



WHITE COLLAR

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

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News from Canada:

Trucking firm units find it paid to join

Clerical workers with trucking companies in northern British Columbia, Alberta and the legendary Yukon struck a veritable gold mine when they organized under the OPEIU banner and won spectacular wage gains retroactive to January 1.

Local 15 Business Representative Bill Swanson reports that a new master contract provides 77% wage gains for the newly organized file clerks and stenographers and an 85% boost for the accounts clerks, increasing their annual wages by \$2,088; \$2,484 and \$2,124, respectively.

The two-year master contract covers office employees of Canadian Freightways, Los Angeles-Seattle Motor Express,

and United Terminals Ltd. It brings those previously organized a 35¢ an hour increase across-the-board, retroactive to January 1, with another 35¢ an hour boost scheduled for the same 1970 date.

A significant number of the employees won increases of 50¢ an hour in the first year to adjust grade inequities.

Other gains include lengthened vacations and higher overtime pay and shift premiums.

Five OPEIU locals report organizing of new units

Five OPEIU locals report organizing successes.

Local 17 in Cleveland won recognition as the bargaining agent for 80 office employees in all classifications at the Group Health Insurance at Snowview, Ohio, which was acquired recently by the Kaiser Foundation. It already covers approximately 300 GHI employees and plans to extend its current contract to the new group.

Local 5 in Denver, after gaining recognition through a card check for some 70 office employees at the main office of United Buckingham Freight Lines, Inc., at Littleton, Colorado, has included them in its contract with Western Empire Operators Assn., according to Business Representative John S. Mrozek.

Members of the new unit won a 15¢ hourly wage boost in addition to many fringe benefits. The organizing campaign was assisted by International Representative Joe McGee, and the contract negotiations by Regional Director John Kinnick.

In Seattle, Local 8 organized a unit of 20 office employees at Group Health Coop Dental Plan, and in two NLRB elections gained representation of 17 office employees at Builders Hardware.

Local 153 in New York City won an election among 22 salesmen at Pinelawn Cemetery. In Los Angeles Local 30 organized 10 professional immigration consultants at Mexican-American Social Services.

Twin Cities unit gains 1st pact

Members of Local 12's newest unit at American Linen Company, in Minneapolis, Minnesota, have ratified their first three-year contract, which includes a union shop clause and the standard protections such as grievance procedures, arbitration, seniority, etc.

Other gains are a floating hol-

iday chosen by the employee, and wage increases ranging up to \$182 a month retroactive to last July 1. Settlement was negotiated by Business Representative H. R. Markusen, with Stewards Alvina Koch and Bertha Roehl on the negotiating committee.

Grocery firm gain: \$2,000

Three-year wage gains and fringe benefits valued at more than \$2,000 per employee were won by Local 11 in Portland, Oregon, for its 168-member unit of Associated Food Distributors, a wholesale grocery. A 42¢ an hour wage increase across-the-board is effective this year, to be followed by 25¢ hourly raises in each of the following two years. Computer programmers get 35¢ an hour raises in each of the three years.

A classification improvement shortens by one year the time for an employee to reach top of scale in Grade 3, which includes

60% of the office workers.

Other improvements are: an increase in the amount and classification of sick leave; a new Dental Plan with the employer contributing \$8.65 a month in the first year, and \$10.38 thereafter; Pension Plan increased to 10¢ an hour; improved vacation schedule with one additional paid holiday, and an Optical Plan for the family.

New improvements are: jury pay differential; bereavement leave; leaves of absence; new job bidding and posting provi-

sions; a Health and Welfare opener, and institution of a warning letter system.

In a two-year contract covering the employees of Washington Cannery Association in Vancouver, Washington, Local 11 won 6% wage increases in each year, plus productivity increases. A new vacation schedule calls for two weeks after one year, three after five; four after ten, and five after 15. The Pension plan contribution was raised to 7¢ an hour, and an additional holiday was gained.

15-state bus contract aids 200



Local 215 President Susan Rose signs Southern Greyhound contract. Seated to right are top company officials, President William E. Jones, Vice-President and Controller A. E. Pendleton and George Green, industrial relations director. Standing, from left, are Virginia Bower, union negotiating committee; Local 215 Vice-President Leona Neal, OPEIU Regional Director J. Oscar Bloodworth, Local 215 Secretary-Treasurer Louise Smith; Elsie Crews, negotiating committee member from Jacksonville, Florida; and Greyhound officials C. L. Bruder, W. W. Reynolds, C. M. Bayhi and E. S. Duke.

More than 200 office employees of Southern Greyhound Lines, Inc., in 15 states gained wage increases of about \$1,000 each from a three-year contract renewal negotiated by Local 215 in Lexington, Kentucky.

The first 14¢ an hour across-the-board boost, retroactive to August 1, will be followed by two 12¢ raises on the anniver-

sary date. Another 9¢ was gained by transferring a cost-of-living allowance into base pay, with a new index level established as of September 15, 1968, for future computations.

Numerous jobs were slotted into higher classifications; Veterans' Day was added as a paid holiday; a three-day bereavement leave and a more liberalized vacation schedule were

secured. Employees will now get three weeks vacation after nine years; four after 17, and five after 27 years.

An improved Health and Welfare program was achieved when the bus company agreed to contribute \$26.50 per employee per month next November, rising to \$27.75 in November, 1970. Present employer contribution is \$22.50.

N.Y. local in 3 pacts

New York Local 153 has concluded three agreements bringing substantial wage gains and fringe benefits to approximately 700 members employed by a health insurance facility, a religious seminary and a shipping line.

A three-year contract for 600 employees of Group Health Insurance raises, wage gains an average of \$22 a week. An important gain was in the area of education where management agreed to pay full tuition for any employee wishing to complete high school or college or take post-graduate courses.

The Jewish Theological Seminary settlement provides for a \$20 wage gain in two years and updates the wage range system.

Project Upgrade

Local 29 in Oakland has signed a contract covering the office staff of Project Upgrade, a program for training some 100 members of minority groups in construction crafts.

A Home Lines Agency, Inc., pact raises wages 35% in three years. It also achieves the union's \$31.50 Welfare Plan and improves promotion and vacation clauses.



Local 16 member Jenny Kron has been elected recording secretary of the St. Cloud (Minnesota) AFL-CIO Trades and Labor Assembly.

Women who work: problems and prospects

First of a Series

Women workers employed full-time on a year-round basis earn only 58% of what a man gets, a study of government figures for the 1957-67 decade reveals. In actual dollars, the median difference in 1957 was \$1,705 with the figure growing steadily each year until it hit \$2,875 in 1966. Surprisingly, this widening pay disparity occurred despite federal and state laws, enacted in the meantime, calling for equal pay for women performing the same work as men.

Comparison of wage differentials between the sexes in selected occupational groups reveals that the growing earnings disparity is present in almost all of them.

It is significant that the relative earnings position of women has deteriorated in the period, not only in the managerial group but in the clerical, sales and factory operative groups as well. In the service occupations it remained virtually the same; in the professional and technical group it improved by 1½ percentage points.

According to another recent U.S. government survey, women employees generally do not know or understand how their company's salary programs are administered. In fact, it seems they couldn't care less as long as they feel that they are being "adequately compensated" for the work they do.

A 1968 survey of office salaries made by a management-oriented magazine suggests that unorganized office workers in general and women, particularly, are now taking a new look at unionism as a means to correct earnings disparities—not only between men and women but also between blue-collar and white-collar occupations.

The magazine's study observed that unionized office employees earn far more than their non-union counterparts. It found that 16.8% of those responding to its survey disclosed that in at least one office job category employees were paid below the minimum federal wage, noting also that "in unionized offices



no jobs paid below the minimum scale."

Urging management to re-evaluate white-collar salaries, the magazine cautioned that "if you don't, you may be negotiating them a year from now with the help of a union," adding that automation has brought forth a "new breed of office worker."

"Until very recently," the magazine article continued, the stock argument was that the file clerk, the secretary, and the accountant all felt they were, remotely, a part of management—a feeling that management has always cultivated and encouraged.

"But automation has brought

forth a new breed of office worker—the technician. He compares his salary, his fringe benefits, and working conditions with those of blue-collar workers. Almost daily he picks up a newspaper and reads how unionized workers are getting more money, greater fringe benefits, and better working conditions."

The magazine finds that some one-half of the companies surveyed review salaries annually; 25% review them every six months; some bring an employee to the top of his or her range in the first five years, but never give a raise after that unless the employee is promoted to a higher position.

Most companies say they have no written policies on the size of pay raises. It's left to "someone's discretion." In short, without collective bargaining, management sets office salaries arbitrarily for non-union employees.

Significantly, the majority of married women worked in factories in 1947 whereas in 1967 the majority performed clerical duties in offices. Thus, only a very minor percentage of married women employed in clerical capacities worked 49 hours or longer in the later year.

For this reason, the relatively low earnings of women in unorganized offices looms as a far more serious problem for them today than that of excessive hours of work. But despite federal and state wage laws already on the books, it is evident that the problem of equal pay for men and women is something that won't be solved satisfactorily until women numerically exert their latent bargaining power through the ranks of organized labor.

Every woman working today—the majority now being white-collar workers—should realize that a union contract is the quickest and surest way to achieve economic equality with men.

The company claimed that the employees were entitled only to a total of 10½ days sick leave after five years service. The arbitrator ruled in favor of the union. Under a contract provision, the losing side must pay the costs of the arbitration.

Arbiter finds for 277

Local 277 in Fort Worth, Texas, has won an arbitration case involving sick leave in a dispute with Anadite Corporation, the successor to Chicago Pneumatic Tool Company.

The union contended that under its contract employees were entitled to 7½ days sick leave on the fifth anniversary of their employment, and an additional 7½ days six months later—for a total annual sick leave of 15 days.

34% membership gain

Despite the high personnel turnover on Wall Street, OPEIU Local 205 (United Financial Employees), bargaining representative of employees of the New York Stock Exchange, the American

Stock Exchange, Stock Clearing Corporation, and the N.Y. Cotton Exchange, has increased its membership to a record high.

John R. Kret, president, re-

ports that membership has reached 1,425, against 1,064 a year ago—an increase of 34%. A drive to gain additional members is under way.

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G. O. P. talent scouts disappointed

The *Wall Street Journal* finds that President Nixon's talent scouts privately confess chagrin over the number of turndowns by individuals who were offered top jobs in his new administration despite the promise of the higher pay President Johnson bequeathed to his successor.

The article then posed some thought-provoking queries it didn't attempt to answer. It wondered why Republican administrations always seem to have trouble filling jobs. It asks why so many young Democratic businessmen and lawyers seem ready—nay, anxious—to go into government service and press the levers of power. It adds that they don't worry about what happens to their after-government careers and income, while so many young Republican businessmen and lawyers are deterred by loss of income or fear that, when they return, someone who was one rung behind them on the corporate ladder may be three rungs ahead.

Could it be that some young Republican executives, unlike so many young Democrats, are not socially-conscious? Maybe they lack sufficient motivation and dedication for public service, human qualities perhaps more highly developed among individuals coming from less affluent backgrounds.

In the circumstances, one can readily sympathize with the difficulties President Nixon faces as he tries to sign up a dedicated G.O.P. crew to man the Ship of State.

An example for U. S. auto makers

The Swedish company which makes the Volvo automobile recently ordered its West German distributors to cut its car prices by \$46 to \$180 because of "an unusual profit rise" in 1968.

For more than a decade, American auto manufacturers have been reporting record-breaking profits year-in and year-out. But one seldom hears of any price cuts in consumer items, especially automobiles. Instead, our auto firms keep on piling up billions in profits; hiking prices on virtually each new model with the alibi that such are necessary to meet "higher labor costs." The *Wall Street Journal* recently exposed this tired alibi as utterly false.

Yet Volvo can remain competitive, can cut prices, and can still pay the highest union wages in Europe. In Sweden, wage rates are only second to those paid in the U.S.A. How can the Swedes do it when American corporations claim they can't?

The answer is simple. Unlike American corporations, Swedish industrialists are satisfied with a fair return on their capital investment. Besides, Swedes are socially-conscious at every level of their society.

On the other hand, an insatiable greed for profit characterizes the American corporation. It cares nothing about creating a balanced prosperity that everyone can enjoy. It ignores the inflationary dangers of unjustified price increases. It also doesn't hesitate through inflated prices to fleece workers and consumers alike so that bloated profits can appear in reports to stockholders.

NLRB may order back pay, too

The National Labor Relations Board has the authority to require an employer who illegally refused to sign a union contract to pay employee benefits to workers retroactively, the U.S. Supreme Court has ruled.

By an 8-to-1 majority decision, written by Justice White, the ruling says that the law empowering the NLRB to involve itself in unfair practices gives the agency broad remedial powers.

Justice White rejected the argument of the employer, Strong Roofing & Insulating Co., that the employee benefits should be decided by arbitration. He said the Strong firm "refused to recognize the contract providing for the arbitration on which Strong now insists."

The employee benefit case stems from the refusal of Strong to sign a collective bargaining pact agreed on by members of the Roofing Contractors Assn. of Southern California.

In August 1963 the group negotiated a four-year contract with the roofers union, but the Strong firm balked at signing the agreement and withdrew from the association.

The NLRB held that Strong was guilty of an unfair labor practice because it did not bargain in good faith. The board ordered the firm to sign the contract and to give the workers back pay and benefits Strong would have paid if it had signed the 1963 contract.



from the desk
of the
PRESIDENT

The challenge of superbanking

The Office and Professional Employees International Union is now stepping up its drive to unionize bank employees. Next month our organizational staff will meet in Kansas City to formulate plans for a coordinated nationwide effort. The banking industry is in a state of upheaval without precedent. It is branching out in all directions. This new development threatens even to dwarf the growth of the giant industrial "conglomerates."

Bankers are readying an invasion into new lines of business. Soon, if you want to rent a car or a computer, buy insurance, hire a cleaning woman, pick up some fish hooks, or arrange a trip around the world all you need do is go to your "friendly banker."

The method is: set up a holding company which takes over the bank and then branches out into other lines. In theory, the holding company could even go into manufacturing.

By one count there are now 600 one-bank holding companies—that is, a company which owns a bank among other businesses. An additional 60 are in process of being set up.

Among the enterprises these bank holding companies plan to absorb are: armored-car and protective services, management consultation, temporary help agencies, printing of financial documents, leasing of many types of equipment, acquisition of properties in the "leisure industry" from resort hotels to sporting goods businesses, oil and gas property appraisal, electronic data processing and computer "data banks."

Since bank employees are among the lowest paid workers today largely because they are unorganized, expansion of banking's outmoded attitudes toward its own employees into other fields could have serious adverse effects on the labor movement as a whole. It would tend to drive down wage scales in unorganized fields to the minimum under the law.

Aside from the indirect threat of this explosive development to all workers, as well as its threat to bank employees directly, the rush into holding companies is worrying some regulators in Washington. Undoubtedly, the formation of these bank holding companies could have vast social and financial consequences.

It is feared that some banks may jump into wild ventures that could collapse, pulling the banks down with them.

J. L. Robertson, a member of the bank-regulating Federal Reserve Board, says: "We appear to be drifting toward a repetition of serious errors that the banking industry fell into in the 1920s. For example, the one-bank holding company loophole threatens to take us back into the kind of situation that only students of history and a few old fogies remember."

William McChesney Martin, Jr., chairman of the Federal Reserve Board, fears that holding companies may lead to undue concentration of power in the hands of banks.

The Federal Reserve Board is expected soon to renew its plea for control of one-bank holding companies.

So far, Congress has refused to go along—primarily because lawmakers have found no abuses which threaten banks' soundness or depositors' money. But mounting public protests may change its attitude.

Banks cite a squeeze on their business as responsible for their move into holding companies. As an example, they claim insurance companies are entering the consumer-loan field through acquisitions and are making an increasing number of business loans too.

Savings and loan associations already make loans on mobile homes, and now they are seeking the right to make consumer loans of all types. Credit unions, pension funds and factoring groups also are expanding their activities—all without the financial requirements and regulations that apply to banks.

The courts have in the past blocked banks from providing an armored-car service in Florida and from selling insurance in Georgia. The right of a bank to perform computer services for customers is being challenged in a number of courts.

Blocked, thus, by courts and regulators, banks now seek an escape in one-bank holding companies which are not subject to supervision by any specific federal agency.

Already the experts are calling it the most significant development in the banking industry in this century.

For the employees of the banks the meaning is clear: Surely the time has come for them to organize.

Newsweek reports:

Bank employees stirring, heed call of unionism

Rising discontent among bank employees, now turning to unionism in growing numbers, was highlighted in a special report by *Newsweek* recently. It quoted Wilbur Gates, Jr., executive secretary of an independent union of bank employees which struck the Seattle-First National Bank, as saying:

"I saw two things this past year I never expected to see—a flight to the moon and bank employees walking a picket line."

After decades as the granite citadel of hard work, clean shirts and promises that even the lowest clerk can rise to president some day, the banking industry is beginning to be organized by vigorous young unionists, *Newsweek* says.

What has gotten into the once mild-mannered bank teller and file clerk? *Newsweek* sought the answer from OPEIU Vice-President Arthur P. Lewandowski. The OPEIU presently has several organizing campaigns under way among bank employees in various parts of the country.

"The youngsters aren't afraid to speak up about low salaries any more," he told the national news magazine. "They admire union activity by teachers and other white-collar employees. They see that the squeaking wheel does get the grease."

Lewandowski declared that wages of accountants, tellers, clerks and others on a bank's lower rungs are "shockingly low." He said that many employees, fresh out of high-school business classes, face a wage scale ranging from the legal minimum of \$1.60 an hour up to no more than \$3.50. Hourly wages for bank workers in 1967 (the latest figures available) averaged \$2.32, according to the U.S. Labor Department. This compares with \$3.31 for truckers.

In connection with a contract dispute between the OPEIU's Local 13 and the Illinois State Bank in East Alton, *Newsweek* quoted Herman von Meyer, a bank vice-president, as saying:

"I never did think it proper to have unions where people are handling the community's confidential papers."

The statement drew an immediate reply from President Howard Coughlin, who said:

"von Meyer gratuitously insults 18-million union members, and his slur impugns the honor and integrity of every member of organized labor. He implies, that bank employees, because they belong to a union, should not be trusted with confidential matters."

"Does he feel the same way about Bob Hope, Johnny Carson, Danny Thomas, Charlton Heston or Leonard Bernstein—all of whom, among other celebrities, are proud to carry union cards? Or does he want the public to believe that bank employees must remain second-class citizens?"

"I would remind von Meyer and other anti-union bankers who think like him that union members staff top secret installations of the Atomic Energy Commission, the astro-space center at Cape Kennedy, and even the Pentagon itself. No one doubts the loyalty, integrity or honesty of these union members engaged in highly sensitive and confidential government work."



Bank picketers in Seattle: Employees of the First National Bank, organized in an independent union, went on strike in support of demands for higher wages and better conditions—and won. Middle placard says, "Keep Bank Employees Off Welfare Poverty Programs—Let's Meet the Cost of Living."

\$1,000 package settles East Alton bank dispute

The dispute between Local 13 and the Illinois State Bank of East Alton has been resolved by a new three-year contract bringing the employees \$1,000 each in wage gains and fringe benefits.

The 35 members won across-the-board salary boosts of \$30 a month retroactive to November 1; \$25 more effective in 1969, and a \$24 raise in 1971. They also won an additional floating holiday, available near the employee's birthday.

Other improvements include

a new pension plan and longevity pay of \$5 a month after ten years' service, with additional \$5 amounts after 15 and 20 years.

The vacation clause is liberalized to allow two weeks after one year and three after ten. Previously, this was two weeks after the first year, and one additional day for each year of service after ten. Now employees get one additional day per year after 15 years, and four weeks after 20 years.

Sick leave will accumulate at

the rate of 1½ days per month to a total of 35 days. Overtime will now be paid after eight hours Monday through Friday, or for any time worked beyond one-half hour after the bank's normal Friday closing time.

A similar formula was applied to supper allowances, with the bank paying \$1.50 after 6:30 p.m. Monday through Friday, and the same amount for those working one-half hour past the bank's closing time on Fridays, currently 6:45 p.m.

Women Apprentices

The U.S. Department of Labor reports that a number of women are working as apprentice bakers, bookbinders, electronic technicians, furniture finishers, carpenters, embalmers, machinists and plumbers.

Spread the Word

If you have relatives, neighbors or friends who work in banks, please give them this issue of *White Collar*. You can help attract their attention to what is happening in the banking industry and introduce them to the OPEIU.



Delegates to the Canadian Educational Conference, held in Hamilton, Ontario.

U.S. Consumer Price Index

1968	
January	118.6
February	119.0
March	119.5
April	119.9
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

Canadian Price Index

(New Base 1961-100)

1968	
January	118.1
February	118.2
March	118.6
April	119.3
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

Local 89 wins wage jump for new unit



Signing of first contract at Bogalusa Medical Center. Seated from left are OPEIU Vice-President Frank E. Morton, regional director; Cecil Ellzey, Medical Center Director, and Local 89 President Silas A. Mayor. Standing from left are Carolyn Varnado, Pauline Holloway, Lonnie B. Pepe and Gail A. Warner, Medical Center employees who took part in negotiations.

Wage gains ranging up to \$100 monthly were won in a first contract hammered out by Local 89 for a unit of office clericals and nurses recently organized at Bogalusa Community Medical Center, Louisiana. The pact runs until March 31, 1970.

The largest increases went to some of the 20 licensed practical nurses whose base pay was

boosted to \$400 monthly. Office clericals scored a \$50 monthly across-the-board pay gain.

Other gains are an additional vacation week after eight years of service, benefiting 30 members immediately; a \$4.04 added contribution by the employer toward hospitalization, and a 10¢ differential for nurses on the second and third shifts, bringing some 36 an extra \$12.13 per month each.

Renewals in Brief

Mohawk Oil

A 6½% across-the-board wage increase, plus heftier fringe benefits, were won in a one-year contract renewal negotiated by Local 3, in San Francisco, for office employees of Mohawk Oil Corporation, wholesale petroleum distributor.

Four employees in supervisory classifications achieved an extra \$25 a month on top of the 6½% increase, according to Business Manager Phyllis Mitchell. The employer also increased the Health and Welfare contribution by \$4.56 a month and raised the Pension Fund contribution to 25c an hour from 20c.

Reynolds Electrical

Local 445 in Las Vegas, Nevada has signed an agreement with Reynolds Electrical & Engineering Co., Inc., providing a 3½% general wage increase for its 500 office employees effective on February 1. The Dental Plan

contribution rises to \$10 per month per member from \$9.50. The electrical engineering firm is an Atomic Energy Commission contractor which provides maintenance and support services at the Nevada test site.

International Power

A 16.1% wage boost brought about an amicable settlement between Local 378 and the International Power & Engineering Corporation in Vancouver, British Columbia, where the 110-member clerical unit had threatened a walkout.

The employees of the engineering consultant firm won an

8½% increase retroactive to October 1, with another 7% raise effective this coming October.

A supplemental agreement covering field employees calls for double time for all overtime, in addition to an improved schedule of vacations for those working in the field.

California Life

A Local 29 contract covering office employees of California Life Insurance Co. provides for two annual wage gains totaling 12%, according to Senior Business Representative Joseph

Nedham. The first 6% raise is retroactive to October 1, and the second 6% raise takes effect next October 1. The employees are also covered by a new dental plan effective February 1.

New labor program

American Income Life Insurance Co., whose employees are covered by an OPEIU contract, is sponsoring a new 15-minute radio show on station WGMS, Washington, D.C., called "Looking at Labor," at 12:15 p.m. on Sundays. It will feature a round-up of labor events during the previous week and an interview with a labor leader.

Victim of firing awarded job-hunting expenses

An employee in a Montgomery, Alabama, steel plant fired wrongfully for union activity is entitled not only to his job and lost pay, but also to reimbursement for the reasonable expenses he incurred in trying to find another job, an NLRB examiner has decided.

Trial Examiner Paul Bisgyer added the expense item to the usual reinstatement order in finding that Gamble's, a steel fabricator, had illegally discharged Glenn H. Hall in January 1968 for trying to help organize the plant.

Study shows arbiters respect amatory privacy

A study of recent arbitration awards in the field of romance by the U.S. Department of Labor finds arbitrators "reluctant to permit employers to interfere with the love life of their employees."

When an employee was fired after the irate husband of a woman he dated entered the factory with a gun, an arbitrator ordered him reinstated because the threatened shooting wasn't considered the employee's fault.

An "amorous" female employee, fired because she hung around parking lots waiting for men workers, was reinstated when an arbitrator found

her off-duty conduct exempt from company discipline.

Another arbitrator awarded maternity benefits and reinstated a woman supermarket employee who had been fired for "immoral character" after conceiving her second illegitimate child. He ruled her pregnancy "wasn't related to her employment."

However, one arbitrator took a jaundiced view of airborne romances. He upheld the temporary demotion of a pilot who dated a stewardess. The finding was that an airborne love affair can be a safety hazard.