A wage gain and fringe benefit package, ranging from $1,200 to $1,450 per individual, was won in a first two-year contract negotiated by Local 3 in San Francisco for a new office unit at Fred Meyer & Company of California.

Raises running from a minimum of 30¢ an hour to a 40¢ maximum, retroactive to July 20, take effect in the first year with an across-the-board boost of 25¢ scheduled for the same 1970 date. The pact calls for double-time plus one-half for holiday and Sunday work. An improved vacation schedule provides for three weeks after five years’ service.

 Sick leave was recognized for the first time, starting with seven days per year and increasing to 15 after five years. A health and welfare plan provides hospitalization, medical and dental coverage for employees and their dependents. Other gains included union security, seniority rights, grievance procedure, leaves of absence and jury pay, according to Local 3 Business Manager Phyllis Mitchell.

Summer organizing reports

43 Wayne Univ. librarians join Detroit Local 10

Forty-three assistant librarians in the bargaining unit at Wayne State University have elected Local 10 in Detroit an improved bargaining unit. At Wayne State, it is the fifth university unit that has unionized to date.

Local 11 ups hospital pay

An initial pension plan and substantial wage boosts are included in a three-year pact negotiated by Local 11, Portland, Oregon, for its clerical unit at Coos General Hospital in Longview, Washington. A $20 across-the-board monthly wage boost retroactive to July 1 will be followed by a President’s additional 5% next January; another 5% next July 1, and a third general increase of 5% on July 1, 1971.

An improved vacation schedule was another gain, says Local 11 Secretary-Treasurer Walter A. Engelbert, who negotiated the agreement.

$1,200 plus package won for Local 3 unit

A landmark NLRB ruling...

Attention bank employees

And what it means

Eight paid holidays and monetary gains estimated conservatively at 33% over three years, are the solid achievements in the new Local 32 contract signed for some 1,000 Blue Cross/Blue Shield of New Jersey office and field employees. Across-the-board wage boosts totaling 16% (or 6%-5%-5%-5% each May 3 from 1969) will be supplemented by cost-of-living raises every three months of 1½% for each 0.60 index jump. The first 3½% an hour adjustment took effect August 8.

33% pay gain, 18 holidays won at Jersey Blue Cross

Hay fever benefits that include 18 paid holidays and monetary gains estimated conservatively at 33% over three years, are the solid achievements in the new Local 32 contract signed for some 1,000 Blue Cross/Blue Shield of New Jersey office and field employees. Across-the-board wage boosts totaling 16% (or 6%-5%-5%-5% each May 3 from 1969) will be supplemented by cost-of-living raises every three months of 1½% for each 0.60 index jump. The first 3½% an hour adjustment took effect August 8.

Approximately 75% of the bargaining unit members won an estimated 20% extra wage gain over the period through a reduction (from 12 months, to six/seven months to nine months) in the automatic service increments.

New hiring rates for grades were raised by a minimum and $5 to a maximum of $11; automatic service-promotion steps were boosted to a $4.50-to-$12 range from the previous $3.50-to-$7.50.

The new holiday addition is the Friday following Thanksgiving, giving the guaranteed total of paid holidays in 14, plus four personal days off which existed previously.

The settlement also provides for triple time pay for holiday work.

Other gains include an improved prepaid insurance plan covering Major Medical and Rx costs, a flat $124 per mile car allowance for Sales Representatives and Field Staff (formerly 95-to-116). The employer will pay 80% cost of liability insurance instead of coverage. The Pension Plan was revised to 1½% of earnings, with full vesting and disability eligibility at 15 years’ service.

The OPEIU negotiating committee headed by Business Manager Nicholas Tafuri, was composed of Luis A. Roniego, Arleen Aquilino, William Hoon, Esther Hertz and Leonardi Jurkiewicz.

The New Jersey agreement will be an important talking point for OPEIU organizers bringing the union message to other Blue Cross offices across the nation.

In a landmark National Labor Relations Board decision, a 1967 ruling by a hearing examin-
er holding that a retired work-
er is not an employee—and hence not subject to monitory bargain-
ing—was overturned by the Board in a four-to-one vote.

The case arose when PPG Industries unilaterally changed a health insurance plan for retired workers in a union contract.

The Board's decision took exception to the hearing exam-

OPEIU's Director of Organization Arthur P. Lewandowski sees in the NLRB's PPG Industries ruling a compelling reason why bank and insurance company employees now need unionism more than ever.

"Thousands of their employers presently have company group insurance and pension plans for retired employees," he points out. "But employees should realize that these company plans were set up unilaterally. They are not part of a union contract. Consequently, they are not open to col-
collective bargaining—now or in the future—be-
cause the employees are not unionized. As individ-
uals they can't negotiate; they must be mem-
bers of a bargaining unit.

"Since World War II ended, an entire genera-
tion of bank and insurance employees has grown up knowing no other economic condition than that of a world of constantly changing money

values, with prices for goods and services mov-
ing only one way—UP! Because of this, wages of non-union white-collar workers are miserably tow-
lagging far behind rising living costs.

"What will these employees do when they re-
tire on meager pensions, when in old age they face the dilemma of continually rising prices? Can
these employees afford any longer to avoid union-
ism, leaving such vitaly important questions as prices, pensions and insurance protection to the dubious 'paternalism' of bank and insurance employers?

"For their own self-protection, these employ-
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This historic NLRB ruling underlines that col-
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Attention bank employees

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A communication

85% of mail carriers moonlight

In the editorial on moonlighting among underpaid blue-collar employees in the last issue of White Collar, it was pointed out that the extent of this practice could be gauged from figures relating to teachers, policemen, firemen and postal service employees. The estimate was that one in every ten side help of one type or another.

"What it all amounts to is that letter carriers are unable to meet their financial obligations on their postal salary alone. I hope the above will enlighten you on the financial plight of the letter carrier.

The above letter is typical of several received in response to this editorial.

New booklet aimed at young workers

A new AFL-CIO pamphlet asks—and answers—the question, "Why Unions?"

The 16-page booklet is aimed at young workers and students, the new generation entering the nation's workforces.

Single copies of the pamphlet, Publication No. 41, are free from the AFL-CIO Pamphlet Division, 815 16th St., NW, Washington, D.C., 20006. The price is 10 cents each for orders up to 100 and 57.50 per 100 for larger orders.

Clerical pay average now $100

The average clerical worker's paycheck has risen to $100 per week, according to the American Management Society's annual nationwide survey, an increase of $5, or 5.3%, over the $95 a week 1968 average. The OPEIU recently announced its goal as $100 per week starting minimum (not average) for all unionized office workers.

The AMS survey covers 13 office jobs, ranging from mail clerk to systems analyst. Data was gathered from 8,700 employees in 140 U.S. and Canadian cities.

West Coast workers were found to be the highest paid in the country with salaries ranging from $80 a week for mail file clerks to $130 for top-rated secretaries. Data processing workers now earn average salaries of $137 a week, an increase of $8 over last year.

Three out of 10 companies reporting said their employees work less than 40 hours per week; 68% reported a basic 40-hour workweek, and two percent reported longer workweeks. Nearly half the companies reporting from the eastern part of the U.S. reported workweeks of less than 40 hours.

Canadian companies reported average salaries of $87 per week for office workers, but shorter workweeks (less than 40 hours in eight out of 10 firms). Seventy percent of the Canadian companies participating in the survey reported nine or 10 paid holidays per year; 97% gave at least eight.

In the U.S., one-third of the firms said they gave nine or more holidays per year; 22% gave eight; 18% seven, and 19% six.
Dear Dina:

I've been out shopping for fall and winter clothes. I really love the short skirts and even the minis. I'm five foot seven, small-boned and weigh 125 pounds. What do you think of mini skirts? It might help you to know that I'm 18 years old. Jennifer L.

Dear Jennifer:

You, my dear, are a candidate for mini skirts. But be smart. Don't wear them at the office. Because you are a tall girl, and well proportioned, you should wear your skirts short, say three or a half to four inches above the knee for work. Do yourself a favor, though, make certain that any of your short dresses or skirts are A line, dirdil or semi-full. Don't shorten the hem of a straight skirt by pinking they have sharp edges.

For dates and casual dress, do wear minis. I think on attractive young women they're great. Team your mini outfits with panty hose, bright keds or the like. If you want to wear a belt, perhaps a chain belt or ti. It adds up to a look that's young but sophisticated; and if you can adapt these outfits to develop your own individual style, you don't have to scold for looking like everybody else.

News from Canada

1st contract brings unit top wages in Vancouver

Longer vacations and substantial wage boosts are major features of a first contract negotiated by Local 15 for its 26-member unit at Macdonalds Consolidated Ltd., a ferryway subsidiary, in Vancouver, B. C. The new office wage scale is the highest in Vancouver, reports OPEIU International Representative Jim Janz.

From July 1 last, wages range from a starting rate of $390 a month for mail and file clerks to a top of $710 for accountants. Next July 1 there will be an across-the-board increase of 30 cents an hour, establishing a starting rate above the $100 a week minimum set as the OPEIU goal for unionized office employees. The contract also provides retroactive payment for a majority of employees to July 1, 1968. Starting July 1, after the workweek was reduced to 37 1/2 hours.

The vacation clause provides three weeks each four years for clerical workers, four weeks after 10, and five after 18. Next year it calls for three weeks after three years, four after 10, and five after 15.

Other gains are time-and-a-half for the first three hours of overtime with doubletime thereafter; a meal allowance of $1.50 after two hours overtime or more, and a $1.75 shift premium.

Local 277 cites federal rule in union shop bid

Local 277, representing 1,500 white-collar employees at the Fort Worth Division of General Motors Co., in its current negotiations is a "right-to-work" state.

The OPEIU Local takes the stand that a union shop agreement is an illegal negotiated provision in "right-to-work" states which have agreed to the principle that no man is compelled to join a union as a condition of employment in "right-to-work" property where such plants are built. The state, it is reported, made such a concession concerning the Fort Worth site of General Dynamics.

Local 277 notes that a union shop is a forced contract over certain individual workers who should be, but aren't union members. About 400 were quickly signed up.

Secretary-Treasurer John Kelly says the local successfully organized a card check basis a unit of office employees at Na- tional Carload Corp., in Fair- field, N. J. This unit is expected to grow rapidly.

Dina's Column

By Dina Merrill

World-famous TV and film star Dina Merrill graciously consented to answer OPEIU members' questions on beauty and grooming in this monthly feature written exclusively for "White Collar." OPEIU members are invited to address questions to Dina. Inquiries should be addressed to Dina's Column, c/o Dina Merrill and Associates, Inc., 200 West 57th Street, New York City 10019.

Organizing report (Continued from page 1)

company. Local 12 organizer Jim Foran drove the drive to organize the 25-member unit.

In a third-time-around NLRB election in Salt Lake City, Utah, for a 23-member clerical unit at IML Freight, Inc., Local 31 was handled by a 2-to-1 margin. The campaign was conducted by Local 31 President Pat Woodcroft, aided by OPEIU Regional Director John Kin

In Milwaukee, Wis., Business Agent Ed Kubiack reports that Local 9 won an eight-member office unit at Bost & Lomb, Inc., in an NLRB election.

Local 153's augmented organizing staff in New York City took a searching look during the summer lull at various shops, finding many pockets of individ- uals who should be -- but weren't union members. About 400 were quickly signed up. Secretary-Treasurer John Kelly says the local successfully organized a card check basis a unit of office employees at Na- tional Carload Corp., in Fair- field, N. J. This unit is expected to grow rapidly.

East Hartford school board employees gain 19½% raise

A two-year contract renewal, boosting salaries by a minimum of $450 to a maximum of $1,138 annually, was signed by Local 435 for 65 secretaries and office workers of the Board of Education, East Hartford, Conn. The raises average 14% in the first year, and 5% across-the-board in the second.

Starting salary in the lowest grade is $56 weekly, reaching a $1 maximum or $688 an- nually for a 35-hour week. Highest grade starts at $114.50 weekly, reaching a $162 week maximum, or $8,400 annually.

Other features are four weeks' vacation after one year; 14 paid holidays; a health plan with unlimited accumulation, and an $8,000 life insurance policy. Leaves were also secu- red for illness or incapacity in the family, bereavement, marriage, or for valid personal reasons, including jury service or to attend union conferences or conventions.

Medical Gains Too

Employees won fully-paid Blue Cross and Connecticut Medical Service coverage for themselves and dependents, and a Major Medical Plan and Med- icaid for anyone over 65. A job-bidding procedure and a maximum of eight sick days were agreed on, along with long- evity pay as follows: $220 after 8 years' service, $260 for 9-13 years, $300 for 14-19 years, and $300 or more for 20 years or more. Longevity increments are expected to be paid to members on their hiring anniversary, payable in a lump sum in July or December, whichever comes first. Such payments are pro- rated for part-time employees.

International Representatives Justin F. Manning and John F. Fitzmaurice alternated in assisting the negotiating committee comprising Rose Brown, Marli- lyn MacDonald, Joyce Larko and Helen Golvin. The group believes the new contract is likely to add staff to the Board employees in Connecticut to seek OPEIU affiliation.

Calling all Board of Education secretaries to join the OPEEU, these Local 435 negotiators point to their current contract as proof unionism pays. From left are: outgoing President Joyce Larko, Chairman Marilyn MacDonald, and Rose Brown, newly elected President. Helen Golvin, fourth committee member, was absent when picture was taken.

Court upholds NLRB on fired bank workers

The Eightieth District Court of Appeals has upheld a NLRB ruling that the First National Bank of Omaha violated the Taft-Hart Act and must reinstate five non-union women employees whom it fired after they walked out in a protest against excessive overtime.

The court finds that the Bank properly rejected the bank's arguments that the wom- en had undertaken an unpro- tected "partial strike," that the walkout was an unprotected "minority" strike, and that the "unreasonable and precarious nature of the walkout, and the potential of the peculiar and unique harm to the bank, ren- des the employees subject to discriminatory action."

The group was among 15 em- ployees in the Bank's Proof and Transit Department of the Reserve System. The walkout occurred after the 15 women met during a coffee-break. They named the most senior woman employee to present their griev- ance to the department super- visor. She did, but nothing re- sulted. However, 10 of the women later returned to work. Each was paid a $50 bonus for "help and loyalty," but the other five upon reporting next morning for work were told by the bank that their walkout was regarded as a quit.

The NLRB ruling, now up- held by the court proves to all bank employees in the nation that their right to unionize and bargain collectively for better wages and working conditions is fully protected by federal laws.

Firm hit on premium lapse

The Mueller Brass Co., a sub- sidiary of U. S. Steel Corp., at Refining & Mining, has been ordered by NLRB Examiner Thomas A. Rice to pay $16,000 death benefits to the widow of a work- er who died during a 1968 strike despite the company's refusal to pay premiums during that time. The company was also in- structed to give union members an option to continue their health and accident coverages for 90 days after the strike.

Discrimination by the com- panies cited as grounds for the order. According to the rul- ing, the discriminatory act was allowing premiums to lapse for striking employees.
Top-level theft seen
as hospital cost factor

One of the chief causes of rising costs of hospital care is the money lost through theft. Patients pay $5.7 billion a year for health care in this country, and just 1 percent of that is missing through hospital theft.

In 1967, the American Hospital Association reported that 57 percent of hospitals in this country experienced some form of theft. In the past year, the percentage jumped to 71 percent. In addition, the cost of theft has increased dramatically, according to the association.

In a survey of 100 hospitals conducted by the American Hospital Association, the average cost of theft per hospital was $5,000. This figure is up from $3,000 in 1966. The average cost of theft per patient was $250, up from $200 in 1966.

The report also found that the cost of theft per patient varies widely, from $100 in some hospitals to $1,000 in others. The cost of theft per patient is highest in hospitals with a high turnover of patients, such as those in urban areas.

In the past year, the American Hospital Association has seen a increase in the number of hospitals reporting theft. The association attributes this to a number of factors, including an increase in the number of patients and a decrease in the number of hospitals reporting theft.

The association recommends that hospitals take steps to prevent theft, such as installing security systems and providing training for employees. It also recommends that hospitals develop a system for tracking theft and reporting it to the authorities.

San Francisco plans club

Members of San Francisco's Local 3 will discuss at their September general meeting the question of joint union sponsorship of a new non-profit social and travel club, to be known as the Union Recreation Association.

The proposed association plans to provide union members with organized recreational and social activities. These would include low-cost tickets for sporting events, dining out, plays, music and excursions.

Eventually URA expects to offer chartered vacation flights at low rates to all parts of the world.

The San Francisco plan calls for Locals with more than 500 members to pay a $5.00 application fee, or $25 if less than 500. Individual members of sponsoring unions would then be eligible to join for $5 a year, enlisting them to share in all the activities.

San Francisco, September 1969