Executive Board actions:

Site of 1971 convention shifted to Miami Beach

The 1971 Triennial Convention of the Office & Professional Employees International Union has been switched from Vancouver, B.C., to Miami Beach, Fla., the Executive Board announced. The meeting in Port Landsdale because of unexpectedly large increases in local public relations problems and give counsel in handling special situations.

Inquiries should be directed to: Dick Moore & Associates, Inc., c/o President Coughlin, 265 West 14th Street, New York, N.Y.; 10011.

Showdown with B.C. Hydro wins wage gains to 28%

Wage increases ranging from 6.5% to 22.8% were gained for British Columbia Hydro & Power Authority (a publicly-owned utility) in a two-year contract concluded by Local 378 in Vancouver, after negotiations lasting nine months.

The 13th round of contract negotiations was the most complex that Local 378 has ever engaged in with more than 100 members of the bargaining unit.

After talks lasting seven months, a Mediation Officer was called in but was unable to take extended leave, from two weeks, with little in the way of fringe benefits.

Local 378 officials then traveled thousands of miles province-wide to take a strike vote supported by an overwhelming 94% of the membership.

The new agreement was ratified in a meeting attended by 93% of the union's membership.

The new agreement includes an annual 5% wage increase for the first three years of the contract, with a 3% increase in the fourth year.
An irksome provincial law

Some of the difficulties experienced by Local 378 in negotiating a new contract with the British Columbia Hydro & Power Authority can be laid on the doorstep of Bill 33. A Federation of Labour educational booklet says that this bill "introduces compulsory arbitration in its worst possible form, places arbitrary power in the hands of the Province's Cabinet, and is not subject to public scrutiny.)

Formally known as the Mediation Commission Act, Bill 33 was passed in the 1968 session of the B.C. Legislature. The Social Credit government majority overrode strenuous opposition from the trade union movement, church and civil rights groups, and the National Democratic Party.

A Mediation Commission decision may or may not be made binding by Order of the Cabinet. If it is made binding, a strike or lockout becomes illegal. If the workers involved are not back on the job within 24 hours the union is liable to fines up to $10,000, and individual workers to fines of $1,000 plus, in each case, additional fines up to $150 per day as long as the workers remain on strike. It attempts to browbeat employees.

The B.C. Federation of Labour agrees that fewer strikes and improved labour-management relations are desirable. It has repeatedly offered suggestions to both the Provincial and Canadian governments for improving collective bargaining, but these suggestions have been ignored.

Citing Sweden's contribution to effective labour-management relations the B.C. Federation points out: "Swedish labour relations have achieved their history of success in the last 30 years because of a lack of labour legislation, not because of any government programs in the field of law. It is precisely because employers and unions do not have the alternative of government intervention to fall back on that they stay at the bargaining table until they hammer out an agreement."

The B.C. Federation makes a strong case for repeal of Bill 33. It hinders rather than helps better labour-management relations in that province.

Financing higher education

Because we frequently hear from worried OPEU parents, desperately seeking sources of information on financial aid to help defray college costs for a son or daughter, we have long recognized the urgent need for a publication that would summarize all this pertinent data.

We are happy to announce that the AFL-CIO has now published "College Education Financing," a 48-page booklet that offers unique help to those facing this problem. Written especially for union families, it brings together information that will help parents of a college-bound student to plan intelligently with a realistic grasp of this problem.

Besides providing facts on scholarship sources, grants, loans, and work-study programs, it also furnishes ideas for summer jobs. It includes data on how colleges and universities dispense financial aid, where to get it and under what circumstances, how much the student or the family is expected to pay, and how these determinations are made.

Union parents also get realistic advice on the chances of obtaining a scholarship for a son or daughter, how much one can expect to earn in a part-time job, the sources and limitations of low-interest loans, and the advantages of the small private college versus the large, prestige college.

This worthwhile booklet costs only 35¢ and may be obtained from:

AFL-CIO Pamphlet Division
815 Sixteenth St., N.W.
Washington, D.C. 20006

Subscription Price $1 a Year

Boycott GE products—

but heed these rules!

As the AFL-CIO's nationwide boycott of General Electric products starts, President George Meany issued careful instructions to affiliates on how to conduct lawful consumer picketing and handbilling at retail stores. The rules, generally applicable in any union boycott campaign, make these points:

- You have a right to advise consumers by picketing and handbilling that there is a labor dispute with General Electric, that a retail store is selling GE products, and that you request the consumers not to purchase GE products.
- You have a right to engage in such picketing and handbilling on pedestrian walkways at the consumer entrances to a retail store selling GE products during regular store hours.
- You have a right to request the store manager to stop purchasing and selling GE products.
- You may not address the store's employees and delivery men except to advise them that you are not requesting them to refrain from performing services.
- You may not request a total boycott of a store selling GE products. The appeal must be limited to GE products.

15% advance at Savage Arms

A three-year renewal contract negotiated for office employees of Savage Arms Division of Enfield Corporation, in Westfield, Mass., by Local 228 secured wage gains totaling approximately 15%, or 5% in each of the three years.

Other gains are an improved comprehensive plan for hospital and surgical benefits, all paid by the employer, increases in life insurance coverage, and additional vacation benefits for long-service employees.

The negotiating committee included Local 228 President Alice Arbour, Vice-President Edward Charlebois, Frances Babcock, Blanche Charette, and Ellen Becker. They were assisted by International Representative Bad Manning.

Local 23 scores at 3 stores

Wage gains totaling more than $1,400 per individual were won for office employees at two stores in Tacoma, Washington, by Local 23 in three-year contracts with The Bon Marche and Associated Retailers.

The pacts call for 22½¢ across-the-board wage increases per hour in each of the three years, with the first retroactive to June 1. Other gains were one additional paid holiday and vacation improvements.

Office employees at J. C. Penney, Inc., Tacoma, accepted an employer proposal for a 3½-year contract renewal. It calls for across-the-board hourly raises of 23½¢ in each of the first two years, with a 10¢ hourly raise in the third year.

Scouting's "Top Ten" Award being presented to Chicago's Local 28 Vice-President Raymond Soberski (right), by Paul Szosz, Asst. Commissioner of the Pathfinder Scout District. A production trust order analyst at Automatic Electric in Northlake, Soberski was honored for his work with scout troops through activities and personal example.
Dear Dina:
Every time I open a fashion magazine I see the most beautiful and simple hair-dos. The hair looks shiny and healthy. How do you keep your hair drier and simple hair-dos. The hair looks healthy and simple. I know you know how to style your hair.

Dear Betty:
Get yourself a good hairdresser and go to one that you know will make you feel comfortable. You can ask your hairdresser about how to style your hair and he/she can help you choose a style that suits you.

Longer contracts
Short-term contracts keep losing favor. Agreements running less than 18 months decline sharply while the three-year contract grows common. In major cases involving Federal mediation, more than 60% are settled with three-year contracts, up 35% from four years ago.

Third term for Ron Bone
OPEIU Vice-President Ron Bone (President of Local 378, Vancouver, B.C.), was reelected for his third consecutive term as a member of the Executive Council of the British Columbia Federation of Labour.

219 gain 19% at A. G. Spalding
A three-year contract negotiated by Local 269 in Chicopee, Mass., gained a 19% wage increase for 219 office employees of A. G. Spalding & Bros., Inc., internationally-known sports equipment makers.

News from Canada
First pact pays off for insurance unit
Wage gains ranging from about 3% in the lowest grade to 27% in the highest, for a 37½-hour work week, were won by Local 15 in Vancouver, B.C., in a first two-year contract negotiated for its new 56-member office unit at Cooperative Insurance Services Ltd. The firm is the only unionized insurance company in British Columbia.

SIGNING NEW SPALDING FACT: Seated from left: Local 269 President Eugene X. Pelletier, Mary White, secretary, and Spalding Controller Robert G. Littleson. Standing: Local 269 Treasurer Gilbert LaValley; Spalding Vice-President William P. Sovey; Admin. Supervisor Robert R. Downie, and Employee Relations Assistant Jim Sands.

Hospitalization provides a semi-private room, unlimited hospital extras, and a 25% increase in weekly indemnity for employees whether hospitalized or ill at home.

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from the desk of the

PRESIDENT

Portents of trouble

Events of the past several weeks lead us to believe that organized labor can expect some troublesome times in the immediate months and years ahead. The attempt by President Nixon to name Judge Haynsworth to the Supreme Court may have been the opening gun.

Aside from the many evidences of "conflict of interest" which eventually doomed this appointment in the Senate, it must have been quite apparent to President Nixon that Judge Haynsworth's record was consistently anti-labor. In addition, his civil rights record was, to say the least, questionable. Obviously if this appointment was confirmed, the organized labor movement could very well expect that numerous Supreme Court precedents which favored the interests of working men and women against employers would eventually be overturned. While it is true that one appointment to the Supreme Court cannot reverse numerous liberal decisions, we are certain that similar appointments will be made in the near future which will bring about the desired majority in favor of more conservative, if not reactionary, High Court decisions.

Anti-Union Tax Proposal

The proposed Fannin Amendment to the tax bill in the Senate was mentioned in the President's annual message in terms of the more conservative Republican and Democrats. Senator Fannin, a Republican of Arkansas, attempted to pressure through the Senate an amendment which would have lifted any union's tax exemption if dues paid to a labor organization are used to support or oppose any candidate for any public office or for other political purposes. The amendment would also have prohibited lobbying and prevented unions from encouraging registration and get-out-the-vote efforts. It would also prohibit political endorsements.

The measure would apply to all labor organizations, including the AFL-CIO, international unions, local unions, state, city and county central bodies and state AFL-CIOs. Any violation by any labor organization would have automatically removed its tax exemption, thereby forcing such labor organization to pay taxes on all of its income derived from initiation fees and dues.

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The Fannin Amendment fortunately received the same treatment in the Senate as had been accorded the attempt to name Judge Haynsworth to the Supreme Court. But labor has no reason to be complacent. There are numerous appointments in the process of being made which will have an adverse effect on the rights of working men and women to join unions of their choice. It has already been indicated that President Nixon will replace two members of the National Labor Relations Board whose terms will expire in the year of 1970. One of the men to be replaced is Sam Zagoria, a Republican, who served with distinction on the Board.

A Pro-Business NRLRB?

It could be that those advising the President feel that Zagoria has not been as conservative as he should be. Those replacing present members of the NRLRB with conservative or pro-business appointees are in a position to throttle organized labor. All the new Board would have to do to upset the present balance would be to hand down decisions giving employers more latitude in dealing with leaders of their employees seeking to form or join unions. If the new Board changes its present policy to give employers power to coerce, threaten or discharge employees seeking unionization, the organized labor movement will suffer a serious setback.

In the years following the passage of the Taft-Hartley Act, organized labor suffered many reversals and the movement lost large numbers of members. Despite those who say that organized labor is too big and too strong, the fact is that the AFL-CIO represents less than 25% of the total work force in the United States. There is no need to concern ourselves with bargaining for millions of unorganized workers. We do hope that the Nixon Administration will give serious thought to its administrative appointments, particularly appointments to the National Labor Relations Board whereby fair and impartial individuals will be chosen to administer what is still a weak and ineffective labor act.

2 unions get package at U.S. Gauge

A 14% across-the-board wage boost and a new cost-of-living allowance, plus improvements in fringe benefits and working conditions, were won in a new three-year contract jointly negotiated with U. S. Gauge, a division of Amseck, Inc., metal fabricators in Sellersville, Pa., by OPEIU Local 135 and Local 117 of the American Federation of Technical Engineers.

A 6% wage boost took effect November 1, to be followed by two 4% raises in each of the next two years. The new cost-of-living allowance becomes effective in 1970. Wage increases also apply to those on training schedule, to the training schedule minimum, to military reserve, and to pre-military induction pay. The pact covers more than 100 OPEIU members.

Other gains are two-day personal leave, sick leave accumulation to 50 days, a more liberal bereavement leave, and improved vacation schedule. Improvements were also gained in Blue Cross/Blue Shield benefits and in accident and sickness insurance.

Seniority was made office-wide, and a clause inserted against use of non-union personnel in bargaining unit work. Other changes were in leaves of absence, with more liberal rules agreed on for promotions and transfers.

International Representative John Pizzanella assisted the Local 135 negotiating team.

Bank breakthrough-Barclays organized

The growing worldwide movement of bank employees into unions has scored a major victory in Scotland where formerly lapsed unionism in this white-collar field. Symbolizing the "wave of the future," 35,000 employees of the huge, internationally known Barclays Bank—which has branches in New York—have obtained union recognition and nationwide collective bargaining rights.

Barclays is the first of the giant London Clearing House banks to set up union negotiating machinery.

Basic salaries for bank employees of all grades, as well as minimum salaries for branch managers, will be negotiated by the bank's new national collective bargaining machinery. Bargaining at the local level for branches will cover overtime, travel allowances, and terms and conditions of employment.

The union breakthrough at Barclays is expected to put new pressure on Lloyds, Midland and National-Westminster banks to give union recognition to their employees. The three other British banks also have New York offices.

Boycott GE Products

Remington Rand yields $676

Across-the-board wage gains totaling $676, plus improved benefits, are included in a 1970-month contract negotiated with Remington Rand by Local 135 in Elmira, N.Y. It covers more than 200 office employees.

The first $7 weekly raise is retroactive to Nov. 17, with another $6 across-the-board jump set for next Sept. 14. One step in the progression scale was eliminated, and the employer also agreed to review all office classifications for upgrading where warranted.

Other gains are Good Friday as a paid holiday, improved sick leave, and four weeks' vacation after 20 years. Non-contributory life insurance was increased to $4,600 from $3,500, with employees given the option to buy another $4,000 at 60% a month per $1,000. Weekly disability was upped to a $70 maximum.

Other improvements were scored in health and welfare coverage and benefits, including a Major Medical Plan. Pension benefits were increased to $3.75 per month from $2.60 per credited year. For those retiring after July 1, 1970, benefits will be $4.50 a month per year.

Changes relating to seniority, layoffs, job bidding and promotions were tightened.

The negotiating team included Chairman Art Ferraro, Betty Donaldson, Thelma Burdick, Shirley Schrock, Thelma Courttrig, and Local 135 President Mildred Mulligan. They were assisted by Emil Steck of Buffalo, Local 212.