



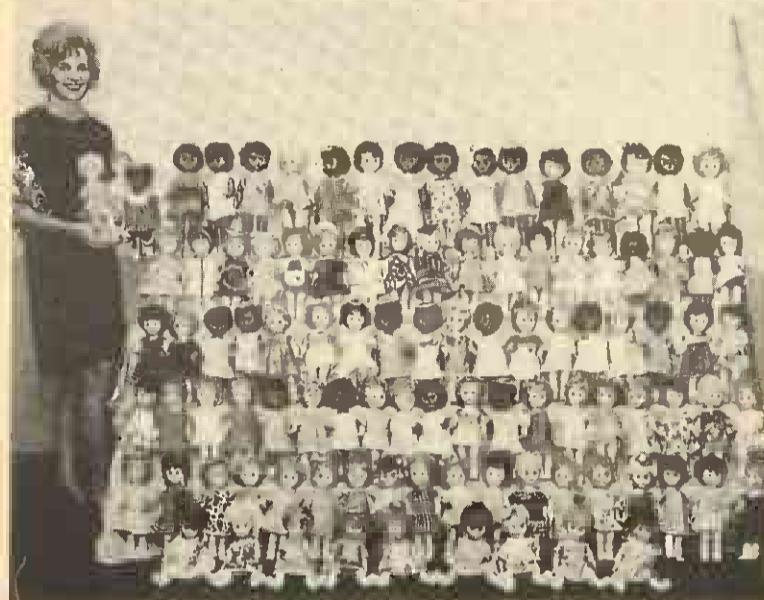
WHITE COLLAR

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

No. 285

January, 1970

One woman Santa



TALENTED HOBBYIST: Dorothy Lundblad of Local 10 displays the 100 dolls which she personally made and dressed for the Detroit Goodfellows as Christmas gifts for children.

Many underprivileged children enjoyed a happier Christmas because of Dorothy Lundblad, talented OPEIU Local 10 hobbyist, who personally made and dressed 100 dolls for the Detroit Goodfellows. Dressed in gay materials, the dolls are all different in design and colors.

"It took me many months to finish them all," says Mrs. Lundblad. "I started on the

dresses a year ago. I made 75 felt hats and purses by soaking pieces of felt in water, tying them over a jar with rubber bands. When dry, I added trim and flowers. The dolls wear Indian costumes, evening gowns, party dresses, tailored suits, pants suits, etc."

Among her other hobbies, Mrs. Lundblad sews, knits, crochets, does oil paintings and decorates cakes.

Reopening brings raises at Cleveland hospitals

Higher wages and additional fringe benefits have been won by office employees of Kaiser Hospitals in Cleveland, which voluntarily agreed to renegotiate its old contract with Local 17 although it had two more years to run. The unit unanimously ratified the new agreement.

Regional Director John B. Kinnick reports that an entire new wage schedule will take effect next May 1, with a wage increase averaging 8¢ an hour on top of the 10¢ an hour boost which became effective Jan. 1. The shift premium was increased to 20¢ an hour from 10¢.

Other gains include a sup-

plemental income insurance for illness and accident (half of salary for 26 weeks); \$2,000 life insurance for each employee, and employer payment of \$27.20 per month toward health and welfare instead of the previous \$15.

Local 17 agreed to extend the contract for one year beyond the old expiration date, with a reopening for wages and two fringe benefits on Jan. 1, 1972.

PR help for the asking

Business Managers and other OPEIU Local officers are reminded that Dick Moore & Associates, Inc., the International's Public Relations Counsel, is available to assist them in publicizing union activities at the community level.

Upon request, the PR firm will assist in preparing, timing and distributing news releases in their communities. It will also advise them on local public relations problems or 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.

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 action was taken at the Board's meeting in Fort Lauderdale because of unexpected large increases

in room rates by the previously selected Vancouver hotel. The Board then selected the Deauville Hotel in Miami Beach as the next Convention site. It also:

- Approved the President's Report showing that the OPEIU is making substantial organizing gains in the United States and Canada, with 5,600 new members added since the 1968 Convention.
- Recommended that 1970 OPEIU Educational Conferences be held on Thursdays and Fridays (instead of weekends) on a trial basis.
- Recommended that the Spring meeting of full-time OPEIU Representatives be held in Chicago and discussed the program.
- Fully supported the strike of AFL-CIO Unions against the Boulwarism tactics of General

Electric Company and urged all OPEIU members to contribute \$1 each to the AFL-CIO Fund to assist the GE strikers. It also endorsed the United Farm Workers' fight against California grape-growers.

• Urged a boycott by organized labor against Blue Cross/Blue Shield in cities throughout the United States where its managements resist efforts by employees to organize.

• Reiterated enthusiastic support of the OPEIU plan to have AFL-CIO Unions deposit general funds, health and welfare, and pension funds in unionized banks.

• Heartily recommended OPEIU participation in the AFL-CIO Labor Center and urged all Locals to send representatives to appropriate classes. It also encouraged all Canadian

Locals to participate in educational programs sponsored by the Labour College of Canada. (The Board will later examine applications for participation in such studies with a view toward establishing a Canadian scholarship or bursary.)

• Decided to reissue a Charter for OPEIU members in Houston, Texas, in response to their petition.

• Decided to continue OPEIU Health and Welfare Fund coverage for all staff employees (and spouses) who retire under the OPEIU Retirement Plan. It urged all Locals participating in the International's Plan to do likewise.

The Board also took numerous other routine actions dealing with jurisdictional disputes and appeals.

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

Wage increases ranging from 15.6% to 28% were gained for 2,300 office employees of the 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 first 8% pay boost is retroactive to April 1, 1969, and a further 7% cumulative raise (7.6% actual) takes effect next April 1. The new scales will provide 28% gains for many during the pact's life, according to OPEIU Vice-President Ron Bone who chaired the negotiating team. He says:

"These prolonged negotiations were the most complex that Local 378 has ever engaged in with more than 100 items presented by both sides."

After talks lasting seven months, a Mediation Officer was called in but was unable to budge management from its original offer of a 10% wage boost over two years, with little in the way of fringe benefits.

Local 378 officials then traveled thousands of miles provincewide to take a strike vote which was supported by an overwhelming 87% of the membership. Faced by union solidarity reflected in serving the required 72-hour strike notice, management reconsidered and requested a meeting, at which the Author-

ity's chairman was present, just before picket lines were set up. Intensive last-minute negotiations then developed a settlement satisfactory to the unit.

The following illustrate some maximum monthly office salaries that take effect April 1:

Typists	\$ 487
Stenographers	550
Secretaries	645
Unit Bookkeepers	780
Budget Clerks	851
Supervising	
Draftsmen	927
Systems Analysts	1,101
Rates Analysts	1,201

Over 100 members covered by the Construction Supplement get 22% wage gains by next April 1, in addition to three weeks' vacation after one year, and doubletime for all overtime.

Other general gains are a 25% increase in the previous \$7 daily living allowances paid to those working away from headquarters.

• An isolation allowance and education subsidy up to \$60 per

month for members working in rural areas.

• An improved and extended Health Benefit Plan to be implemented on a shared-cost basis.

• A joint Union-Management job evaluation study to be carried out with the help of an outside Consultant, the employer to pay all costs.

• Approximately 60 members won a work-week reduction from 40 to 37½ hours, without affecting take-home pay. (All others already enjoy the 37½-hour work-week).

• Hydro's Print Shop employees will achieve a 30% wage increase.

The Local 378 negotiating team included, besides Chairman Ron Bone, Ev King, Jim Durrant, Ron Wilson, Eva Lopuszanski, Georgina Buchanan, Jim Twells, Ralph Freethy, and Business Representatives Fred Trottet and Bob Rennie.

WHITE COLLAR

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

HOWARD COUGHLIN
President
Room 610, 265 West 14th St., New York, N.Y. 10011

J. HOWARD HICKS
Secretary-Treasurer

POSTMASTERS. ATTENTION. Change of address Form 3579 should be addressed to Office and Professional Employees International Union, 1012 14th St., N.W., Washington, D.C. 20006. Published monthly at 810 Rhode Island Ave., N.E., Washington, D.C. 20018. Second class postage paid at Washington, D.C.



Reproduction by the Labor Press of any or all material herein contained is not only permitted, but wholly desirable in the interest of workers' education.

Subscription Price \$1 a 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."

Formerly 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 OPEIU 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, who gets 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

Boycott GE products— but heed these rules!

As the AFL-CIO's nationwide boycott of General Electric products started, President George Meany issued careful instructions to affiliates on how to conduct lawful consumer picketing and handbilling at retail stores. The rules, generally applicable to any union consumer 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 customer entrances of 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.
- You may not physically interfere with consumers, employees, or delivery men, or otherwise engage in any obstruction or disturbance.
- You may not threaten the store manager with any form of economic reprisal for continuing to handle GE products.
- You should bring the boycott to the store manager's attention before picketing or handbilling.
- You should retain in advance competent legal counsel versed in local law and federal labor law to protect you against "crippling restraining orders and potential damage suits."

15% advance at Savage Arms

A three-year renewal contract negotiated for office employees of Savage Arms Division of Emhart 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 Chartier, Frances Rahilly, Blanche Chartier, and Eleanor Becker. They were assisted by International Representative Bud 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 22½¢ in each of the first two years, with a 10¢ hourly raise in the third year.



UNITED FUND DRIVE: Jean Wilson, OPEIU Local 339 steward at United Rubber Workers headquarters in Akron, Ohio, looks over progress poster with URW Secretary-Treasurer Ike Gold. URW officers and office employees teamed up to raise donations by 28½%.



LOCAL 80 WINS AWARD: For the second consecutive year, Local 80 in Panama City, Fla., has won the annual United Fund award for the highest percentage of givers at the International Paper Company's Panama City mill. At ceremony are Sarah Gainer, Local 80 fund solicitor; Plant Manager Varnado Williams; Local 80 President Joe Gorman, and Jo Ann Hasty, another solicitor.



Scouting's "Top Ten" Award being presented to Chicago's Local 28 Vice-President Raymond Soberski (right), by Paul Szews, Asst. Commissioner of the Pathfinder Scout District. A production control order analyst at Automatic Electric in Northlake, Soberski was honored for his work with scout troops through activities and personal example.



The large turnout at the North Central Educational Conference in Milwaukee.



The Southwestern Educational Conference in Kansas City.



The East Canada Educational Conference in Toronto.

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:

Every time I open a fashion magazine I see the most beautiful and simple hair-dos. The hair looks shiny and healthy. How do I get my hair to hold a set without teasing it into a mess of knots? Betty R.

Dear Betty:

Get yourself to a good hairdresser PRONTO and splurge on a super-cut.

How do you know a really good haircut when you have one? The easiest test: go home, shampoo, condition and set. Now, get under your hair drier (with a good book) and when your hair is thoroughly dry, brush out. Even before a slight teasing, for body, you'll know immediately just how good that haircut is. Does it fall into shape, curl in the right direction, have restored body? If so, you've found your super-cutter.

And don't be afraid to tell the hairdresser what you want. So many girls sit back and say, "Go ahead. Do it the way you want." A miracle is expected, but almost never occurs.

Investment in a good haircut, four times a year (more frequently for short hair), can save money in the long run. You can skip routine visits to the hairdresser, because your cut is so good you can take care of your hair yourself.

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.

According to Local 269 President Eugene X. Pelleter, who headed the negotiating team, the agreement was "one of the best we've ever signed." Retroactive to November 1, the first-year wage increase is 7% across-the-board. Another 6% boost is scheduled for the same 1970 date, with a further 6% on November 1, 1971.

Other gains are improved pension benefits with all costs borne by the employer; complete payment of all insurance costs in 1971, and a fifth vacation week for employees with 25 or more years of service.



SIGNING NEW SPALDING PACT: Seated from left: Local 269 President Eugene X. Pelleter, Mary White, secretary, and Spalding Controller Robert G. Littleton. Standing: Local 269 Treasurer Gilbert LaValley; Spalding Vice-President William P. Sovey; Admin. Supervisor Robert R. Driscoll, 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.

News from Canada

First pact pays off for insurance unit

Wage gains ranging from about 13½% in the lowest grade to 27½% 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 Co-operative Insurance Services (CIP) Ltd. The firm is the only unionized insurance company in British Columbia.

The agreement provides for 10 statutory holidays and for three weeks' vacation in the third year, and four in the 14th. It calls for time-and-one-half overtime for the first four hours with doubletime thereafter; also specifying doubletime for work on Saturday or Sunday.

Included in the agreement are

sick leave, a Medical Plan, Wage Indemnity, Group Life Insurance and a Pension Plan. Other clauses cover severance pay, jury duty, and picketing.

The negotiating team was headed by Business Manager Bill Swanson, and included Secretary-Treasurer Opal Skilling, Chief Steward Mardi Scott, Steward Sandra Wray and Captain Zimmerman.

According to Swanson, Local 15 is "rapidly approaching the 1,000 membership mark."

U.S. Price Index

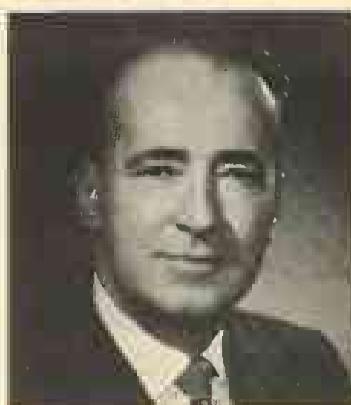
U. S. Bureau of Labor Statistics

	1968
November	123.4
December	123.7
1969	
January	124.1
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

Canadian Price Index

Dominion Bureau of Statistics

	1968
November	121.9
December	122.3
1969	
January	122.6
February	122.6
March	123.2
April	124.6
May	124.9
June	125.9
July	126.4
August	126.9
September	126.6
October	126.8
November	127.4



*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 we know 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 another indication of what goes on in the minds of the more conservative Republicans and Democrats. Senator Fannin, a Republican of Arizona, 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 have applied 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.

Senator Fannin openly exhibited his anti-union bias by failing to include the National Association of Manufacturers, the Chambers of Commerce, business groups, medical groups or private corporations in his prohibition against political activity.

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 this 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 NLRB?

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 NLRB 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 allow employers 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 still a vital need to encourage collective 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 Ametek, 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 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 pay, and pre-military induction pay. The pact covers more than 100 OPEIU members.

Other gains are two-day personal leaves; sick leave accumulation to 50 days, a more liberal bereavement leave, and im-



U. S. GAUGE SIGNS: Seated from left are American Federation of Technical Engineers negotiator Irene Nace; Leo Wolfe, Chairman of Local 135 negotiating team; AFTE negotiator John Urich, and James J. Walsh, company's director of industrial relations. Standing: Richard Hughes, personnel supervisor; Local 135 President Martha Kappan; AFTE Local 117 President Sterling Eckert; Julie Newman, Local 135 negotiator, and U. S. Gauge Vice-President and General Manager Robert Lane.

proved 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 per-

sonnel in bargaining unit work. Other changes were in leaves of absence, with more liberal rules agreed on for promotions and transfers.

International Representative John Fitzmaurice 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 Britain where traditional group 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 ten 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 latter three 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 19½-month contract negotiated with Remington Rand by Local 137 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 ninth holiday, improved sick leave, and four weeks' vacation after 20 years. Non-contributory life insurance was increased to \$4,000 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.

Clauses relating to seniority,

layoffs, job bidding and promotions were tightened.

The negotiating team included Chairman Ann Ferraro, Betty Donaldson, Theresa Burdick, Shirley Schrock, Thelma Courtright, and Local 137 President Mildred Milligan. They were assisted by Emil Steck of Buffalo, Local 212.



EFFECTIVE ORGANIZING AID: Sound truck used by Jay Porcaro, new OPEIU Representative in the North Central area, in a recent organizing campaign in Ohio when he was Business Representative for Local 388, Cincinnati. The set of signs shown is available to any OPEIU Local engaged in a major organizing effort.