Kansas City local wins 1,568-member unit

A year marked by an encouraging number of OPEIU organizing successes saw further gains—including a resounding election victory in Kansas City, Missouri—in its closing weeks.

In a hard-fought battle, the National Labor Relations Board, Kansas City's Local 320 was chosen collective bargaining agent for 1,568 employees of National Bellas Hess, Inc., a mail order house. It unseated Teamsters Local 90.

A vigorously waged campaign under way since last April channeled the unsatisfied aspirations of the employees toward the OPEIU. Adding Local 320 and the employees' own committee was an effective team of OPEIU International Representatives and AFL-CIO field organizers.

Of the two-thirds of the unit casting ballots, 596 voted for Local 320 against 222 for the Teamsters local. Twenty-one voted for neither union; 120 ballots were challenged and one was voided.

A follow-up effort was proceeding as this issue went to press. An additional 300 employees of Bellas Hess remain outside the union fold and the drive aims to bring them in. Local 320 Business Representative Jerry Schmit, who coordinated the effective election campaign, is optimistic that a second advance is in the making.

OPEIU President Howard Coughlin described the victory as an eloquent demonstration of the desire of Bellas Hess employees to be part of the main family of the American labor movement.

The election's outcome, he added, "shows how deep and widespread the yearning for collective bargaining is among American workers, including those in hard-to-organize fields."

Texas locals score for insurance units

Local 27

A three-year Local 27 pact, covering 650 office clerical employees of American National Insurance Company in Galveston, Texas calls for an 11.2% wage increase and improved fringe benefits.

The first 5.2% hike is retroactive to last October 10 and will be followed by two 3% raises, each taking effect on the 1968 and 1969 anniversary dates. A new labor grade was secured as well as higher promotional increases.

Other gains are 13 sick leave days per year cumulative to 39; a holiday on the Friday after Thanksgiving for a total of nine; an additional paid vacation of one day per year after 15 years to four weeks after 20 years; a 20¢ per hour shift differential for the second shift and 40¢ for the third shift; and an improved hospitalization plan.

The negotiating committee included Mary Lou Rothermel, Joyce Douglas, Lucile Davis- port, Erwin Felcher Jr., Jane Lynd and Local 27 Business Representative Mike Burbage. They were aided by OPEIU Vice-President F. E. Morton.

Local 277

Members of Local 277's unit employed by the American Life Insurance Company in Waco, Texas have ratified a 30-month contract bringing them an average $3720 per year in wage increases. Negotiations were completed five months in advance of the expiration of the old contract.

Besides an automatic 5¢ per hour wage increase from min-

Local 77 ups wages 30c

OPEIU Local 77 has concluded a contract covering 60 office workers of the Manhattan (Wisconsin) Engineering Co., heavy equipment manufacturer. To run for three years, it brings a 30¢ an hour wage boost and a cost-of-living adjustment, in addition to a better vacation schedule and other fringe benefits.

The first 14¢ increase was effective November 1, with 8¢ the same 1959 date. Employees are now entitled to three weeks of vacation after 10½ years (was 15), and four weeks after 20 (was 25). A new clause provides a two-day paid bereavement leave in cases of death in the immediate family, one-day leave when the deceased is a close relative.

Hospital and surgical bene-

Strikers remembered at Christmas

At Christmas time New York Local 153 remembered the 2 OPEIU members striking against Kennecott Copper Company in New Mexico and Utah, sending them checks totaling $5,000.

Two AFL-CIO unions have been on strike for six months against four major copper companies. A prime issue is the refusal of the companies to negotiate with the unions jointly. Their aim is to fragment and thus weaken collective bargaining.

The Local 153 gifts were authorized by the union's executive board, acting on a recommendation of International President Howard Coughlin, secretary-treasurer of the local.

A letter from Business Manager Ben J. Cohain was enclosed with each check. "We want to congratulate you on your courageous fight to obtain a just contract with the copper industry," the message said. "We are aware of the industry's refusal to cooperate with the federal government on the subject of fact-finding."

"A long strike is always a difficult thing for a worker and his or her family. However, being out on strike at the Yuletide season is particularly trying."

"On behalf of the membership of Local 153, we are enclosing a check which we hope will help you and your family enjoy the happy holiday season possible under these circumstances."

The AFL-CIO has set up a special fund for the copper strikers. Permanent it at the AFL-CIO convention last month, President George Meany observed that, "It is the obligation of the labor movement as a whole to insure that those who man the picket lines, and their families, are protected from economic cata-

cytrophes."
Survey sees job, income growth

Office jobs for white-collar workers, especially women, grow brighter between now and 1975 while openings for men, particularly in manufacturing, have dimmer prospects. These are the findings of a National Industrial Conference Board study of population projections in selected metropolitan areas. It finds jobs in government, services and offices will grow rapidly in the years ahead.

While population gains in metropolitan areas are expected to fall short of those in earlier years, white-collar jobs and income gains are seen as accelerating. As a spurt in incomes, coupled with moderating population increases, will combine to produce gains in real per capita incomes of 2.4 per cent annually to 1975, significantly higher than the 1.4 per cent annual increase of the 1950-62 period, the Board believes.

It declares that the projected jobs and earnings pickup will be partly due to greater employment of women who by 1975 will fill the roles of the labor force, against 38 per cent in 1965 and 36 per cent in 1960. Manufacturing jobs, particularly for males, will not be as important a growth stimulant as they were in the past.

Total U.S. population is expected to be roughly 228 million by 1975, against 194 million in 1965. 164 million lives in metropolitan areas, compared with 133 million today. The gain forecast through 1975 average 1.5 per cent annually, contrasted with 1.7 per cent since 1950. NFA expects that metropolitan areas will raise the average annual earnings of the total population to 75 per cent by 1975, against roughly 133 million, or 66 per cent, at present.

Growing urbanization should be most apparent in towns and villages adjacent to the more densely populated metropolitan areas included in the study.

What Does a Secretary Do?

Secretaries come in all shapes, sizes, ages, temperaments, abilities, and previous conditions of servitude—which means even the most crochety become quite easy to find one to suit him. It also indicates secretaries are human, too (Surprise!)

The secretary must have a diplomat’s tact, a male’s endurance, a chameleon’s effacement, a salesman’s enthusiasm, the sun’s punctuality, the speed of light, a sister’s loyalty, a rhino’s hide, an Einsteinian brain, a mother’s sympathy and the patience of Job.

She must be purchasing agent (tickets, etc.), cover-up (he’s in conference), button sew-on, cryptographer (to read his writing), interpreter (to make sense of his dictation), spy (office gossip), accountant (he can’t keep his budget balanced), and, at the same time, keep his appointments (and lie straight).

Meanwhile, the secretary’s Big ego, his fuzzy thinking, his indolence, his 4.30 p.m. dictation. To keep up his confidence and relieve his ulcers, she fattens him constantly despite the brush-over and touches his nickel cigars. No wonder secretary-boss love affairs are mostly fiction!
B.C. unit receives mixed award

A government-appointed Conciliation Board has awarded 2,100 members of OPEIU Local 378 in Vancouver, B.C., a cumulative 17.7% wage increase in a binding settlement of their contract dispute with the British Columbia Hydro & Power Authority. The first 8½% raise is retroactive to April 1 last. The imposed agreement runs to 1969.

Other board awards were four weeks vacation after 15 years (was 17) and five after 25; an overtime premium increase; and improvements in shift premiums, with a differential also set up for EDP department employees. Lower hiring rates were eliminated for summer employees.

Agreements deadlocked, the British Columbian government—which owns the Authority—named the three-man conciliation board to iron out differences. The chairman and one member represented management; the third member represented the OPEIU unit.

He dissented from the majority decisions.

Local 378 President R. F. Bone, bargaining committee chairman who presented the unit's case at the hearings, said that in addition to a biased board he was also confronted by a management representative who was aided by legal counsel and had on tap an outside accounting consultant firm.

Although a single salary scale was won for male and female members, he said the method decided by the board to implement this has, in effect, destroyed the previous job evaluation system. Thus, a return is "doubtful at this time."

The unit's demand for a work-week reduction to 35 hours from 37½—to bring this in line with all other public utilities in British Columbia—was denied by the board despite the well-documented facts presented at the hearings in support of it.

Other unit bargaining committee members were W. Swan, J. Friesen, R. Wilson, R. Freethy, Miss E. Lopuszenski, W. Rolston, N. Jorgenson, W. Longdon-Davies, Miss L. Singer and F. Trotter.

Quebec pact yields 14%

A 14% wage increase across-the-board on top of numerous fringe benefits characterizes a contract renewal between OPEIU Local 361 and Canadian British Aluminum Company Ltd., covering about 70 office employees at Baie Comeau, Quebec.

The new pact runs until February 1, 1966. Half the 14% increase is retroactive to November 1, 1965, and the other half took effect November 1.

Two additional half-days—Christmas Eve and New Year's Eve—are added to the list of holidays. Vacations are now four weeks after eight years (previously 10).

The employer also agreed to contribute up to an additional $2 a month to the insurance plan.

A new Senior Clerk classification was set up. It will pay $8 a week above the established clerical scale.

CITATED FOR 25 YEARS SERVICE TO ST. LOUIS LABOR COUNCIL, AFL-CIO, at the Council's October 17 meeting was office secretary Rita Harty, seconded from left, Council President Joseph Clark, right, and Secretary-Treasurer Oscar Ehrhardt, seconded from right, presented her with a gift and check. They paid tribute to all three Council office secretaries, who are members of OPEIU Local 13. Caroline Rabbitt, left, has some 8 years of service; and Margaret Ritch, who was ill when the photo was taken, has some 23 years of service and is a former president of Local 13.

OPEIU Local 55 in Toledo, Ohio, which last June became the bargaining agent for 34 technicians and general office employees at the Engineering Research Laboratories of Precision Corporation, has signed its first contract on behalf of the new unit.

The agreement calls for wage increases up to $40 a month, wage progression reviews; a full union shop and strong seniority rights.

The bargaining committee included Dick Schroeder, Jack Cooper and Max Kuszt, assisted by International Representative John W. Richards.

Egan Elected

Russell Egan, vice-president of OPEIU Local 13, has been elected a vice-president of the St. Louis Labor Council.

Two Significant NLRB Rulings

Two important decisions were made recently by the National Labor Relations Board. One was its assertion of jurisdiction over private hospitals and nursing homes in the United States. The other was its adoption of new procedures to reduce delays and expense in unfair labor practice cases.

Reversing a 1960 decision against conducting an election among employees of Flabrush General Hospital in Brooklyn, N.Y., the five-member NLRB bases its new policy on the fact that such private hospitals and nursing homes have "an ever-increasing impact" on commerce. Besides, they are "intimately connected with the public health and welfare of the nation," NLRB now holds.

The AFL-CIO filed briefs supporting this concept, which was opposed by employer organizations. The NLRB granted petitions for representation elections among non-professional employees at the Medical Center Hospital in Oroville, Calif., and at the University Nursing Home Inc., in Wheaton Md., a Washington suburb.

Oroville, Finding

In its Oroville ruling the NLRB stated that the employer argued that the operations of private hospitals in general have an insufficient impact on commerce to warrant change. The board disagreed, citing these reasons:

• While all hospitals are primarily humanitarian institutions, operationally they are a multi-billion dollar complex comprising one of the nation's largest industries.
• Registered nurses, dietitians and therapists must be recruited from all parts of the country.
• Purchases of supplies and equipment "clearly have a substantial impact" on intermediate commerce.
• As of 1965, more than 970 private hospitals had gross revenues of $551 million. More than 18,000 private nursing homes had 835,000 beds and gross national expenditures of $12 billion—an increase of 754 percent since 1950.

The NLRB also cited the "financial impact of billions of consumer dollars expended by millions of Americans for health protection and care."

The national Medicare program had a first-year operating budget in excess of $2 billion, said the board, adding that at the end of 1964, 79.2 percent of the U.S. civilian population was enrolled for health care benefits in Blue Cross and other health care programs.

Cited also were the "numerous public health and welfare enactments of Congress, financed by public funds. They have a major impact on commerce, the board said, and "we believe that the public interest would be served by making available the orderly and peaceful procedures of the labor act."

Pre-hearing Stressing

The new NLRB procedure will be to emphasize pre-hearing conferences by trial examiners to reduce delays and expense in unfair labor practice cases. The goal now will be shorter trial hearings, sharpening the issues and spelling out the complaint and defense theories before the formal hearing of evidence by the examiner.

Chairman Frank W. McCulloch says that the NLRB seeks "a trial that is less a battle of wits . . . and more of an orderly, rational search for the truth."

Noting that authority for pre-hearing conferences has been listed since 1946 in NLRB rules, McCulloch points out that the board previously had not forthcomingly called this to the attention of labor litigants. No one may be penalized, however, for refusing to join such a conference or to make concessions, he adds.

The conference may be held on an examiner's initiative or by joint request of the parties. The intent of the board is to "avoid surprise and obfuscation by having the issues and respective theories spelled out, and to achieve a record that is shorter and uncluttered. Litigants are entitled to have their rights determined without unnecessary expense or delay."

McCulloch said a "valuable byproduct" of the pre-hearing conferences should be more and speedier settlements.

The latest NLRB annual report notes that in spite of a record-breaking volume of cases disposed of, the load of unsettled cases increased about 5.5 percent in the year ended June 30, 1966.

For the ninth year in a row, unfair practice charges constituted a majority of new cases in that year. Charges against employers totaled 10,902; against unions, 4,941.
89 wins wage gains, union shop

The OPEIU has successfully challenged the right of a company to exclude from a profit-sharing plan employees who joined the union. The National Labor Relations Board earlier found for the OPEIU, and now the Sixth Circuit Court of Appeals has upheld the NLRA — ruling that the Dura Corporation's restriction of its profit-sharing plan to "any salaried employee . . . who is not a member of a collective bargaining unit recognized by the employer" is per se violation of the Taft Act.

The issue developed in 1964 when the Dura Corporation began negotiating a contract with the OPEIU and at the same time barred the workers from its profit-sharing plan. The OPEIU filed an unfair practice charge. Meanwhile, a contract was signed which contained a waiver clause. The company cited this clause. The NLRA found the profit-sharing plan bar in violation of the new law and that a natural consequence of the eligibility rule was "the discouragement of union membership." The Court of Appeals has now concurred, finding also that the waiver clause in the contract did not affect the issue.

Insurance

(Continued from page 1) Limitation to maximum in each classification, the pact incorporates an 8-cent-per-hour cost-of-living increase into the basic wage. The agreement calls for two 15-minute rest periods; nine paid holidays, including the employee's birthday and a half-day off for Christmas shopping; and two weeks vacation after one year, three after five and four after ten. Employees with six months of service get one day off with pay for personal business. Working mothers, required to work overtime, will get an extra child care allowance plus overtime.

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

Local 202

Wage gains totaling 13 percent across-the-board have been secured for 96 members by OPEIU Local 202 in a new three-year contract with Dort-Olive, Inc., manufacturer of filters and other sewage treatment products. The unit in Hazelton, Pa. comprises clerical workers, buyers and engineers.

The contract calls for a 5% raise the first year and 4% each year in the following two years. Christmas Eve and New Year's Eve become additional paid holidays, bringing the annual total to 10.

The employer also agreed to boost life insurance and health and welfare policies to $3,500 from $3,000, with additional benefits, at no cost to employees. Weekly sickness benefits are boosted $5 a week.

The unit negotiating committee was headed by William Rowett and comprised Thomas C. Ondrey, Byron B. Evert, Bernard J. Stanziola and George J. Gyurko. Management was represented by George Walkinshaw, D. R. Hill, J. J. Hague and Eugene Kokinda.

Other improvements included better wage progressions and the day after Thanksgiving as a permanent paid holiday.

Local 95

OPEIU Local 95 has renewed a one-year pact with Wausau Iron Works, manufacturer of heavy steel equipment and snow plows in Wausau, Wisconsin, winning a 134% across-the-board wage increase.

Local 10

A ninth classification resulting in four promotions and a traditional man's job opened to women highlight a new three-year OPEIU agreement signed in Detroit, Mich.

Covering 48 office workers at McKesson & Robbins, drug wholesalers, the Local 10 contract secured promotion of a woman to the Adjustment Clerk classification, a job always held previously by a man.

Increased wages, liberalized vacations, an additional holiday on each employee's birthday and other gains will be worth about $1,000 per employee over the span of the agreement.

Wages go up 20c the first year, 15c the second, and 12½c the third. Many employees are reclassified upward, including the computer backup man raised one job level.

The number of years required for a three-week vacation is cut one year each year of the contract from 15 to 12. Four weeks are due after 25 years' service.

Negotiations were conducted by Local 10 President Thelma O'Dell, Virginia Mills and Donald Amadori.

Local 8

An 8.26% wage boost has been secured by Seattle's OPEIU Local 8 for some 170 office employees of the King County Medical Service Corporation.

Health and welfare gains, the one-year contract boost hopes for the better characterization a Local 153 (New York) agreement with Gran colombians, shipping line.

Formerly the employer and employee each made a 5 per cent contribution to the profit-sharing plan. This was changed to a 7 per cent contribution by the employer and 3 per cent by the employee.

Wages go up 4 per cent each year, bringing the total earnings gain to 15 per cent.

Welfare, insurance and vacation benefits were improved, and the thorny problem of temporary employees resolved.

The unit will be covered by the union's advanced $31.50 Welfare Plan.

Local 153

Sweping changes for the better characterize a Local 153 (New York) agreement with Gran colombians, shipping line.

Formerly the employer and employee each made a 5 per cent contribution to the profit-sharing plan. This was changed to a 7 per cent contribution by the employer and 3 per cent by the employee.

Other improvements included better wage progressions and the day after Thanksgiving as a permanent paid holiday. Local 95 President Harry R. Klopka and Robert E. Porath handled the negotiations. They were assisted by Business Manager Carl Meinert.

Court finds for OPEIU

On profit-sharing issue

The OPEIU has successfully challenged the right of a company to exclude from a profit-sharing plan employees who joined the union. The National Labor Relations Board earlier found for the OPEIU, and now the Sixth Circuit Court of Appeals has upheld the NLRA — ruling that the Dura Corporation's restriction of its profit-sharing plan to "any salaried employee . . . who is not a member of a collective bargaining unit recognized by the employer" is per se violation of the Taft Act.

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89 wins wage gains, union shop

The Crown Zellerbach signing: Seated from left are OPEIU Vice-President Frank E. Morton; Local 89 President S. A. Mayor, E. M. Boddy, C. Z. Labor Services Manager; T. L. O'Dell, Bogalusa Division Manager; G. J. Beinvenu, Gaylord Division Manager, and A. G. Root, C. Z. Community & Industrial Relations Manager; Standing from left are Delos Knight, C. Z. Public Relations Manager; J. W. Brumfield, Local 89 Trustee; E. L. Deal, Bogalusa Division Office Manager; L. M. Magee, Local 89 Trustee; Lennell Miller, Local 89 Vice-Presidents Clyde A. Williams, Local 89 Trustee; Lorraine Latino, Local 89 Recording Secretary, and R. E. Davis, C. Z. Personnel Director, Bogalusa Division.