



WHITE COLLAR

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

No. 280

July-August, 1969



Lewandowski appointed OPEIU's top organizer

President Howard Coughlin has appointed Arthur P. Lewandowski of Milwaukee as OPEIU Director of Organization—a post vacant since the death last year of Henderson B. Douglas. "Art" joined the OPEIU in 1950 as an organizer and Asst. Business Manager of Local 9 in Milwaukee, his native city. In 1954, he joined the International staff as Representative for the North Central Organizational Conference area, and was later named Regional Director for Region VII, serving in this capacity until his new appointment.

He has traveled widely in the U.S. and Canada for the last seven years conducting the OPEIU Regional Educational Conferences. As part of his new duties, he will continue to conduct these annual conferences.

Last year he was elected Vice-President for Region VII, comprising the states of Ohio, Michigan, Illinois, Indiana, Wisconsin, Minnesota, and North and South Dakota. He is also a member of OPEIU's Executive Board.

During World War II he

served in the U.S. Navy from 1942 to 1946. After the war he attended Marquette University,



graduating in 1950 with a Ph.B. in Journalism.

With his wife, Elaine, he has moved to Ridgefield Park, N.J., a short commuting distance from international headquarters.

2,330 members at TVA untie \$3 million package

Wage increases of 5.7% went into effect June 29 for 2,330 clerical and administrative employees of the Tennessee Valley Authority represented by the OPEIU, following the wrap-up of annual negotiations. In dollar figures, the raises range from \$190 to \$1,000 per year and will add nearly \$3 million to TVA's annual payroll.

The agreement covers 5,870 TVA employees represented by five unions comprising the Salary Policy Employee Panel.

Major improvements in fringe benefits increase the annual salary ceiling for eligibility for full time and one-half overtime pay from \$9,000 to \$10,500; boost TVA's contribution to employee health plan premiums; raise the severance pay maximum from 70 to 105 days, and add to evening and night shift differentials.

Panel View Accepted

TVA accepted a Panel proposal that employees working more than 16 consecutive hours not be charged annual leave during their required rest period, and agreed to maintain for up to 12 months its health insurance premium contributions for

employees receiving workmen's compensation payments.

A plan for limited arbitration of negotiating impasses, possible remedies for employees' parking problems, and a separate overtime proposal were put off for discussion until autumn.

Final settlement between the Panel and TVA was reached May 17, but terms of the agreement were withheld for about two weeks.

Salaries for employees represented by the OPEIU are classified under SA, SB and SC schedules. Schedule SA involves positions which are primarily management—service functions on both a professional and administrative level, including such functions as budgeting, accounting, legal reporting, information, procurement, property and supply. Basic qualifications for these jobs include training equivalent to a college education in general or specialized management-service fields.

There are four grades under

the SA schedule with the starting salary in the lowest grade \$7,920, running to \$15,700 in the top SA-4 scale.

Revised Rates

Schedule SB includes all classes of positions which primarily involve general or specialized clerical, secretarial, and office machine functions. The basic qualifications normally include work experience or training in specialized clerical courses. There are six salary grades under this SB schedule, with the new starting salary in SB-1 being \$4,345, reaching a maximum of \$9,875 in the SB-6 category.

There are also six salary grades in the SC schedule, which includes primarily general-service functions such as printing, cafeteria work, building service and property protection, normally requiring on-the-job training or specialized training in equipment operation.

The starting rate in the SC-1 (Continued on page 4)

Wall St. local reports 56% growth

Is there a "bull market" developing in white-collar unionism?

President John R. Kret of OPEIU's Wall Street Local 205 (United Financial Employees) says there is, citing that bargaining unit as proof. Within the past eight months it has renegotiated three contracts covering members on the N. Y. Stock Exchange, the American Stock Exchange, and the N. Y. Cotton Exchange. Membership has increased by 56% in the past year and is still climbing.

Although Wall Street never welcomed unions, Kret smiles broadly as he points proudly to a huge chart hanging on a wall at Local 205's office. The line, showing membership gains, zooms upward on the chart like a spaceship taking off at Cape Kennedy.

"All three exchanges know now that when we sit down to negotiate we carry weight behind us," he says. "A little more than a year ago, Local 205 had exactly 1,064 members—just about half those eligible to join.

"We opened up a vigorous membership drive that brought the total up to 1,425 by March, just before we opened contract negotiations at the Big Board. Suddenly it dawned on non-

members that the union was fighting their battle also. They began to sign up in droves. By the end of June we were fast approaching the 1,800-mark, despite the high personnel turnover resulting from the fact that many exchange employees go on to jobs in brokerage houses.

"We expect to reach the 1,800 target by September when our Executive Board meets again after the vacation season. We will then shoot for the 2,000 mark by the year's end. Most employees now realize that good

contracts depend on high union membership in the bargaining unit."

Kret estimates that Local 205 has a potential of 2,100 eligibles on the three exchanges. He is now studying new plans not only to increase membership, but to keep it constantly interested in what unionism can do aside from "bread-and-butter" issues. He says he has "big surprises" in store and that the local is in contention for the Henderson B. Douglas \$500 Award with plaque.



A MOMENT FOR SMILES OF SATISFACTION: Local 205 Negotiating Committee gathers for signing of new contract with the New York Stock Exchange. Seated from left: George Carney, Clearing Corp. Shop Steward; Local 205 President John R. Kret; Robert W. Haack, president of New York Stock Exchange; Local 205 Vice-President Paul B. Greenspan, and Elwood Smith, Bond Room Shop Steward. Grouped around are other members of the union's negotiating committee.

Fall conference schedule

Date	Conference	City	Host Local
Sept. 13-14	Northeast	Boston, Mass.	6
Sept. 20-21	Erie	Detroit, Mich.	42
Oct. 18-19	Southeast	Chattanooga, Tenn.	119, 179
Oct. 25-26	North Central	Milwaukee, Wis.	9
Nov. 1-2	Western	San Diego, Calif.	443
Nov. 8-9	Canadian	Toronto, Ont.	131
Nov. 15-16	Southwest	Kansas City, Mo.	320
Nov. 22-23	Northwest	Vancouver, B. C.	378

The agenda and the names of the host city hotels will be reported in the next issue.

Local 15 scores for newest unit

A first 17-month contract winning a shorter work week, an average 14% wage boost and many other fringe benefits has been signed by Local 15 in Vancouver, B.C., for 53 highly-skilled technical and office employees at National Datacentre, Corp., Ltd., a computer centre.

The concern is one of Canada's largest data processors with operations extending across Canada and into the U.S., according to International Representative Brian James who negotiated the contract. Incorporated in 1950, it was one of Canada's first independent data centres.

With the new raises, salaries (Continued on page 3)

OPEIU certified for U.S., Canadian education units

The OPEIU has been certified by local labor boards as bargaining representative for office employees of an Ontario Board of Education and for a group of administrators at a school of medicine in New York City. Two other smaller units were won in NLRB elections in Puerto Rico.

Mid-Canada's OPEIU Council was certified in Ontario for an 18-member unit at the Dryden Board of Education. Shortly after, two new employees were hired, bringing the unit to 20, reports OPEIU Representative Emil Stencer. He adds: "Since Education Boards in Ontario are being condensed I feel this unit will continue to grow."

This is the third board of education organized by the OPEIU. The others are in East Hartford, Conn., and in Pennsylvania.

Following a N. Y. State Labor Board election among a 32-member unit of administrators at

the Albert Einstein School of Medicine, Local 153 was certified as bargaining representative. In the election, 27 voted for the union, three voted "no," and two failed to vote. The margin for unionism was about 90%.

"These administrators are real professionals, all holding university degrees ranging from A.B. to Ph.D.," Organizer Gerry Iushewitz discloses. "Some have as many as two or three degrees. The minimum salary in the lowest bracket is \$12,000 annually. During contract negotiations, I expect the membership in this unit to grow to about 100."

OPEIU Representative Julio F. Cora reports that office workers in a 14-member unit at Abbot Laboratories in San Juan, P. R., voted 9-to-5 for the union. In a second election at Squibb Laboratories, the vote was 5-to-3 for the union.

New Georgia officers see growth



LOCAL 21 INSTALLS OFFICERS: Seated from left: Georgia State AFL-CIO Secretary J. W. Giles; Ruth Stanley, 1st vice-president Local 21; President Martha Smith, Georgia State AFL-CIO President J. O. Moore, and Mrs. Moore. Standing from left: Recording Secretary Dean Cyle, Mrs. Leola Lassetter, delegate to Atlanta Georgia Labor Council; Peggy Ellis, Local 21 Secretary-Treasury; Miriam Manning; Mary Norris and Carolyn Stephenson, trustees.

Mrs. Martha Smith, an attorney and new president of Local 21 in Atlanta, Ga., pledged her best efforts to expand the white-collar union movement in that state in her inaugural address installing new officers. She urged younger members to take a more active part in building up Local 21.

The ceremonies held at the Albert Pick Motor Inn were presided over by Georgia State AFL-CIO President J. O. Moore, with State AFL-CIO Secretary J. W. Giles the guest speaker.

Giles urged Local 21 members to map out bold plans for expansion and pledged any as-

sistance he could give personally, or in rallying other labor unions to help organize white-collar employees. He expressed the hope of seeing the Georgia labor movement grow so strong and united that in future it would no longer have to go hat-in-hand to the state legislature.

President Smith introduced Mrs. Ila ("Tilly") Howard, who is retiring. A Local 21 member for 23 years, she has served as its president and vice-president, and for many years was chairman of its contracts committee. She was also an international vice-president for two years.



Getting the OPEIU story: Lt. Gov. Mark Hogan of Colorado (left), touring recent Union Industries Show in Denver, stops at the OPEIU exhibit and chats with Darlene Weiss, Navajo Freight Lines employee; Local 5 President Barbara Harden, and Business Representative John Mrozak. The exhibit featured Remington Rand and Addressograph duplicator equipment. Given away in a raffle was a Remington Rand 11 portable typewriter.

Authorization cards

Cases involving union authorization cards are among the most difficult for the NLRB to handle because of the complexity of trying to ascertain the intent of an employee when he signs a card, according to NLRB member Sam Zagoria.

The Board is considering whether it should offer more guidance on how an authorization card should be drafted to avoid ambiguities as to intent. Zagoria mentions two "model" cards—one he suggested in a recent concurring opinion; the other recommended by the Committee on Labor and Social Security Legislation of the Association of the Bar of the City of New York.

Zagoria's model card would state that the signer authorized the named union to represent the employee for the purpose of bargaining with the employer and conclude all agreements on wages, hours, and other terms of employment. In addition, it would state plainly that the signer understood that the card could be used by the union to obtain recognition from the employer without an election.

The Bar Committee's model card also would state that the signer authorized the union as bargaining representative. It would then certify: "I understand that my signature on this card is the same as a vote for the union, and that if enough cards are signed the union may become the office union without an election."

The OPEIU is in favor of general use of such cards.

Moonlighting bank employees

Most are not aware that the employees in your "friendly" bank in many cases have to moonlight to make ends meet because of their low wages. This was discovered by the OPEIU during recent campaigns to organize bank employees. We were unable to discover how many underpaid bank employees have to do this. However, the following statistics give us a clue.

About one out of every five male school teachers are holding two jobs to meet living expenses. The rate for firemen and policemen is one out of six; for postal service workers and other public administrative personnel, it's one out of ten.

For most of these moonlighters the extra job is not just to take them over some temporary financial hurdle. Once begun, moonlighting becomes a way of life. In the aggregate, it all adds up to a pretty sizeable army seeking additional income to meet family needs.

Without a doubt, economic necessity was the primary force behind the recent growth of unionism in the fields of public service, especially among teachers. Firemen and policemen are now being attracted to unionism also.

It is only a matter of time until bank employees, among the lowest-paid white-collar groups in the nation, also turn from moonlighting to unionism as the answer for their problems.

Buy U.S. bonds

Have you done anything about building a backstop for your golden days? As you get ready for retirement, you should consider the tax advantages of U. S. Savings Bonds.

Interest on U. S. Savings Bonds is exempt from state and local income tax. For Federal income-tax purposes, the tax on accrued interest on Series E Bonds may be deferred until they are either redeemed or reached maturity. (No Series E or H Saving Bond has yet reached "final" maturity.)

This makes U. S. Savings Bonds an excellent retirement instrument. Income is usually lower in retirement years and, with the benefit of the double exemption after age 65, tax liability on accrued interest could be greatly reduced or even eliminated. If you want regular income, Savings Bonds provide another retirement option—again, with a big tax advantage. Series E Bonds may be exchanged for current-income Series H Bonds, with the accumulated interest applied as part of the purchase price of the H Bonds.

The tax liability on such E-Bond interest may be further deferred until the H Bonds are redeemed or mature. Series H Bonds pay interest by Treasury check every six months. Those payments must be reported currently for Federal income-tax purposes.

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

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POSTMASTERS: ATTENTION. Change of address Form 3579 should be addressed to Office and Professional Employees International Union, 1012 14th St., N.W., Washington, D. C. 20005. Published monthly at 810 Rhode Island Ave., N.E. Washington, D. C. 20018. Second class postage paid at Washington, D. C.



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Subscription Price \$1 a Year

Dina's Column

By Dina Merrill

World-famous TV and film star Dina Merrill, is not only extremely talented but incredibly beautiful. She is the wife of Cliff Robertson, who won this year's Academy Award for his starring role in "Charly." Miss Merrill graciously consented to answer OPEIU members' questions on beauty and grooming in this monthly feature written exclusively for your newspaper, "White Collar." OPEIU members are invited to address questions to Dina, the most representative of which will be answered in her column. Inquiries should be addressed to the OPEIU's public relations counsel, as follows: Dina's Column, c/o Dick Moore and Associates, Incorporated, 200 West 57th Street, New York City 10019.



Dear Dina:

HELP! I'm burning! I just returned from a day at the beach and I look like the proverbial lobster. I've done this for years, and I've finally had it. Can you help me? I'll be spending even more time at the beach later on and want to be fully prepared.

Mary Jane M.

Dear Mary Jane:

A certain amount of sun is very healthy. Too much is gruesome. You're not alone, if that's any consolation. I spend a lot of time outdoors, swimming and playing tennis mostly, so I use a sun screen. It really works.

Face it, some of us never get deep tans, so we just have to settle for a nice healthy glow. But those girls you've envied for years, the ones with the levely deep bronze skins, are only kidding themselves. They are really hurting their skins, burning the tissue away, and before they even hit middle age their faces may well show the damage that's been done them.

So relax. Buy yourself a pretty full-length beach robe (some are really quite attractive) with a lovely full hood, or big floppy hat to match your swim suit, and you'll look pretty and have better skin in the long run than anyone you know.

NLRB backs Local 42 in dispute with UAW

The NLRB has adopted a Trial Examiner's finding that the Auto Workers' Ford Local 600 violated the law by refusing to bargain with OPEIU Local 42, Detroit, when the employer contracted out work performed by members of the white-collar unit to Cranbrook Data Processing Company.

The first Local 42 heard of the drastic change in office procedure was after the change had been made. As a result, four members were laid off in June, 1968.

The Examiner found that although the employer's contracting out of its record-keeping was motivated by economic considerations, its unilateral action

violated its obligation to bargain on the change.

The employer was ordered to cease the unlawful conduct, to reinstate the four laid-off employees, to make good any loss they may have suffered, to reimburse them for any loss of benefits which would have accrued to them, and to bargain concerning the contract language necessary to effectuate an understanding reached by the parties.

U.S. Price Index

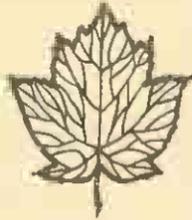
U. S. Bureau of Labor Statistics

1968	
May	120.3
June	120.9
July	121.5
August	122.0
September	122.2
October	122.9
November	123.4
December	123.7
1969	
January	124.1
February	124.6
March	125.6
April	126.4
May	126.8

Named to Board



Local 10 President Thelma O'Dell has been elected to Metropolitan Detroit AFL-CIO Executive Board, central body for Wayne, Macomb and Oakland counties.



CANADIAN NEWS

Something doing every minute in Montreal's vital bank local

White-collar unionism has opened up new horizons for 1,100 Local 434 members, youthful employees of Montreal City & District Savings Bank who signed their first contract a year ago, says 29-year old President Robert Desharnais. Average age of the "swinging" Canadian unit is 20. Enthusiasm runs high, Desharnais says in a review of the year's activities. Membership meetings are large, stimulated by diverse activities, inspired by the 11-member Executive Committee. It held over 60 meetings last year. All 77 bank branches are represented on a General Council.

After the initial contract was signed, boosting salaries by \$1,200 to \$2,750 annually, six sub-committees were set up. They were charged with planning sport activities; social events; women's activities; publicity; grievance procedures, and labor education.

As a result, two big dances were organized, bringing out 900 members; a golf tournament attracted 300 others. A very active hockey team exists. Yoga classes are popular with female members. Another 100 participated in two charter flights, one to Bermuda, the other to Florida.

During Christmas, a campaign raised \$1,315 to help Montreal's sick and needy. A small cooperative was also set up to facilitate holiday gift buying for members. The plan secured sport equipment, autos and refrigerators at greatly reduced prices. These savings had a spe-

cial appeal, Desharnais says.

Local 434's officers and stewards eagerly participate in OPEIU and Canadian Labour Congress educational courses. More than 40 attended a recent two-day OPEIU course in St. Donat where proposals for the next contract were studied.

The cordial relations between union and management are reflected in contract amendments by mutual agreement. The improvements were negotiated with help from Romeo Corbeil, OPEIU's Regional Representative for Eastern Canada. They

included a raise of 5% in all grade salary maximums; a new maternity leave clause, and a review of job descriptions adjusting upward pay for many head office employees.

Desharnais says that Local 434 members continually urge all Canadian union officials, other union members and their families to patronize Montreal's first unionized bank. Before joining the OPEIU, these bank employees were among the lowest paid in Canada. They now enjoy the highest pay among Canadian bank employees.

* Local 15 scores

(Continued from page 1)

will range from a minimum of \$370 a month to a maximum of \$1,000 a month after four years. The work week was reduced from 37½ hours to 35. The new vacation schedule calls for three weeks after three years; four after 12, and five after 20 years.

Also agreed on is an excellent sick leave bank, coupled with a long-term indemnity

plan; severance allowances up to 12 weeks pay for long-term employees, and generous re-training provisions in the event of technological changes.

"Throughout the negotiations, the employer demonstrated unusual goodwill and responsibility," Brian James reports. "A mediation officer was not required at any time. Both sides can be proud of the excellent working conditions and wages which resulted."

16% in 2 steps won at Ontario hospital

Wage boosts totaling 16% in a two-year contract, in addition to more liberal vacations and other fringe benefits, have been negotiated by Local 347 in Ontario, Canada, for 70 office employees at Sarnia General Hospital.

A 8½% wage increase takes effect in the first year, with another 7½% in the second. New clauses cover jury duty, call outs and coffee breaks. The present contract language was improved in many other areas.

The new vacation clause reduces eligibility from eight to seven years for three weeks.

After 16 years employees get four weeks; five after 21, and six weeks after 26 years.

The negotiating committee comprised Local 347 President Gladys Lambert, Hanna MacKinnon and Laurette Kamenan. They were assisted by OPEIU Representative Wilfred L. Pcel.

Canadian Price Index

Domimon Bureau of Statistics

1968	
May	119.3
June	119.7
July	120.4
August	120.7
September	121.1
October	121.4
November	121.9
December	122.3
January, 1969	122.6
February	122.6
March	123.2
April	124.6
May	124.9

New OPEIU V.P.



John Kelly, elected an OPEIU Vice President and member of the Executive Board, is secretary-treasurer of the 13,000-member Local 153 in New York.

India bank employees present major demands

The All India Bank employees Federation and the India Banks Association, representing management, are currently negotiating a new three-year contract. The union is asking:

- A 20% wage increase.
- Cost-of-living allowance frozen into basic pay.
- Employer contribution of 8½% of total wages paid into the welfare fund to improve pensions payments.
- Higher basic pay scales for

head cashiers, clerks, tellers, stenographers and technical staffs.

• Improvement in medical facilities, leave rules, and other service conditions.

• Increased rental allowance and more adequate housing facilities.

Under the laws of India, the banking industry is designated as a "public service utility."

The union unites bank employees nationwide.

From the desk of the President

Local successes show what can be done

As time goes by, the Office & Professional Employees International Union continues to grow in membership at home and prestige abroad. As you skim the news columns in this issue you learn of many new developments; new organizing areas being opened up; a new interest in unionism showing up in the least expected places. Putting these items together you detect a trend; that white-collar unionism now is the "in thing."

For years we've heard of the difficulties in organizing office employees because they consider themselves "part of management." Or that unionism is "beneath their dignity" and so on. Management in the past circulated this propaganda, but more sophisticated white-collar workers these days regard it as pure fiction.

This new breed of office worker is now going all-out for unionism. This is illustrated by Local 153's newest 32-member unit of administrators at the Albert Einstein School of Medicine in New York City. The members are all professionals, holding university degrees from A.B. to Ph.D. some having as many as three or four degrees. The lowest-paid member already is in the \$12,000 salary bracket. But they voted 90% for the union and collective bargaining.

What is so significant about this vote is that these individuals felt so strongly the need for unionism. Certainly, their academic training equips them to take leading places in today's stiff competition for top jobs. If they feel they need unionism, isn't this question still more urgent for clerks, typists, secretaries and stenographers who need unionism far more than these professionals? There is an explanation, of course.

The professionals are trained to analyze, to think ahead, to make deductions. They recognize trends; they realize that the future of all white-collar workers—no matter how highly-skilled—can be protected only through collective bargaining. They are aware of the growing number of mergers, the giant conglomerates, and the insecurities posed for individuals by such developments.

Another story tells about a 20-member unit certified



OPEIU President Howard Coughlin greets Cardinal Paul Yu-Pin, of Taiwan, at a recent luncheon in New York given for the prelate by the International Longshoremen's Association.

for office employees of the Dryden Board of Education in Ontario. This is the third education board organized by the OPEIU in a brand new field for unionism. Moreover, education boards are being condensed in Ontario. As this trend grows in both countries, employees must unionize to safeguard their jobs.

Down in Wall Street, ancient citadel of anti-unionism, Local 205 is growing steadily. In Wall Street jargon, members are talking about a "bull market" for the union whose membership has jumped 56% in about a year. It continues to grow. Something must have happened.

Something did happen. Its dedicated young officers have carried out a persistent educational campaign to convince non-members that good contracts result only from high union membership in the bargaining unit. Their campaign paid off; new members are flocking aboard and bigger days lie ahead.

Of course, the story about Local 434 in Canada, representing the 1,100 employees of the Montreal City & District Savings Bank, is a most inspiring one. These "swinging" youngsters (average age 20) have developed bright new ideas. They don't confine unionism to "bread-and-butter" issues alone.

Membership meetings are unusually well-attended because something new is happening all the time in the way of social, sport, cultural or group travel activities. These happenings attract the young people; they want to be where the action is, and Local 434 provides them with the action.

The point I want to make is that we must all look for new horizons; for new fields to organize, for new activities that will attract and interest both present and future union members. We must try to make unionism something more than just bargaining for a contract every few years. We must try to make it a more exciting way of life, a means of bringing to each individual new opportunities for self-development. Actually, organizing such activities is a wonderful way to discover latent executive talents.

During your vacation, as you lie on a beach or sit on a lawn chair relaxing, give the Union a little thought. Every member has an idea, or some plan he or she would like to put in effect for the benefit of all. These ideas can give our organization new strength and visions for the future.

Dreaming about things, however, is worse than useless. You will have to attend your local meetings to present them to fellow-members, win their consent and arouse enthusiasm to put them in effect. If you do this conscientiously, the OPEIU and the white-collar union movement will sweep ahead even faster in the near future.

Perseverance pays for Pennwalt unit



SIGNING FIRST CONTRACT: Seated from left: A. M. Nugent, Pennwalt's Manager of Industrial Relations; Local 10 President Thelma O'Dell, and Area Manager Herman J. Eichenhofer. Standing are Henry Krolkowski, Pennwalt's Supervisor of Labor Relations; Robert Warburton and Chief Steward James Doherty, members of OPEIU negotiating team.

A 7.2% wage hike plus many fringe benefits were won in a first one-year contract for Local 10's new 62-member Pennwalt (formerly Pennsalt) office unit at the chemical company's Detroit branch. Its employees voted 3-to-1 for OPEIU representation in a recent NLRB election.

The pact also won a "very good pension plan," reports Local 10 President Thelma O'Dell. It provides a modified union shop with dues check-off and maintenance of membership; 9½ paid holidays; sick leave based on seniority with 10 days

annually for new employees and 16 weeks after 14 years' service, and \$6,500 life insurance paying sickness and accident benefits up to \$85 a week.

Praising the determined spirit of the unit, President O'Dell says: "I have never seen such a group of fighters." The settlement followed a seven-week strike.

*TVA package brings unit wage gains of up to \$1,000

(Continued from page 1)
schedule is \$4,650, rising to the maximum rate of \$11,650 in the SC-C salary grade.

Arbitration Issue

A plan for limited arbitration of negotiating impasses was put off for later discussion. Under the Panel's plan, the arbitrator would be restricted to accepting either TVA's final solution or the Panel's. No compromise

would be permitted, and the decision would be final and binding on the parties.

The Panel believes this device would preserve "realistic bargaining" while providing a means for third-party resolution of negotiating impasses. The Panel already has binding arbitration of grievances but lacks the right to call a strike to back up its negotiating demands.



Pauline Bergstrom of Local 12 and Marguerite Theis of Local 16 are the first recipients of checks from the Twin Cities Pension Fund, established jointly by the St. Paul and Minneapolis OPEIU units in August, 1964. The presentation took place at a meeting of the trustees at Midway Motor Lodge. Local 12 Business Representative H. R. Markusen hands check to Pauline Bergstrom, as Marguerite Theis gets hers from Edna Schwartz of Local 16.