to approximately \$1,000 annually, two more paid holidays and vacation bonuses were won by OPEIU Local 290, Ontario, for office employees of the Oakville Auto Employees Credit Union.

Paid holidays will total 14 a year under the two-year con-

tract. The vacation period is extended to four weeks after eight years, plus a \$75 bonus for employees with 5 years of service.

New contract clauses call for three days' bereavement leave; difference in pay for jury duty; improvement in maternity leave, and technological retraining.

### New unit gets 1st contract

A first one-year contract covering office employees of the Canadian Union of Students, Ottawa, has been concluded by OPEIU Local 225 which was recently certified as the bargaining agent by the Ontario Labor Relations Board.

The agreement calls for a general \$50 a month increase retroactive to September 15, and for a \$25 six-month increment. Salaries range from \$255 to \$455.

Fringe benefits include cumulative sick leave of two days per month; three days for bereavement; a technological clause with retraining provisions; a welfare plan valued at \$11 per month; the union shop with checkoff, and 13 statutory holidays.

## 1872 rules depict 'good old days'

The following set of office rules printed recently in the *Bell & Howell Findex* were in effect in the year 1872 in the establishment of one Zachary U. Geiger:

1. Office employees will daily sweep the floors, dust the furniture, shelves and show-cases.
2. Each day fill lamps, clean chimneys, and trim wicks. Wash the windows once a week.
3. Each clerk will bring in a bucket of water and a scuttle of coal for the day's business.
4. Make your pens carefully. You may whittle your nibs to your individual taste.
5. This office will open at 7 A.M. and close at 8 P.M. daily, except on the Sabbath, on which day it will remain closed. Each employee is expected to spend the Sabbath by attending Church and contributing liberally to the cause of the Lord.
6. Men employees will be given an evening off each week for courting purposes, or two evenings a week if they go regularly to Church.
7. After an employee has spent 13 hours of labor in the office, he should spend the time read-

ing the Bible and other good books while contemplating the Glories and building up of the Kingdom.

8. Every employee should lay aside from each pay a goodly sum of his earnings for his benefit during his declining years, so that he will not become a burden upon the charity of his betters.

9. Any employee who smokes Spanish cigars, uses liquor in any form, gets shaved at a barber shop, or frequents pool and public halls, will give me good reason to suspect his worth, intentions, integrity, and honesty.

10. The employee who has performed his labors faithfully and without fault for a period of five years in my service and who has been thrifty and attentive to his religious duties, is looked upon by his fellowmen as a substantial and law-abiding citizen, will be given an increase of five cents per day in his pay, providing a just return in profits from the business permits it.

Be Worthy of Your Hire

Zachary U. Geiger

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Mt. Cory Carriage & Wagon Works

### Two paper companies settle

Two OPEIU Locals have signed new contracts with paper manufacturing companies in the East and West, boosting wages by 8% across-the-board in Ontario, and by almost 10% annually in each year of a three-year pact in British Columbia.

The 8% wage gain was won by Local 263 in a one-year agreement with the Howard Smith Division of Domtar Pulp & Paper, Ltd., in St. Catherine's, Ontario. The three-year pact was concluded by Local 15 in Vancouver with Scott Paper Company, Ltd.

Other gains in the Scott pact are improved merit rating; coverage and inclusion of part-time help; length of service rating reduced to 12 months from 18 for Groups 1 and 2; switchboard category upgraded, and Export Sales Clerk upgraded to a new Group 5 category.

The Domtar division pact requires new employees to join the union after 31 days; amends the work schedule for Stores; sets a \$3.75 afternoon shift premium; improves the call-out rate schedule, and increases holiday and vacation allowances.



Independent union of employees of Montreal City and District Savings Bank demonstrate in front of head office on St. James Street in successful effort to get employers to sit down and discuss working conditions. International Representative Romeo Corbell is aiding in the continuing negotiations. Union may soon affiliate with the Office and Professional Employees.



from the desk  
of the

PRESIDENT

### St. Paul court ruling sharpens subcontracting threat

Recent developments validate warnings I have sounded from time to time of the need to include in new or renegotiated contracts clauses along the lines of "Article XVII, Technological Changes," and "Article XX, Successors," in the OPEIU's *Collective Bargaining Guide and Model Agreement*.

A Federal district court ruling in St. Paul, Minnesota, and the growing number of business mergers show how urgently needed these clauses are. Without them, countless present office jobs can vanish overnight.

Because of the Federal district judge's ruling, a "prohibition against subcontracting" clause should spell out in unequivocal language that there shall be no subcontracting of data-processing work, affecting the bargaining unit, to any outside firm.

In truth, the banking industry scored a significant victory when the Minnesota Federal judge dismissed a lawsuit that had sought to block banks from offering data-processing services either to their customers or to the general public.

Judge Philip Neville ruled simply that the plaintiffs in the case—a national association of data-processing concerns together with a local Minneapolis computer company—had no standing to bring the suit. This had named the office of the Controller of the Currency as a defendant in the suit, along with the American National Bank & Trust Company of St. Paul.

Following the ruling, the plaintiffs said they have "authorized a prompt appeal to the Court of Appeals of the Eighth Circuit." However, according to bankers, the ruling could have wide implications. They say it could bar a similar data-processing case pending in Federal court in Rhode Island, as well as a third action in Federal Court in Boston to bar banks from offering travel-agency services.

A 1966 ruling by Controller of the Currency James J. Saxon allowed banks to provide data-processing services on the ground that they acquired expensive equipment and were using it only part of the time. The St. Paul plaintiffs challenged this by seeking an injunction.

The American Bankers' Association, in an unprecedented move, sought, and was granted, permission to intervene in the case on the ground that if the action were to be successful, it "would handicap or cripple the banking system" in serving its customers.

The pending data-processing and travel agency cases in Rhode Island and Boston—along with other actions aimed at restricting bank expansion into selling insurance, the underwriting of tax-exempt bonds, and the offering of mutual fund services—are part of the "counter-revolution" which has developed against the broad expansion of banks into other fields under the 1966 ruling of the Controller of the Currency.

Because of the St. Paul ruling, subcontracting of much routine office work to banks now looms on the horizon. For this reason, it cannot be emphasized too strongly that every new or renegotiated OPEIU contract should prohibit subcontracting of office work now performed by the bargaining unit.

With the growing number of mergers in the business and industrial world, inclusion in contracts of such a Successors clause takes on added importance.

The merger trend is confirmed by figures recently released by W. T. Grimm & Company, a Chicago-based consulting firm. It finds that mergers and consolidations of business and industrial firms are growing at an accelerated rate.

The firm counted 2,975 mergers in 1967, against 2,377 in 1966. It projects this year's total at 3,250 or more, citing as major reasons the increased interest by potential buyers in new sources of income, increased needs by sellers for more working capital, better marketing prospects, and the advantages of broadened ownership.

### 7-day strike wins \$16.50

A seven-day strike by office workers at Locals 157-60 UAW Credit Union in Detroit, Michigan, won a new three-year agreement boosting wages by \$16.50 a week and improving fringe benefits. OPEIU Local 42 represents the unit.

The first raise of \$5 is retroactive to October 1 last. Further

increases of \$5.50 and \$6 will take effect on September 1 of this year and next.

Other gains were an additional day and one-half of paid holidays and a 1% increase in severance pay. The new 4% severance pay rate is based on wages at time of termination and is retroactive to date of hire.

### Local 29 Settlements

## Pan Am unit gains \$1,000

The 125 Local 29 members employed by Pan American World Airways at the nuclear rocket testing site at Jackass Flats, Nevada, have tied up a package of wage boosts, fringe benefits and promotions valued at more than \$1,000 per individual. The agreement, which runs for three years, also upgrades 17% of the employees.

The first 5% increase, averaging 18¢ an hour including upgrading, amounts to \$31.20 a month. Second and third year raises will each average 15¢, or \$26 a month. The contract also provides for a longevity raise of 1¢ an hour for each year's service over three years.

Fringe benefits include one additional holiday; employer to pay full Health and Welfare premium; a much smaller contribution by employees into the joint contributory Pension Plan, and improvements in sick leave.

Pan American employees on the union negotiating committee were Clint Mallory, Helen Hensley, Mabel Reid and Roy Griffin, assisted by International Representative Joseph McGee and Business Representative Ray McNeill. International Vice-President John Kinnick handled the final meeting.

Local 29 has also concluded settlements with Lucky Stores in San Leandro, California, Album News Agency in Vallejo, California, and Sun Garden Packing in San Jose.

#### Lucky Stores

Substantial wage hikes, stricter seniority clauses, protection from automation, and a ban on sub-contracting office work to outside agencies highlight a three-year pact with Lucky Stores, which ended a four-day strike by the 125 employees.

The settlement was effected by State Conciliator James Marshall after an all-night December session. The strike was launched at Lucky Stores' distribution center and the San Leandro office, but picket lines later included GEMCO and other company stores in Alameda County.

The agreement wins 10¢ to 17½¢ hourly raises the first

year, with an average of 12½¢ hourly in each of the second and third years. Rotating day and night shifts are no longer mandatory. The night shift differential is raised to 35¢ hourly from 15¢, becoming effective at the start of the shift instead of at 7 p.m. as previously.

Management agreed to notify the union of any introduction of new office equipment, to retrain employees facing displacement, and give skilled employees job preference on the new equipment. Seniority relating to lay-off and promotion was strengthened, and in future will govern shift choice, starting time, work week and vacation dates.

Paid holidays per year are increased to nine, including the employee's birthday. Those with 20 years' service become entitled to five weeks' vacation.

Employees and dependents are also covered by Local 29's health and welfare program, including dental care, medical and hospital coverage, as well as medical and life insurance.

#### Sun Garden

Wage raises and fringe benefits topping \$1,000 for each

member were secured in a three-year contract renewal with Sun Garden Packing, a food cannery. The unit has 19 members.

Retroactive to September 1 last, the first 15¢ hourly increase will be followed by similar increases on the same date in 1968 and again in 1969. A new clause provides retraining for employees displaced in the event of technological changes.

The employer also agreed to contribute 15¢ an hour, instead of 10¢, to Local 29's Pension Fund: 17½¢ in 1968 and 20¢ in 1969.

#### Album News

Wage boosts totaling more than \$450 annually were obtained in a three-year contract with Album News Agency, magazine and book distributor.

The new contract provides that the employer shall pay full premiums for employees and dependents in Local 29's Health and Welfare Plan. It also adds coverage in the Local's Prescription Drug Plan. Employees with one year's service will receive two weeks of vacation as of 1970.

## \*Fringes

(Continued from page 1)

fits. Coverage has been widened to include dental and optical care, pharmaceutical expenses, and mental illness. More interest is shown in prepayment plans.

Job security has been provided in some contracts by attrition-type clauses and guarantees of a minimum of working hours. Many more contracts provide severance pay. Transfer rights and moving allowances have been broadened. Shorter hours continue to spread slowly.

If you move, send your old and new address, including zip code to:  
J. Howard Hicks, Sec.-Treas.  
1012-14th St., N.W.  
Washington, D.C. 20005



Bernard Rapoport, president of American Income Life Insurance Company in Waco, Texas, signs recent agreement with Local 277 improving working conditions in many respects. Standing, from left, are Local 277 Business Manager J. B. Moss; Art Halms, American Income vice president; Julia Olsen, chief steward; Kathy Williams and Ruby Clapper, stewards.