

# WHITE COLLAR

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

Copper  
Strike

Pages 2, 3

No. 265

March, 1968

17

## 1200 bank employees join union

### H. B. Douglas dies



Henderson B. Douglas, OPEIU's Director of Organization, died February 16, at Valley General Hospital in Ridgewood, New Jersey, after a long illness. He served the labor movement for 30 years, and he was known to his many friends in it as "Doug."

Born in Pittsburgh, Pa., he began his career in the movement in 1938 as a member of the office staff of the American Federation of Labor in Washington, D. C.

Studying at night, he became a specialist in labor-management relations and so expert in this field that he later taught classes in the subject at Catholic University in Washington.

As an AFL organizer, he was among the pioneer group that unionized Tennessee Valley Authority employees in a seven-state area during New Deal days.

After the war, during which he served in the Navy, he returned to the AFL staff and was given a leave of absence to act as Business Manager for OPEIU Local 2 in Washington. When his leave expired, he was named AFL regional organizer in Salt Lake City, covering Idaho, Utah and New Mexico.

When President Howard Coughlin was elected to head the OPEIU, his first official act was to offer Doug the post of Director of Organization. In a joint letter to all OPEIU Locals announcing his death, Coughlin and Secretary-Treasurer Howard Hicks paid him this tribute:

"In 1953, we decided that our organization could benefit appreciably from Doug's vast technical and practical knowledge gained in the field, and offered him the post which he ably filled until his death at the comparatively early age of 53.

"A dynamic and imaginative organizer, he made a major contribution in this capacity not only to the growth of OPEIU, but also to the awareness of white-collar unionism among office workers throughout the United States and Canada.

"Our organization has lost a dedicated worker in its cause, and we have lost a dear and respected personal friend as well."

A memorial service was held February 19 in the Church of Radburn, Fair Lawn, N.J., which he served on the Board of Trustees. It was attended by Coughlin and Hicks, heading a large delegation of OPEIU representatives from nearby states and from Florida and Texas.

Doug lived at 29 Sandford Road, Fair Lawn. He is survived by his wife, Helen (nee Jess), formerly of Salt Lake City; a teenage daughter, Robyn, at home; and a son, Lawrence, of Washington. Also surviving are his mother, Mrs. Charles Douglas of Washington; his sister, Mrs. Helen Burrows of Falls Church, Va.; and a brother, Leslie, U.S. Air Force, San Antonio, Texas.

### 1st OPEIU contract boosts salary scales \$1,150 to \$2,575 annually

After negotiating a 30-month contract, winning salary increases ranging from \$1,150 to \$2,575 for 1,080 bank tellers, clerks and junior accountants, the biggest unit of organized bank employees in North America voted to affiliate with the Office and Professional Employees International Union. It is now OPEIU Local 434.

The agreement was reached after six months of tough bargaining in which the independent union called upon OPEIU for the services of International Representative Romeo Corbeil.

The union, certified by the Canada Labor Board last October 13, had signed up nearly all the eligible employees in the Montreal City and District Savings Bank. An impressive demonstration in front of the St. James Street head office helped to persuade the employers to sit down and bargain.

Salaries will be increased in three stages. Initial increases retroactive to January 1 will range from \$650 for tellers to \$1,575 for senior clerks. Further increases next January 1 and 12 months later will increase salary scales to a mini-

mum of \$3,800 a year and a maximum of \$10,000 for employees below the accountant category.

The bank's 110 accountants and assistant accountants have formed a separate local and voted 95% to affiliate with OPEIU before beginning negotiations for their contract.

"For a first contract, this one is very good," Charles Bilodeau, bank union president, said. "We will now be the best-paid bank employees in Canada. Employees of other banks will be very tempted to join our union when they hear about this contract."

The 23-page agreement sets up grievance machinery, eliminates evening work at the 76 bank offices and improves holidays and fringe benefits.

Bilodeau said the union plans to hire full-time organizers who will campaign to organize the staffs of other chartered banks in the Montreal area. Already, he added, the union has been approached by local employees of four other banks—Bank of Montreal, Canadian Imperial Bank of Commerce, Provincial Bank of Canada and Banque Canadienne Nationale.

OPEIU President Howard Coughlin said the Canadian victory marks a "major breakthrough in our efforts to organize all bank workers in North America," adding: "A union contract is the soundest blue-chip security every bank worker in the U.S. and Canada needs in his own personal investment portfolio."

More Canadian news page 3.

### Ohio auto salesmen affiliate

Auto salesmen in the Greater Akron-Cleveland and north-eastern Ohio area have joined up with the OPEIU. The union's newest affiliate—Professional Automobile Salesmen Union Local 436—has received its charter and has launched an active campaign for members at some 50 Cleveland and Akron area automobile dealerships.

International Representative John Richards reports that the affiliation came about when a previously organized salesmen's group—the Professional Automobile Salesmen's Association—approached OPEIU seeking the strength of AFL-CIO affiliation to aid its drive for recognition and improvements in pay and working conditions.

Under its new charter, Local 436 has filed three election petitions—one in Cleveland and two in Akron—for new units of automobile salesmen. Although the union is concentrating on 50 dealerships at this time, Richards estimates that there are well over 100 unorganized dealerships employing close to 450 employees in the area.

Previously, PASA had won some 15 NLRB representation elections at dealerships employing more than 100 new and used car salesmen. Where PASA already has obtained bargaining rights, the union will retain its independent identity during contract negotiations but once contracts are executed, the PASA will transfer to OPEIU affilia-

tion. Many PASA members are already signing Local 436 membership cards on an individual basis.

Preparing to assist PASA in early negotiations with automobile dealers, Local 436 is drawing up contract proposals on pensions, working conditions, and commissions. Cleveland and Akron auto salesmen have no pensions or retirement programs, and some do not have hospital coverage. Those who do, pay their own premiums.

Working conditions also are a prime issue. These relate to hours, shifts, and a "host of eccentricities" where employers and employees disagree on the duties of salesmen.

### Local 29 airline drive gains

More than 500 of the 1,100 passenger service reservation and teletype agents of Bonanza, Pacific and West Coast Air Lines have signed up with OPEIU Local 29, Senior Business Representative John Kinnick reports.

The campaign has received a big boost with a lively new publication, "IN FLIGHT," is-

sued by Local 29's dynamic Airline Division which seeks to become bargaining agent for all three airlines once their proposed merger is approved. The new company will be known as Air West.

Local 29 became bargaining agent for Bonanza's employees late in 1966 and shortly negotiated a contract superior to

those of the other two air lines represented by other unions. Already more than 150 cards have been signed by Pacific Air Line's employees, indicating widespread disenchantment with their present representation. The Bonanza unit now totals more than 370.

Local 29 is pointing toward a representation election.

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

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## Plan to Help Copper Strikers

Establishment of an "adopt a copper striker's family" campaign has been launched by AFL-CIO Vice Presidents Joseph D. Keenan and Joseph A. Beirne, appointed by President George Meany as a special committee to raise funds for 60,000 striking workers. Two OPEIU Locals in New Mexico and Utah are involved. (See President Coughlin's column on Page 3).

"It is a trade union tradition for members to help their fellow workers in need," Keenan and Beirne point out. "The copper syndicate is trying to starve its workers into submission. We cannot—and we will not—permit that to happen."

More than \$800,000 has been donated by AFL-CIO affiliates and distributed to strikers, who have been on the picket line for about eight months. The 22 striking unions of the AFL-CIO, including the OPEIU, have contributed heavily through defense funds. Yet there remains a growing need for financial help because of the long duration of this strike, Keenan and Beirne note. Those on the picket lines urgently need our help NOW.

Locals, groups of workers or individuals can adopt a striker's family for \$25 a week under the plan. The AFL-CIO vice presidents urge funds and pledges be sent immediately to: Nonferrous Metals Strike Fund, AFL-CIO, Washington, D.C., 20006.

## White-Collar Concepts Changing

At the turn of the century the American Federation of Labor—now the AFL-CIO—consisted entirely of craft unions catering to the "horse-and-buggy" era. Most are now extinct, victims of new inventions and advancing technology. These have created new occupations, entirely new careers undreamt of in those "leisurely" times when a 72-hour work-week was normal, and also changing traditional social attitudes and economic concepts.

The revolutionary economic changes since then may be gauged from the names of these extinct unions. How many today even know that such quaint unions ever existed? Some were the Organ Makers Union, the Umbrella & Walking Stick Workers, the Hair Spinners Union, the Box Sawyers & Nailers, the Architectural Cornice Makers, the Lantern Workers and the Horse-Collar Makers National Union.

In those horse-collar days, white-collar workers sported walking sticks as a status symbol. They snobbishly looked down their noses at blue-collar workers, reflecting inherited European more than American traditions. But as blue-collar workers organized, the economic status of blue and white-collar workers was slowly reversed. Today the unorganized white-collar worker is on the lowest rung of the economic ladder because the majority naively cling to outdated 19th Century social concepts that went out of fashion with the horse-collar and the walking stick.

Today the go-go crowd among office and professional workers recognizes that white-collar unionism is the only reliable walking stick they can afford if they are to climb upward in a complex 20th Century world. A union contract is the only trustworthy lever available to enhance social standing, insure promotions, win higher pay, improve job security and obtain pensions to supplement Social Security retirement payments—among other desirable benefits.

Unions have changed with changing times but their basic philosophy is the same: to better living conditions for every worker, utilizing organized strength as a substitute for individual weakness. Today, the OPEIU reflects a recent revolutionary change in white-collar attitudes. In the short space of 2½ years alone OPEIU's numerical strength has increased by 25 per cent.

Every OPEIU member can stimulate this phenomenal growth by urging friends in unorganized offices to climb aboard this rolling bandwagon for universal white-collar unionism.

# Survey shows clerical pay gain

Pay for clerical workers in private industry rose faster in 1966-67 than did earnings of professionals, according to the Bureau of Labor Statistics' national survey of Professional, Administrative, Technical and Clerical Pay. This was the first time that clerical salary gains outpaced those of professionals since BLS began its survey in 1961.

Salary increases for white-collar workers, both clerical and professional, in private industry were the largest in six years.

The BLS report shows that pay increases for 17 clerical work levels ranged from 4.4 to 7.7% from February 1966 to June 1967. For all levels combined, the average advance amounts to 6.1%, but adjusted to an annual rate, the increase becomes 4.6%. Pay increases for almost all of the 51 professional and administrative job categories ranged from 2.8 to 8% during the period.

### Survey Provides Benchmark

While the survey originally was designed to compare pay in the public and private sectors, it also is used as a benchmark by business, labor unions, professional societies, trade associations, schools, and state and local agencies, BLS reports.

Average June 1967 salaries for eight levels of engineers, the largest professional group studied, ranged from \$699 a month for college graduates in training positions, to \$1,853 for those responsible for highly complex engineering problems. At the fourth level—the largest group in each profession representing fully experienced employees—engineers averaged \$1,035 a month, chemists \$1,004.

Among five engineering technicians' levels defined for study, the third and fourth, in which a majority of technicians were classified, drew average salaries of \$603 and \$693, respectively. Draftsmen-tracers averaged \$395 a month, with the highest level averaging \$727.

Accountants' salaries ranged from \$582 to \$1,066 a month,

while auditors averaged \$599 at level I and \$969 at level IV. First level accountants and auditors were trainees with bachelor's degrees in accounting or the equivalent in education or experience.

Level I buyers responsible for purchasing readily available "off-the-shelf" items and services earned average monthly salaries of \$586. Buyers IV, who bought large amounts of complex and technical items, material and services, averaged \$984.

Personnel directors and job analysis, each representing four levels of work, were surveyed in the personnel management field. Trainees in job analysis averaged \$635 a month, compared with \$997 for those at the top level requiring evaluation of a variety of more difficult jobs under general supervision. Personnel directors averaged \$867 at level I and \$1,599 at level IV.

### Clerical Salary Levels

Among the 21 clerical work levels analyzed, average monthly salaries ranged from \$284 for file clerks I to \$578 for sec-

retaries IV, the highest of a new four-level series introduced in the 1967 BLS study. Averages for 10 of the clerical levels were above \$410, and only four were below \$360 per month.

The national survey covered 1.4 million employees in 81 selected occupation work levels—51 professional and administrative, nine technical, and 21 clerical. The occupations and work levels were chosen from the following fields: accounting, legal, office services management, purchasing, personnel administration, engineering, chemistry, drafting and clerical.

The report provides information on salary levels nationwide and separately for all establishments located in metropolitan areas and for establishments employing 2,500 or more workers. Definitions used to classify employees by occupation and work level also appear in the report.

The BLS survey on professional administrative, technical, and clerical pay, BLS Bulletin 1585, is available for 50¢ from the Superintendent of Documents, Washington, D.C. 20402.

## 8-week strike ends; \$1,000 package won

After eight weeks on the picket line, office workers at Tandem Federal Credit Union in Detroit, members of OPEIU Local 42, won their demands for higher pay, shorter working hours, additional holidays and other fringe benefits. Individuals will gain better than an average of \$1,000 each over the life of the new contract.

Local 42 President Mabel Holleran reports that the new pact converts \$15 per week of the present cost-of-living increment (\$22.58 a week paid quarterly) into base salary. A further \$3 a week increase is retroactive to last November 1, and another \$3 raise takes effect this November 1.

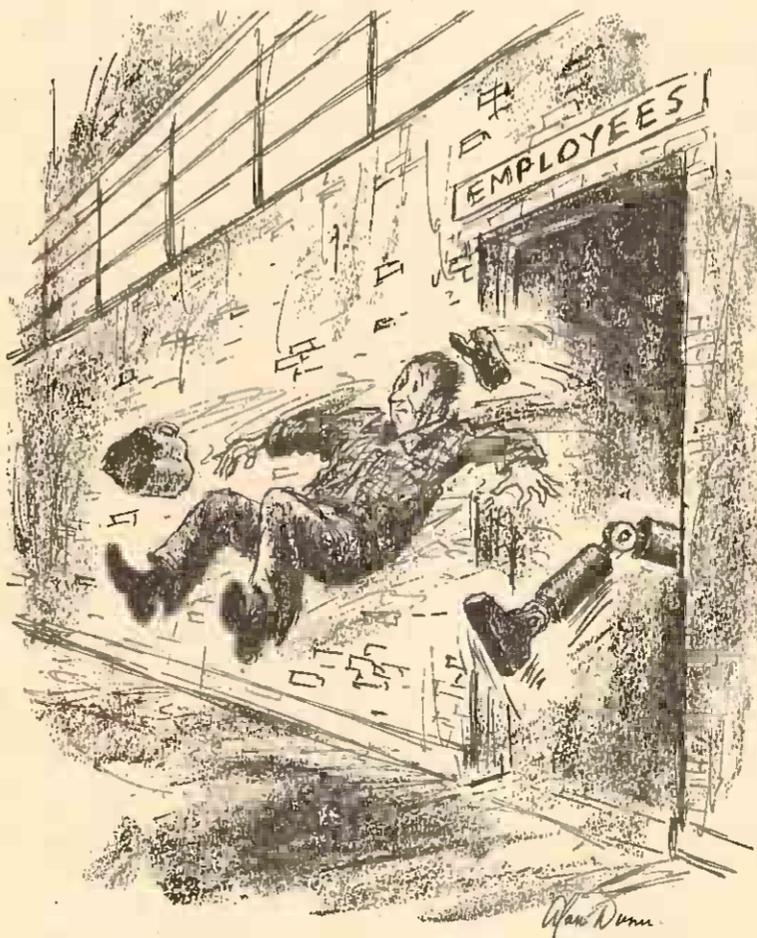
On November 1, 1969, the work week will be reduced to 35 hours from the present 37½ with no loss in wages.

Christmas and New Year eves become full-day holidays. Also won were two personal leave days after one year of seniority; Veterans Day exchanged for a floating holiday to be used for a long week-end in conjunction with the Chrysler floating holiday, and one additional sick leave day bringing to 15 the annual total. Several improvements were also gained in contract language and non-economic benefits.

### Law firm wage up 8%

An 8% across-the-board wage boost, plus an additional paid holiday, highlight a one-year contract renewal covering Local 8 members at the law firm of Bassett, Donaldson & Hafer in Seattle, Washington.

New clauses provide a Dental Care Plan for employees and their dependents, and specify that seniority rules in the choice of vacation periods.



Dan Dunn

# Maritime pacts set top gains

New York Local 153's Maritime Division has docked three settlements bringing record wage gains, fatter fringe benefits and major improvements in vacations and working conditions to some 200 office employees of three foreign shipping companies. The three contracts run for three years each.

A first contract was reached with Lloyd Brasileiro, owned by the Brazilian government, where the office workers recently staged a one-day walkout that won union recognition. These workers won a \$22 a week wage increase over the three years, as well as one significant gain others take for granted: the employer contribution to Social Security.

Being foreign government-owned, Brasileiro's employees had been paying their own Social Security as "self-employed" persons. This meant that they paid the entire (and higher) tax themselves. In future, the company agrees to pay each employee a bonus equal to the normal employer 4.4% Social Security contribution on salary.

Other gains are the union shop with check-off; three days bereavement leave; two weeks

vacation after one year and three after five; and after November 1, 1969, inclusion in Local 153's top \$31.50 Welfare Plan. A unique clause wins employees a special bonus of one-half their annual salary after 30 years of service.

A pact with the Italian Line, covering 100 office workers, came after five months of sticky bargaining. But this finally won a 23.9% package in wage gains and fringe benefits. In the three-year span, wage gains will total 20.5%. Besides, employees won 20 transatlantic trips to Italy aboard the company's luxury liners at no cost to themselves, a 120% increase in allotted trips.

Other significant gains are improved vacation schedules, bereavement leave of five days; severance pay clause, and life

insurance increased to \$10,000 from \$4,000.

Under the third three-year pact, Belgian Line office employees become the highest paid clerical workers in the maritime industry. Wages go up 5% each year, bringing the average salary to \$150 from \$129. Also secured was the \$31.50 Welfare Plan extending coverage of employees and dependents in the areas of drug, nursing and maternity benefits, and increasing life insurance to \$5,000.

The history of the OPEIU Belgian Line unit graphically illustrates the urgent need of all office workers for white-collar unionism and collective bargaining. When the unit was organized in 1958, the average salary of its 41 members was \$89.50. In the decade since then wage gains have totaled 68%, an average annual boost of 6.8%. Needless to say, there is a tremendous gap between this spectacular advance won by the union and the far smaller pay increases achieved by unorganized shipping line office workers in the intervening years.



from the desk  
of the  
**PRESIDENT**

## Causes of the Copper Strike

Nearly 60,000 copper, lead and zinc miners—and the office workers too—have been on strike since July 15, 1967, for wages, pensions, insurance and other benefits closer to those of other workers in similar industries, in keeping with their increased productivity and their employers' ability to pay.

OPEIU Locals 62 and 286 in Silver City, N.M., and Bingham Canyon, Utah, respectively—comprising 200 office workers in Kennecott Copper units at those mines—are involved. Ours is one of 26 unions—22 affiliated with AFL-CIO—reporting regularly for picket duty at some 60 properties owned by 11 companies in 23 states.

The strikers and their families are being aided by the OPEIU Strike Benefit Fund and the entire labor movement rallied by the AFL-CIO. Callously refusing to bargain, the copper companies are among the most profitable in U.S. industry. They want to destroy the unions.

These 26 unions last summer extended their contract expiration deadline for two weeks to encourage the companies to bargain realistically. They offered to meet frequently and bargain freely, company by company. They accepted a fact-finding proposal last December 6. The companies refused it, long before a federally-appointed panel summoned both sides to Washington to state their arguments in open public hearings.

Briefly, the copper strikers were thrown a "take-it-or-leave-it" offer that was far below major settlements in other industries. This offer was 30¢ to 40¢ an hour for three-year pacts, against \$1 an hour won by auto workers; 85¢ for rubber workers; 90¢ an hour for Canadian nonferrous workers, and upwards of 90¢ an hour in the nationwide trucking industry agreement.

The unions unanimously are fighting an arrogant and powerful industry, dominated by four huge companies whose profits zoomed 110 to 192% in the 1963-66 pre-strike period, and which through fragmented bargaining in the past had been able to play one union off against others to achieve settlements far below those won by other American workers. The profit-bloated copper magnates now seek to starve the strikers into submission.

As examples, pensions in copper industry contracts are among the lowest in American industry. Also, contract termination dates vary under separate agreements at each property. Rates for the same jobs are different. Even within each company, plants have a different level of wages. Companywide agreements are common in most industries, but not in copper. The Big Four won't permit any.

Two of the biggest unions in the industry merged last July. All the unions, affiliated or not, joined to exchange information and devise bargaining techniques for a coordinated approach to a coordinated management. The companies objected, saying they would "never" agree until the unions return to the "good old days." The copper workers seeking social justice insist:

1. Nonferrous metals workers need skill and endurance. Their work is hazardous. Twenty copper miners lost their lives in Anaconda's Butte, Mont., mines in the last two years alone.

2. Wages in the copper industry lag by \$9.20 to \$24 a week, in some job classifications, behind most other important U.S. industries.

3. Wage gains won by copper workers in 1964 negotiations have been completely wiped out by the continuing rise in the cost-of-living. Copper workers can buy no more today than they did in 1964 despite the fact that they are producing many more products and far greater profits for their employers each year.

4. Pensions in the hazardous copper mining industry are inferior. The basic program calls for monthly benefits of \$2.50 per year of service for a maximum of \$100 a month. The average, however, is well below that figure. The unions want protection for widows, provisions for earlier retirement, doubled benefits.

5. Job classifications are needed to provide equal pay for equal work, and wage rates need expansion to provide fair differentials between skilled and unskilled work. Also sought: better job and income protection, insurance and fringe benefits like those in other profit-making industries.

The copper companies can well afford a just settlement with their striking miners and office workers. Copper industry profits are fabulous. Dividing the profits by the number of workers shows that Kennecott Copper, for example, rakes in \$200 a week profit per each worker employed. Other companies reap profits ranging from \$150 to more than \$200 a week from the work of each employee.

## Canadian News

### Report Hits Unit Exclusion

The exclusion of junior supervisory personnel from bargaining units by Labour Boards in Canada, operating under inadequate legislation, was hit in a report presented recently to the National Committee on White-Collar Organization by Denis Coupland, Assistant Director of Legislation for the Canadian Labour Congress.

The report showed how the provisions of the new Public Service Staff Relations Act dealing with problems of exclusion could be adopted by the provinces, and also by the federal government, in amending the Industrial Relations and Disputes Investigation Act to per-

mit all employees with a real community of interest to join the collective bargaining agency of their choice.

The National Committee decided that the report should be sent in bulk to all its affiliates for distribution to staff representatives working in the white-collar field.

### Mullin Honored

On the occasion of the 100th anniversary of the Confederation of Canada, the Canadian government has conferred its Centennial Medal on OPEIU Vice-President William J. Mullin "in recognition of valuable service to the nation."

### Toronto Parley Draws 200

More than 200 delegates attended the recent Ontario White-Collar Conference at Toronto's Inn-on-the-Park. The keynote speaker was Bill Dodge, Executive Vice-President of the Canadian Labour Congress, who

reviewed progress being made in white-collar organization in Canada.

OPEIU International Representative Romeo Corbeil described current organizational projects being carried out by the union in Canada.

Larry Sefton, chairman of the National Committee on White-Collar Organization, gave the wind-up talk on the role and future of the office worker in the labour movement.

### Fashion pageant salutes centennial

Celebrating Canada's Centennial, a record 150 couples recently attended a fashion show, buffet and dance in Regina, Saskatchewan, held by OPEIU Local 397's unit in the Saskatchewan Government Insurance Office.

Lilly Sculean, honorary life member W. H. Turner, the local's president in 1948, and other members took part in the pageant depicting fashions of the century. Immediate Past President Alice Parent was commentator.

### Named to Commission

Jean Mohart, a member and past president of Local 15, Vancouver, B. C., has been named by the Canadian Labour Congress to serve on a committee which will present a CLC brief on the Status of Women to the Royal Commission set up by the Federal government.

She is the only union representative from British Columbia to be appointed to this important committee.

### Local 277 starts drive at Volt

Local 277 has launched a campaign in Fort Worth, Texas, to sign up 130 white-collar workers employed at Volt Technical Corporation. J. B. Moss, president and business manager, is directing the effort.

The company does considerable subcontracting work for General Dynamics whose office workers there already are organized. The Volt workers include technical and office employees.

At Local 277's first general meeting this year, 65 new applications were received for OPEIU membership. Mrs. Dottie McCarty, of the General Dynamics unit, was presented with a \$25 U. S. Savings Bond for recruiting most new members and was named to her unit's Grievance Committee.

Also cited for outstanding work in representing their unit members and signing up new employees were Iva Lanear of General Dynamics and Buren Terry, chief steward of the Chicago Pneumatic Tool unit in Fort Worth.

### Aid for strikers

The Executive Board of Local 23 in Tacoma, Washington, asked members to send gifts of money to OPEIU Locals 62 and 268 in Silver City, New Mexico, and Bingham Canyon, Utah, respectively, where 200 OPEIU members are on strike.

The Tacoma local raised its dues from \$3 a month for members earning less than \$200 a month to \$6 for salaries of \$550 or more.

**A Practical Guide:**

# Pamphlet Discusses High Cost of Dying

The high cost of dying has become of increasing concern to many people—bereaved families, clergymen, labor welfare directors, doctors. Some have found a way to arrange for appropriate, dignified funerals at a moderate cost.

How this can be done is outlined in *Funeral Costs and Death Benefits*, a new Public Affairs Pamphlet by Sidney Margolius, a leading expert on consumer problems. In this pamphlet Margolius discusses the pricing system for funerals, suggests how to keep costs modest, and summarizes the financial benefits that may be available to meet the expenses.

Criticism of high costs, Margolius points out, does not necessarily mean that funeral directors are making excessive profits. It is, in many instances, criticism of needlessly elaborate services and materials. Further, labor unions and welfare organizations are disturbed to find that "funeral costs have marched upward in close relationship to death benefits provided by employers and unions"—often leaving little if anything for remaining medical bills and other emergency expenses faced by the family.

One basic fact that may be unfamiliar to many people is that "the price of the entire funeral varies with the type of casket chosen, and a more expensive casket may lead to a disproportionate increase in the cost of many other items furnished." And even for those who may prefer the costlier arrangements, there are ways of keeping costs down. Margolius outlines four basic types of group efforts in that direction.

But even with individual, rather than group, arrangements, advance planning can help ease the strain and expense of a funeral. Margolius points out that "it is helpful to have an understanding with your family about the arrangements you wish," and offers specific suggestions and cautions.

The final pages of *Funeral Costs and Death Benefits* offer guidance on veterans' benefits, Social Security, and other benefits for which the survivors may be eligible. "A will and funeral instructions are essential to save your family expense and time in settling your estate, to make sure your property is distributed as you want," and to make known your wishes in regard to service, interment, cremation, etc.

Also, Margolius stresses, keep "tideover" money—at least four weeks' living expenses—available, or know a source from which it can be borrowed until insurance and Social Security checks arrive.

In summary, Margolius shows that there is more freedom of choice of funeral services and goods (and, consequently, costs) than many people realize. His pamphlet is a simple, helpful guide to a difficult problem all families have to face.

*Funeral Costs and Death Benefits* is available for 25 cents from the Public Affairs Committee, 381 Park Avenue South, New York, N.Y. 10016.

## 9th Freightways unit wins pact

The first contract signed by OPEIU Local 33 with Consolidated Freightways for its new unit in McKees Rocks, Pa., won increases ranging from 33¢ to 48¢ an hour, averaging 47¢, in the first year, plus 15¢ an hour across-the-board boosts in the second and third years, in addition to cost-of-living adjustments.

A contract renewal with the same company by Local 29, covering office workers in the terminals in San Jose and San Francisco, Calif., won 44¢ an hour across-the-board raises over a three-year period, plus an 11¢ an hour cost-of-living adjustment.

## 25c won for hospital unit

Wage boosts totaling 25¢ an hour were won in a new two-year pact renewal signed by Riverview Hospital in Wisconsin Rapids, Wis., covering office employees who are members of Local 95.

The first 15¢ raise in two installments takes effect this year, with the second 10¢, also in two

The California contract increases the shift differential each year to a total of 36¢ an hour. The employer pension contribution rises to 22½¢ an hour this year and 25¢ next year. Sick leave accumulation is increased to 18 days from 15.

New clauses provide bereavement leave and Local 29's Dental and Prescription Drug Plans.

Another Local 29 contract renewal with Pacific Intermountain Express, covering office workers at its Reno, Nevada, terminal, boosts wages by 55¢ an hour over a three-year agreement. Vacations were improved and bereavement leave obtained.

The company also agreed to

installments, effective in 1969. Sick leave is now cumulative to 30 days (was 24), and Easter Sunday is added as a paid holiday.

Since a hospital is staffed 365 days a year, the Easter Sunday holiday has the same importance to hospital employees as any other holiday, Business Manager Carl Meisnešt points out.

# Help Red Cross help GIs

The recent AFL-CIO Convention unanimously pledged the full support of organized labor to the American Red Cross annual appeal, continuing its traditional cooperation in this drive. The Red Cross currently faces a financial crisis because of its increasing commitments to our armed forces in Vietnam, AFL-CIO President George Meany points out.

Today, the armed forces number over 3,000,000 men, with more than 500,000 in Vietnam, where the Red Cross has 166 staff people serving with troops in the field, as well as 52 hospital workers and 117 young women directing recreational programs—often on the firing line.

These are in addition to regular Red Cross staffers serving at major military installations here and in 30 other countries. The cost of

fulfilling its obligations has risen in four years from \$39 million to an estimated \$49 million for the fiscal year beginning July 1, much of this increase due to Vietnam commitments.

As a result, the Red Cross now needs \$121,624,000 to continue to do its job. Part of the sum is raised through United Funds but, to raise the remainder, the Red Cross is conducting a special March appeal to help each Chapter meet its full financial obligations. This special appeal is called S.O.S.—Support Our Servicemen.

All OPEIU Locals are urged to take part in this national mobilization by sending treasury gifts directly to: S.O.S. Campaign, American National Red Cross, Washington, D.C., 20006.

## Space contractor yields \$1,000 package

Office and technical employees of Mason Rust, contractor at Mischoud Space Center in New Orleans, La., won wage boosts and fringe benefits totaling close to \$1,000 per individual in a new three-year contract concluded by Local 403. Some 100 workers, who ratified the agreement by a 3-to-1 vote, are covered.

Wages are hiked up to 38¢ an hour, plus approximately 7½¢ in fringe benefits. Maximum rate for a photographer will hit \$4.91 an hour. Employees will now receive two weeks

of vacation after one year and, starting with the seventh year, an additional day per year to a maximum of 15 days. The Friday after Thanksgiving becomes a paid holiday. Employees with perfect attendance records for six months earn a one day's bonus pay at vacation time for each six months of perfect attendance.

The pact wins two days bereavement leave, jury service pay and time off for voting with pay. Other improvements were scored in computing overtime and premium pay, and in the

insurance program. Sick leave is now 13 days each year with no ceiling on accumulation. Employees will no longer be required to furnish a doctor's certificate to collect benefits, and female employees may use sick leave credits while in the hospital for childbirth. The pact also guarantees unit-wide seniority with job posting and job bidding.

Local 277 President and Business Manager J. B. Moss, who helped organize the unit in 1962 and negotiated its first two-year contract, was designated a special International Representative by President Howard Coughlin to assist in negotiations.

## Local 29 signs 16 stores

A three-year contract setting forth nearly \$1,000 in gains has been wrapped up for 317 Local 29 members employed by 16 wholesale and retail stores in Oakland, Calif., and vicinity.

The first 15¢ an hour raise is retroactive to November 1.

Two other 12½¢ boosts take effect on the same 1968 and 1969 dates. Employees at the top of their rate-range for two years or more on November 1 get an additional 5¢ an hour. The night-shift premium goes to 35¢ from 15¢.

Employer Pension Plan contributions go to 12½¢ this year from the previous 10¢, and to 15¢ in 1969. Health and Welfare gains include Local 29's comprehensive dual choice plan together with dental and major medical benefits and \$2,500 life insurance.

The contract, completely rewritten, is much stronger than the previous agreement, according to Business Representative Ann Willis.

increase its pension contribution to 20¢ an hour over the life of the agreement, and to boost the Health and Welfare contribution by \$4.33 a month.

The settlement with Consolidated Freightways in Pennsylvania brings the number of OPEIU contracts with this company to nine.

## Credit unionism expands; over 1,000 units in U.S.

Credit unions sponsored by labor unions in the United States rose to 1,046 in 1966 from 1,022 in 1965, according to the 1967 Year Book of CUNA International, formerly Credit Union National Association.

Besides the credit unions sponsored by labor organizations directly, millions of union members belong to other credit unions at their places of work. The Year Book shows that more than 77% of the 22,796 credit unions in the U.S. serve employee groups, including labor union members in their membership.

Credit unions have been frequently endorsed by the AFL-CIO and the Canadian Labour Congress.

In 1966, 34 new labor union-sponsored credit unions were organized worldwide, with 24 new groups in the U.S. During the year, all U.S. credit unions increased membership by more than a million members for the third year in a row to a new record total of over 18 million, a 1¼ million increase over 1965.

Worldwide, there are nearly 49,000 credit unions with almost 30 million members.

## Local 84 unit wins 25c raise

Office workers at Wright Machinery Company—a division of Sperry Rand in Durham, N.C., which manufactures cigarette-making machines—won wage boosts totaling 25¢ an hour plus increased hospitalization and insurance benefits in a new two-year contract reached by Local 84.

The initial 14¢ across-the-board raise is retroactive to January 1. An additional 11¢ hourly boost takes effect next January 1.

The OPEIU negotiating committee was headed by Local 84 President Ralph Wheeler and included Margaret Carswell and Ronald Adams. They were assisted by International Vice President J. Oscar Bloodworth.

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