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 Engbert, 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 at 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; it 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 1, 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.

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, miniskirts and "mod" looks.

These rules are not general policy 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 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 women's heads really much can't be done anyway where female fashion whims are concerned.

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

Alternate 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)
Telling the union story: pointers on reporting

Current reporting of OPEIU Local events and newsworthy activities is one of the primary aims of the news wire. We require a steady flow of wholesome 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 projects by Locals are welcome and will be 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 facts first. The following rules should be used to cover a story: Who, the person or persons, 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. These photographs 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 wire 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 air mail.

News stories by OPEIU Locals are important. They are an essential part of the OPEIU's good public relations program which 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 someone responsible individual to handle publicity for White Collar, as well as the news media to be our 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 of the OPEIU to our unorganized office employees.

New generation, new era

"What's different about the new generation?" A recent issue of People magazine, given to employees, asks questions.

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 crisis.

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 congested and told for themselves; they are bossy 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 great difference between the older and younger members of the work force, in the opinion of Labor Secretary Schultz. 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. J. A. Amsden, OPEIU Local 533 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 insignificant jobs. When Mrs. Amsden took the position in the union's immediate job, the OPEIU leader said it would be an "inert" position, no longer affiliated with the AFL-CIO. She refused to resign, and was fired. She filed suit, and after a hearing trial, the judge ruled in her favor and against the AFL-CIO. The News-Letter of Chicago published a 1972 report that the UAW and AFL-CIO were "tried and true."
Reader's Digest canard

Recently Reader's Digest published an article entitled "Why Should You Vote? Politicians 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 bypassed the law.

A large number of Senators and Congressmen are practicing lawyers who "represent" numerous companies. This is not a violation of the 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. The Digest, in the case of Mrs. Mary M. Johnson 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 increasing 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 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. With labor there is no question in your 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 a quarter million while on the other hand, those 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 was conducted on a privileged right-to-work law was well handed. 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 ignores 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 trying to stop the anti-union campaign. It was the unorganized labor that was able to see 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.

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.

According to the judge, 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 on the job.

The arbitrator ruled that the company hired a programmer with the proper qualifications. The union filed a grievance, asking that he be removed from the 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 "confirms with some of the $665 advance at Sperry Rand

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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 winds both take their toll. My standard advice to every woman is to 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 gloved hand 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 lubricants. 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.

Security salesmen get union rights

Security 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., Horblower & Weeks-Hemphill Noyes, Dempsey-Tegler & Co., and Reynolds & Co.

Jerome H. Benay, 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 firm 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 ravaging 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 practice filed by Local 393, the Lansing (Michigan) Aseomakers' Federal Credit Union—which had sought to break the union—has signed a new three-year contract with the union.

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 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 adhered the "brave and steadfastness" of the Lansing strikers, according to Pauline J. Field, chairman of the unit.

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 freshly 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.

Arrive for women

• Tailored dresses, or suits, in simple styles and becoming colors are in.
• Mini-skirts, mob looks, low necklines and tight dresses are out.
• Shoes must be reasonable and fashionable, but well polished.
• Casual footwear, boots and flats or colored shoes are out.
• Fifties, pastel and pastel were 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 mascaras, eyeliner and bright colored eye shadows are out.
• Nails (for both sexes) must be clean and well manicured.

Dina's Column

By Dina Merrill

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 mishefit was brought 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 differentials." 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 been made. 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 mishfit 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 wages than twice as many male counter-part.

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.