



WHITE COLLAR

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

No. 288

April, 1970

17

Bulletin

Local 11 wins gas unit

Local 11 in Portland, Oregon, has been chosen collective bargaining representative of the 606 employees of the Northwest Natural Gas Company.

According to Walter Engelbert, Secretary-Treasurer of the local, 518 employees voted for the OPEIU in a mail ballot election against 28 for the Chemical Workers, unaffiliated, and three for no union.

New units include first community fund agency

Local 367 in Memphis, Tenn., has won an election to represent a unit of office employees at Shelby United Neighbors, President Jennie Lee Murphy reports. It is the first unit organized since the parent United Community Funds and Councils of America recently announced a new policy upholding the right of all such employees to unionize.

The Memphis Local also won a unanimous election victory among office employees of the Kimberly-Clark Credit Union in that city.

In Detroit, the NLRB has recognized Local 10 as bargaining agent for a new 31-member office unit at Long Transportation Co. following a hearing, according to President Thelma

O'Dell.

The Teamsters claimed it was the unit's bargaining agent because a "master contract" with the trucking company also covered the Detroit employees. A card check, however, showed that 22 favored the OPEIU; 8 chose neither union, and one employee didn't sign.

The board ruled that since it failed to sign a majority of the Detroit employees, the Teamsters had no valid claim to represent them.

Two named to OPEIU staff



Jack Huston



Daniel J. McShain

President Howard Coughlin announces the appointment of two International Representatives to OPEIU's field staff. The new appointees are Jack Huston, Dallas, and Daniel J. McShain, Baltimore, Md.

A business representative for three years with Local 277, in Dallas, Huston has been assigned to OPEIU's Southern Conference area which includes Mississippi, Alabama, Georgia, Tennessee, Kentucky and Florida. He will be stationed in Atlanta.

Huston is graduate of North Texas State University and has done work on his master's degree.

McShain, formerly associated

with Washington, D.C.'s Local 2, recently completed an intensive training course with New York's Local 153, participating in field organizing activities, and as an observer in various collective bargaining sessions with management.

He has been assigned to the Baltimore-Washington, D.C.-Southern New Jersey area, with his headquarters in Baltimore, Md., where he lives with his wife and one child. His office phone is: 301-752-1520.

Reporting for 'White Collar'

Your local union is making news, and WHITE COLLAR needs it. Suggestions on how to report it effectively, and on photo requirements, will be found on page 2.

No union, no protection

Contracted-away Blue Cross unit loses benefits, fears job losses

Fears about job security and a sudden loss of faith in management's "paternalism" are now prevalent among several thousand worried employees of Blue Cross/Blue Shield in New York City. They are fast losing their apathy and indifference toward unionism. Here's what happened:

Last January 1, New York's Blue Shield contracted with Electronic Data Systems Corp., a Dallas-based computer concern headed by H. Ross Perot, to do its computer work, and traded off 250 electronic data processing personnel as "new hires" to EDS in the deal. Because they weren't unionized, these employees were not consulted or given any prior warning.

What is developing should alarm every one of this health agency's some 75,000 employees in the U.S. and Canada—with certain exceptions. These are the unionized Blue Cross/Blue Shield employees in Newark, N.J., Buffalo, N.Y., San Juan, P.R., and Montreal, Canada.

As EDS "new hires," those transferred say they have lost their pension credits, sick leave, accrued vacations and seniority enjoyed at Blue Shield. One employee said that a three-week vacation, earned at Blue Shield, is now just one week, and a 40-day sick leave allowance has been "wiped out." They can no longer use the Blue Shield cafeteria.

Another "captive" EDS employee reveals that health-welfare coverage ran only until

April 1, apparently a "cut-off" date. This is seen as confirmed by the arrival from California of "a half-plane load of Perot's men" at Blue Shield's New York office.

Health agency employees in New York view this development as "the handwriting on the wall." They fear that Perot is now ready to "weed out" most of the 250 "new hires" from Blue Shield and replace them with his own men. The grapevine has it that those slated to go will get "only two weeks vacation, or two weeks notice." Commented a worried "new hire":

"It's easy to recognize the Perot men by their dress. They snoop around, and have their noses stuck into everything that's going on."

It is said that Perot hires only one of every 30 applicants. EDS is staffed with types he "can trust." These are earnest young men with short hair, white shirts and dark suits who (like their boss) are usually military veterans. (See Box on Attire.)

The "new hires" got an inkling of this when they reported to EDS for work. They had to fill out a seven-page questionnaire giving three personal ref-

erences, three business references and three bank references. They were also asked to furnish a list of savings and investments and detail all personal indebtedness. Some didn't accept the jobs, feeling it an invasion of their personal privacy.

Just a year ago, EDS had only 445 employees in its offices and data processing facilities in New York City, Dallas, Atlanta, Topeka, Wilmington, Chicago, Washington, D.C., Harrisburg, Pa., and San Francisco.

The arrival of Perot's men from California is seen as a first move to sign up new contracts with Blue Cross/Blue Shield in other cities. As more Perot people familiarize themselves with the health agency's operations, EDS will be in a position to make such deals.

In this event, it is believed that Perot people will replace more and more Blue Cross/Blue Shield employees in those cities under contracts and procedures similar to the New York deal.

Indications are, according to worried employees, that Perot's expanding 700-employee profit-making computer concern could be the "tail-that-wags-the-dog" of what is now the 75,000-employee Blue Cross/Blue Shield non-profit health agency.

Perot bars minis, mod, mustaches

Blue Shield employees traded off as "new hires" to H. Ross Perot's Electronic Data Systems Corp. were stunned when they learned of his rules and regulations that ban beards and mustaches, mini-skirts and "mod" looks.

These rules are not general practice. A survey by The Bureau of National Affairs, Inc., and the American Society for Personnel Administration finds that 80% of employers would not object unduly to an employee's wish to grow a beard—"in moderation," that is.

Longer sideburns and mustaches are received tolerantly; very few firms voiced strong objections to them.

The survey also found that female employees enjoy more leeway than males in their mode of dress. Most companies will tolerate a wider range of attire among the girls, possibly because wiser heads realize much can't be done anyway where female fashion whims are concerned.

Here are Perot's rules and regulations for "new hires":

Attire for men

- Beards and mustaches are forbidden, together with long bushy hair on top of the head, down the sides or back of the neck.
- Sideburns must be short trimmed, no longer than the middle of the ear.
- Suits: traditional business styles in black, brown, dark-blue or gray.
- Coats—two or three-button, with standard trouser cuff.

(Continued on page 4)



Perot says no, No, NO!

Telling the union story: pointers on reporting

Current reporting of OPEIU Local events and newsworthy activities is one of the primary aims of *White Collar*. To achieve this goal we require a steady flow of worthwhile news from all our Locals.

A correspondent need not be a professional writer. But he or she should have the ability to gather essential facts and report them accurately. Once the basic information is received, the editor will complete the job of preparing the story for publication.

What to report

Our union members are interested in knowing who is active in the OPEIU and what our Locals are accomplishing. Thus, reports on unusual programs or services by Locals are read with interest. Good human interest stories about members are well received.

Readers also like to know about collective bargaining and unique contract provisions. An OPEIU election victory or certification is always newsworthy; many Locals fail to report such events promptly.

Every Local should have OPEIU Form R-3. This is a blue sheet especially designed to accompany the two copies of each contract negotiated by a Local which are required for the International's research files. This form calls for the data needed to write up accurately a news story about the contract for *White Collar*.

Writing the story

To be effective, a news story should be written simply and clearly, giving the most important points first. The following six points should be covered in a story: Who, the person; What, the event; Where, the place; When, the time; Why, the reason; How, the manner.

The six points listed are not necessarily in order of importance. Do not try to give them all in the first paragraph. Readers

lose interest if a paragraph is too long.

Be sure to get all the facts and put them down on paper in order of importance. Check the spelling of names and places for accuracy.

In a general way, tell the most important things first. Then follow up with information of lesser importance. Report facts, not opinions. Be thorough. Include every significant fact.

How to prepare copy

Copy should be submitted on 8½ x 11" paper. The story should be identified with the name and address of the Local, the correspondent's union title, name, address and phone number.

If possible, use a typewriter. Start typing one-third of the way down to allow space for headlines and instructions to the printer. Double space to permit editing and leave ample margins.

If a typewriter is not available, write legibly in ink on a ruled sheet of paper. Always print names of individuals and unfamiliar places.

Good pictures welcome

Good sharp, clear black-and-white photos are welcome. Polaroid prints should be avoided if possible as definition is usually not sharp enough for good reproduction. Color prints also present reproduction problems. Prints preferably should be on 8 x 10" glossy paper but smaller sizes are acceptable if the larger is not available.

Pictures should be as timely as any other form of news, and they should portray action. Those photographed should be doing something—not staring

at the camera.

Accurate captions should accompany all photos. Individuals should be identified, their full names and titles spelled out, and their position indicated from left to right.

Never fold photos

Never fold or write on the front or back of photos. Paper clips will also leave marks on the print. Mail photos in a 9 x 12" envelope, placing the print between pieces of light cardboard. Be sure to enclose the story in the same envelope and mark the outside: "Please Do Not Fold or Bend."

Meet our deadline

All news stories and photos should reach *White Collar* before the 20th of each month, our copy deadline, for publication in the next month's issue. All stories should be mailed first class. If time is short, use airmail.

News stories by OPEIU Locals are important. They are the only means union membership can maintain contact on a continuing basis. We recognize this important fact and do everything we can to keep you up-to-date on current union news.

By now, every OPEIU Local should have appointed some responsible individual to handle publicity for *White Collar*, as well as the news media in its own community. Our union's continued growth depends upon a good, two-way communications system; from Local to Local through *White Collar*, and to the general public through the mass media in each particular community—daily and weekly newspapers, radio and television.

Don't forget that our union publication is read not only by 80,000 members but by thousands of other non-union office workers. The more we improve the *White Collar*, the better the image we create for these unorganized office employees.

U.S. Price Index

U.S. Bureau of Labor Statistics

1969		
February	.....	124.6
March	.....	125.6
April	.....	126.4
May	.....	126.8
June	.....	127.6
July	.....	128.3
August	.....	128.7
September	.....	129.3
October	.....	129.8
November	.....	130.5
December	.....	131.3
1970		
January	.....	131.8
February	.....	132.5

Canadian Price Index

Dominion Bureau of Statistics

1969		
February	.....	122.6
March	.....	123.2
April	.....	124.6
May	.....	124.9
June	.....	126.9
July	.....	126.4
August	.....	126.9
September	.....	126.6
October	.....	126.8
November	.....	127.4
December	.....	127.9
1970		
January	.....	128.2
February	.....	128.7



ELECTED TO CENTRAL BODY POSTS: Violet Waggoner, a veteran member of Denver's Local 5, has been reelected, unopposed, to a third term as Secretary-Treasurer of the Denver Area Labor Federation, AFL-CIO. She also serves on the Executive Committee of the Metro Denver Urban Coalition. Local 5 Business Representative John S. Mrozek was elected to the DALF Executive Board with the second highest vote of all candidates. He is also a Trustee of the Mile High United Way.

WHITE COLLAR

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

HOWARD COUGHLIN
President

J. HOWARD HICKS
Secretary-Treasurer

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Women still victims

Despite the growing importance of women in white-collar occupations, some artificial barriers still exist which tend to keep women in the lower-skilled, lower-paid jobs. Often these are the jobs which are considered "typically feminine"—housework and clerical duties, for example.

Besides, many corporate officers cling to the myths that women are "too emotional" for positions of responsibility and would not be taken seriously by a male executive with whom a woman might be called upon to deal.

Often employers wonder if they ought to pay a married woman, whose husband works, the same salary that they would offer to a family head. One young woman commented recently: "The minute employers glance down my application form and see where my husband works, inevitably they make a comment such as 'your husband gets paid pretty well, doesn't he?', or 'then what you're looking for is a chance to get out of the house, right?' Translation: 'How much can we get away with paying you?'"

It follows, therefore, that unions have much to offer women office workers in particular. Where clear-cut contract agreements exist, the female employee is strongly protected against wage discrimination and unfair promotion practices.

New generation, new era

"What's Different About the New Generation?" A recent issue of *Supervisory Management* gives some answers:

1. Numbers are on the side of youth. Very soon, half the people in the country will be under 28.

2. Young people are better educated, and will continue to be even more so. TV and better quality education for teachers contribute to this trend. So does rapidly advancing technology. Today's high school graduates know far more than those of a generation ago.

3. The new generation is highly independent. They've never seen a depression. They consider losing a job a temporary inconvenience, not a tragedy.

These younger, better educated, self-assured people are difficult to supervise by traditional methods. Young people won't always listen to elders because they've been encouraged to think for themselves; they are bold because they have been freed from ancient fears. They aren't impressed with statements like, "It may not make sense, but it's our policy."

There is a growing cleavage between the older and younger members of the work force, in the opinion of Labor Secretary Shultz. He says federal mediators must recognize that the labor force has changed and will continue to change, and that while older workers are negotiating contracts, the younger ones want a package of benefits quite different from those being negotiated.

It is becoming increasingly clear that the younger workers are a force to be reckoned with. Both management and unions must recognize that we are living in changing times.

OPEIU member at UAW awarded job and \$1,495

Mrs. Jan Antos, OPEIU Local 353 member in Grand Rapids, Mich. employed as a secretary/bookkeeper by Local 257, U.A.W., which discharged her because she insisted on her right to a union contract, won her case when Local 353 cited the auto union for violation of Sec. 7 of the National Labor Relations Act.

After a formal inquiry, the NLRB awarded her \$1,495 in back pay, plus any medical expenses incurred during a 20-week termination, together with reinstatement in her job with full seniority and benefits.

Over the years, the auto union had employed several in-

dividuals for the job. When Mrs. Anton took the position in 1969, she immediately joined the OPEIU but the auto union (no longer affiliated with the AFL-CIO) refused to bargain.

Mrs. Antos was first laid off, rehired, threatened and intimidated, and when she refused to give up her fight her services were terminated. Local 353 filed the unfair labor practice charge last October.



from the desk
of the
PRESIDENT

Reader's Digest canard

Recently Reader's Digest published an article entitled "Why Should Labor Leaders Play Politics With the Workers' Money?" In this anti-labor article designed to give the public the impression that labor is spending multi-millions of dollars contrary to the wishes of union members, the Digest proceeded to set forth numerous arguments against the use of union monies in political campaigns.

Reader's Digest would have its readers believe that by virtue of the Corrupt Practices Act of 1907, corporations and banks no longer contribute towards the election of candidates for office who are "sympathetic" to the goals of business. All one has to do is read the list of contributors to certain political candidates to ascertain that corporations and business generally have long since by-passed the law.

A large number of Senators and Congressmen are practicing lawyers who "represent" numerous companies. This is not a violation of the Corrupt Practices Act of 1907. The late Senator Dirksen's office in Pekin, Illinois, did a land office business with many blue chip companies which, in turn, did business with the Federal Government. It was recently revealed that at least one, and possibly two, well-known Senators received a total of \$30,000 in one year as a campaign contribution from the Spiegel Company, a leading mail order house. They, in turn, fought vigorously against increased postal rates for bulk mail. The nation's newspapers recently revealed that Senator Murphy of California receives \$20,000 per year from Technicolor.

I do not believe we will read an article in Reader's Digest wherein the above mentioned examples are criticized in any way.

The most powerful lobby in the Congress of the United States is bought and paid for by the oil interests. This is a fact of life. The oil lobby can and does make and break candidates for the House and Senate from oil-rich states.

Mysterious statistic

The Reader's Digest article would have the readers believe that 10% of an estimated 620 million dollars, paid by some 18 million members of labor unions, is spent by unions for political purposes. How they arrive at this figure is a mystery because in the same article they quote from actual figures which revealed that COPE, the political arm of the AFL-CIO, spent only \$718,000 in a period covering a year-and-a-half.

In the same article, it is stated that in 1956 the AFL-CIO sought to obtain \$1 per member and thus hoped to obtain 15 million dollars for political purposes. Instead, it raised only one million dollars, or six cents per member. The truth of the matter is that the Taft-Hartley Act prohibits the use of union dues for political purposes. Organized labor therefore attempts to raise money for purposes of supporting its friends and punishing its enemies on a voluntary basis. While there is no question in your President's mind that each member should contribute at least \$1 per year towards support of the COPE program of the AFL-CIO, the only spokesman in Washington fighting for the rights of workers, it is also true that the amount accumulated each year falls far short of our goal of \$1 per member.

Open shop lobby

The Digest article complains about the amount of money which labor spent to defeat a compulsory open shop law in the state of Washington. It would have the public believe that labor spent a sum in excess of \$600,000 while on the other hand, those who favored a compulsory open shop law could only raise \$157,000 and thus were badly beaten. The fact of the matter is that the campaign in the state of Washington to promote a so-called right-to-work law was well heeled. The Boeing Company, the largest firm in that state, pulled out all stops in its campaign to eliminate the union shop from union contract.

Reader's Digest did not acquaint its readers with the fact that a well-supported industry effort to abolish the union shop was successful in 19 states in the South and the Southwest. Labor was only able to raise an infinitesimal percentage of the dollars spent in those states to defeat organized labor's right to negotiate union shop provisions in its collective bargaining contracts.

Despite the antagonism of Reader's Digest, it is essential, that OPEIU members contribute to VOTE, the political arm of the OPEIU. VOTE, in turn, fully supports the AFL-CIO COPE Program. Only through such contributions will working men and women stand a chance in Washington.



FIRST PENSION PLAN: Local 2 in Washington, D.C., has negotiated a Pension Plan for office employees of the American Federation of Teachers. At the signing ceremony are, from left, Nancy Chaney; Veronica Estep, Pension Fund's union trustee; Local 2 Business Representative John Hazel, shown initialing plan with AFT Secretary-Treasurer Robert Porter; Elizabeth Cashel, AFT Shop Steward; Jane Roussey, Union Trustee; Cathleen Crowley and Regina Pinkney, committee members.

Arbitrator upholds hiring clause

The hiring of a computer programmer from outside the unit by Consolidated Papers, Inc., of Wisconsin Rapids, Wis. violated the job progression provisions of its contract with OPEIU's Local 95, Arbitrator John F. Sembower rules.

Reviewing the facts in the case, Sembower says that when the company decided to institute a new computerized sales and marketing program, it told the union it planned to hire a programmer familiar with Basic Assembly Language.

Because the union objected that the hiring was "illegal" under the job progression contract rules, the company posted the job even though it knew that there were no presently employed programmers proficient in the advanced computer language. The union instructed its members not to bid.

The company then hired a programmer with the proper qualifications. The union filed a grievance, asking that he be removed from his job and suggesting that he bid into a lower-rated job and that his pay rate be frozen.

Sembower notes that the job progression adopted by the parties "conforms with some of the

Regarding the company's sense of urgency in the matter, the arbitrator asserts that "a well thought-out program of progression would have taken such contingencies into account." Deciding that the union was "correct in principle," Sembower says that the company should have "undertaken to fill a new post of computer-operator by posting the job soon enough to facilitate the operation of the progression system."

Practical problems which arise should be worked out in negotiations, he says, and those which may not be anticipated are "in a sense the price which the parties have to pay for utilizing one of the most forward-looking devices in personnel management today."

The fact that the company is not required by the contract to fill jobs for which it must

extend training, Sembower says, appears "to have been taken into account by such provisions as the requirement that applicants for the operator job shall pass an aptitude test for the highest job, and the provision for a two months probationary interval with demotion being necessary if the progression does not work out."

However, the arbitrator decides that "no constructive purpose would be served by indulging in the *tour de force* of demoting and penalizing the new hire.

In this case, he says, since "the parties are learning to use a new system," it is enough that they permit him to remain in his job "with the understanding that in the future the company will, in progression jobs of this type, initially post the lowest job in the progression."

News from Canada

\$665 advance at Sperry Rand

Wage gains totaling some \$665 over a two-year period were secured for some 70 office employees at the Electro Components Plant of Sperry Rand Corp. in a new contract negotiated by Local 84, Durham, N.C.

The pact calls for a 20¢ an hour across-the-board wage boost in the first year, effective Feb. 1, 1970, with additional raises ranging from 12¢ in the lowest grade to 17¢ in the highest to take effect on the same 1971 date.

The negotiating team included Chairman Ralph Wheeler, Ronald Adams, Billy R. Aline and Margaret Carswell, assisted by OPEIU Vice-President J. Oscar Bloodworth.

Stewards study

Eighteen members of Local 388 in Cincinnati have completed a four-week course in steward education, geared to problems of the office worker, Business Representative Robert A. Pierce reports.

The course was prepared and presented by the Labor Education and Research Service of Ohio State University.

most enlightened and best-conceived promotional plans in personnel administration."

1st pact brings raises 35-hr week to new unit

Salary gains ranging from \$960 to \$1,800 in the next twelve months were secured by Local 15, Vancouver, B.C., in a first contract for a new unit of office employees of Melchin Auto Transport Ltd., at Annacis Island, Business Representative Bill Swanson reports.

Other gains are a 35-hour week; three weeks vacation after three years, and four after 10; ten statutory holidays; severance pay of one week's salary for each year of service, and an improved welfare plan with the employer paying the major portion of the cost.

The settlement was reached

with the assistance of B.C. Mediator Charles Stewart.

Local 15 has also negotiated another first contract for office employees of Bapco Paint Ltd., in Vancouver, winning wage gains totaling \$1,320 per individual over the life of the two-year pact. B.C. Mediation Officer Clark Gilmore assisted in the negotiations.

Both contracts were ratified by the bargaining units.

Locals 15 and 397 win increases in renewals

Salary increases ranging from 8% to 15% retroactive to July 1, 1969, with a 7% across-the-board boost effective July 1, 1970, were won for office employees of four credit unions located at Lake Cowichan, Duncan, Alberni and Campbell River in a new two-year agreement negotiated by Local 15, Vancouver, B.C.

Other improvements include three weeks' vacation after three years and four after 10 years' service, an improved Welfare Plan and Severance Pay provi-

sions, according to Business Representative Bill Swanson.

A 7½% across-the-board wage increase was secured in a new one-year contract negotiated by Local 397 in Regina, Saskatchewan, for its 18-member bargaining unit at the Canadian National Institute for the Blind, according to Business Representative R. A. Schoffer.

The Institute operates canteens and provides services, homes and training for blind people.



Installation dinner-dance of OPEIU Local 106 in New London, Conn., featured presentation of FBM submarine model to International President Howard Coughlin (center) by Local President Robert Malo (left) and D.C. Wilkens, Jr., director of industrial relations. RIGHT: At evening's fashion show Mmes. (from left) Coughlin and Malo admire gown modeled by Diane Turetzky, Miss New London 1969. Installed as officers were Malo, president; Edward Breault, vice president; Charles Petchark, treasurer; James Macione, secretary; Carl Orsini, David Massad and Joseph Labelle, trustees.

State law bars bargaining by union at Clark College

A new unit of 35 office employees organized at Clark College in Vancouver, Washington, by Portland's Local 11, was recognized by the college but ran into a legal roadblock when it came to contract negotiations. The mischief was wrought by a law passed by Washington state legislators.

"Of the 35 members in the unit, 33 had signed with Local 11, paid dues and were eager for us to negotiate wage increases for them," Secretary-Treasurer Walter Engelbert reports. Then the college was told by Washington's attorney-general that it couldn't negotiate wage increases. Nor could the local negotiate a union shop at the college.

But there are some points on which Local 11 could negotiate: "The bed in the women's lounge,

the gift and charitable solicitations within the office, coffee-breaks etc."

These tidings, along with the quotes, are in a letter to the president of Clark College from the attorney-general. It indicates that Local 11 will have to wade through a mess of sticky bureaucracy to get anywhere for its members at the college.

The employees are under the Higher Education Personnel Board, which has its own ideas of what wages should be for

junior college non-certified personnel. "The Higher Education Personnel Board sets the classification and compensation plans for the classified employees of community colleges," the letter announces. However, there is a small out:

The college and the union could join hands and go before the board with a plea for wage adjustment on "local differential." But how the college and the union, barred from negotiating between themselves, could arrive at a community of interest in wage increases is not set forth in the letter. Besides:

"The college should not recognize the Office & Professional Employees Union Local 11 as the true representative of the employees at the college," the letter says, although the union speaks for 94% of the employees.

That's the way the legislature wrote the law, at least as the attorney-general's office reads it.

Meanwhile, the union is seeking further legal advice, just in case a misinterpretation might have crept in. If white-collar employees think organized labor's concern over who gets elected to state legislatures is merely a business agent's brainstorm, they have only to take a look at the mischief the Washington Legislature has created.

Women tellers win pay case

A Texas court finds that the First National Bank in Orange, Texas, violated the equal-pay provisions of the Fair Labor Standards Act by paying 18 women bank tellers at lower rates than two male counterparts.

Ordering the bank to end the practice, the court says that all of the bank's tellers enjoy similar working conditions and perform essentially the same duties. The suit was filed by the U.S. Department of Labor.

Securities salesmen get union rights

Securities salesmen are accorded the right to unionize in a National Labor Relations Board decision in Detroit. The ruling, granted by the board's Seventh Regional headquarters, would affect salesmen in four major brokerage firms with Detroit offices. They are Goodbody & Co., Hornblower & Weeks-Hemphill Noyes, Dempsey-Tegeler & Co., and Reynolds & Co.

Jerome H. Brooks, regional director of the NLRB, said it was a landmark decision and could be a signal to securities representatives all over the country. It is the first in the nation allowing unionization of registered representatives.

In the case that had been argued since Dec. 19, the firms maintained that because of the

Securities Act of 1934, the NLRB should not extend jurisdiction to issues concerning the securities industry.

Rejecting the argument, the board replied that although employees of brokerage houses were carefully regulated by the act, these regulations did not apply to collective bargaining.

The judgment said: "There is persuasive reason to believe that future labor disputes, should they arise in this industry, will be national in scope radiating their impacts far beyond state boundaries."

NLRB upholds Local 393 in Credit Union dispute

Served with an NLRB order upholding five charges of unfair labor practices filed by Local 393, the Lansing (Michigan) Auto-makers' Federal Credit Union—which had sought to break the union—has signed a new three-year contract with the unit.

The Credit Union fired the employees on Oct. 13, climaxing a refusal to bargain in good faith. The charges before the NLRB included unfair labor practices; discrimination for union activity; unilateral changing of working conditions without prior notice to the employees or their union, and refusal to bargain.

The NLRB order finding the employer guilty on all counts, upon approval by Washington, will be posted on the Credit Union's premises for 60 days, and formal entry made in the records of the U.S. Circuit Court. If violated by management in the next 12 months, contempt of court charges can be brought, as well as a reopening of all the unfair practices.

The NLRB orders the employer to reinstate the discharged employees with full seniority and to expunge from

the files the records of two employees.

The struggle has been followed closely by personnel of Michigan's 1,200 credit unions who admired the "courage and steadfastness" of the Lansing strikers, according to Pauleen J. Field, chairman of the unit.

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. Address questions to Dina's Column, c/o Dick Moore and Associates, Inc., 200 West 57th Street, New York City 10019.



Dear Dina:

I've been skiing all winter long. It's a sport I love, but oh, what it does to my skin! At this point it's getting so dry that lines are beginning to show in my forehead and around my eyes. Could you suggest a simple beauty plan to help revive my skin? Ellen T.

Dear Ellen:

Dry skin is a year around problem. Summer sun and winter wind both take their toll. My standard advice to every woman, is start a routine beauty plan at an early age.

Here's what I do to save my skin when I go skiing. Before going out to the cold, windy slopes, mix your regular cold cream with sun screen lotion to fight the wind. When you return for lunch at noon, wipe off the creams, eat with only your glow showing and add a new coat of cream before going outside for the afternoon. Repeat the process for dinner and the evening, adding a translucent powder. Before retiring for the night get ALL your makeup off with a cream and put a light coating on before you go to sleep. But creams alone won't work as they only act as lubricators. You must get sufficient sleep and eat the right foods.

And keep skiing. There's nothing like a good sport's activity to keep the circulation moving at top speed.

Perot bars minis

(Continued from page 1)

- Suits must be clean and pressed; coats can't be removed in office.
- Shirts must be white, longsleeved and fresh laundered daily.
- Shoes must be black or brown and well polished.
- Socks must be color coordinated with shoes.
- Casual loafers, tassel rings, two-tone or alligator shoes are out.
- Ties must be color coordinated with suit.
- Loud colors, large double Windsor knots, and bow ties are forbidden.

Attire for women

- Tailored dresses, or suits, in simple styles and becoming colors are in.
- Mini-skirts, mod looks, low necklines and tight dresses are out.
- Shoes must be reasonable and fashionable, but well polished.
- Casual footwear, boots and flashy colored shoes are out.
- Fishnet, patterned and colored hose are against the rules.
- Hair must be clean and kept in a neat style, but an extremely high or back combed style is unsuitable.
- Cosmetics must achieve a natural look; heavy mascara, eyeliner and bright colored eye shadows are out.
- Nails (for both sexes) must be clean and well manicured.