1970 Educational Conferences

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Organizing the banks

Executive Board takes drive to Golden Gate

Local 3 Business Manager Phyllis Mitchell (left) and OPEIU Secretary-Treasurer J. Howard Hicks (center), aided by Local 3 volunteers, pass out handbills at Wells Fargo Bank in San Francisco.

At TV camera's record screen, Executive Board members get union message in bank employees. From left and Board members John T. Cahill, Frank Morton (behind Phyllis Mitchell), President Howard Couglin, Bill Lowe, and Gwen Newton.

Led by President Howard Couglin, OPEIU Executive Board members took time out from their deliberations to join forces with 25 Local 3 volunteers in distributing 15,000 handbills at six major banks and other business firms in San Francisco's financial district as part of the nationwide bank organizing campaign.

The West Coast effort sparked wide publicity in Golden Gate newspapers and television.

TVA deal ups wages $1,200, sets Sunday work premium

Salary increases totaling almost $1,200.00 for some 2,300 TVA employees, with raises effective July 1, were wrapped up in the utility by the Council of Ten.

Business Manager A. R. Cornson reports that increases are 7.81% for administrative employees, 6.08% for clericals and 6.39% for reproduction and communications services employees. They were represented in negotiations by OPEIU Local 525, 119, 268 and 273.

The new administrative pay schedule is four grades with maximum salaries ranging from a $51,522 maximum in grade 1, to a $12,590 minimum and a $15,860 maximum in grade 4. In the clerical schedule there are six grades. New salaries range from a $34,620 minimum in grade 1 to a $55,575 maximum, with grade 6 rates running from a $83,385 minimum to a $105,505 maximum.

In the reproduction and communications schedule range from a minimum of $5,925 to the highest grade to a maximum of $12,415 in the highest grade.

A significant break-through in fringe benefits was the negotiation of a 10% premium for Sunday work which is part of an employee's basic schedule, with double-time on the second non-work day if an employee works his first non-work day. Other fringe benefits improvements include an increase from $10,500 to $11,000 of the base rate on which full overtime is paid, and not less than 1 1/2 times the straight-time hourly rate for all overtime in excess of 150 hours during a year, increased contributions for health insurance, and free corrective, protective eyeglasses wherever required.

Vote at utility in Savannah caps organizing gains

In 1970, the new TVA rate plan which increased rates to the tune of $1,200,000, was negotiated with the employees of the Savannah Gas and Electric Power & Gas Co. The new rate plan includes some 30 increases in the rates running from $8,385 to $11,000 of the base rate on which full overtime is paid.

In the reproduction and communications services, the new rate plan includes the negotiation of increased fringe benefits, including an increase from $10,500 to $11,000 of the base rate on which full overtime is paid, and not less than 1 1/2 times the straight-time hourly rate for all overtime in excess of 150 hours during a year. Increased contributions for health insurance, and free corrective, protective eyeglasses wherever required.

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Andrew Karcich dead

We regret to announce the death of President Andrew Karcich of Local 123, Bridgeport, Conn., on June 9 after a short illness. He was an employee of Jenkins Bros.—and an effective union officer. 
WHITE COLLAR
OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION
affiliated with the AFL-CIO
HOWARD CLEUGHIN
President
Room 610, 265 West 16th St., New York, N.Y. 10011

The OPEIU's new contract with Tennessee Valley Authority for white-collar employees inspired a crusty anti-union editorial in Alabama's Florence Times and Tri-Cities Daily of June 11. (See Page 1 story.) This was promptly answered in a letter to the editor by Maybel White of OPEIU Local 52 member who lives in Sheffield, Ala. She wrote:

"Re your editorial, June 11, 1970, Good and Bad News—which is a sort of two column in print for those not working for big government agencies and/or big industries dominated by big labor unions, et al."

"What the white-collar workers employed by TVA include semi-professional, professional and technical classifications, as well as the lowly clerks and stenos, the majority of whom are career employees dedicated to their professions and their jobs."

"Many years have attested to the fact that they have honed their skills, thereby making them more valuable to their employer. For your information, rates for these people are based upon prevailing rates paid in comparable industries throughout the nation."

"Your suggestion that these government and/or industrial workers be sent to Southeast Asia and given a gun is asinine and reflects clearly your antagonism toward and dislike of labor unions. When you are really saying is 'cut out any and all wage increases and fringe benefits for these classes, so big management can soak away more profits and Tri-Cities Newspapers can buy more newspapers.'"

"You suggest it would be healthy to publish annually the wages and salaries paid government employees. I think you and the public are looking for a big surprise as these wages and salaries paid government employees are not as inflationary as you would like everyone to believe."

"I can remember when the merchants of the Tri-Cities bought билеты to certain large industry out of the Shaka area because it would mean they would have to pay their own employees more money. In other words, they wouldn't be able to work them for a pittance when they became disabled, forget them."

"Do you want those days again? Put this in your pipe and smoke it, kids—the white-collar and blue-collar people pay their way. They keep the currency circulating, they are the people who buy your shoes and patronize your advertisers!"

"I am a member of big labor and darn proud of it. It enabled me, a widow with three small children, to raise and educate my family. I know hundreds of parents in the white-collar and blue-collar class whose children receive college degrees because their Dads and Moms belong to brutal big labor. If you had had your way, these kids would have been lucky to get through high school."

"I, for one, have had quite enough of your labor-hating tacties. I think you might have learned your lesson but I guess that was wishful thinking."

Our congratulations to Mrs. White. Her splendid letter is right on target in exposing the assault on unionization by this Alabama editor. Who, in a note it is, humbly attempted to defend himself by irrelevant references to patriotism.

Local 12 contract adds travel day

A "travel day" holiday (to be taken in accordance with the master agreement negotiated between Twin Cities Local 12 and seven creameries in Minneapolis, Minn., Business Representative R. M. Mackensen) is a feature of a new two-year master agreement signed between Twin Cities Local 12 and seven creameries in Minneapolis, Minn., Business Representative H. R. Mackensen.

The master agreement, which went into effect on April 30, 1970 and was negotiated with the following creameries: Clover Leaf Creamery Co., Ewald Bros., Inc., Franklin Creamery, Inc., Norris Creameries Co., Northland Milk & Ice Cream Co., Dairy Distributors, Inc. and Supermarket Dairy Fresh Milk Co.

Wage increases are $8.50 per week across-the-board in each of the two years of the pact, which runs until April 30, 1972.

Increments are raised to $4.50 for employees of Clover-Leaf Creamery Co., Ewald Bros., Inc., Franklin Creamery, Inc., Norris Creameries Co., Northland Milk & Ice Cream Co., Dairy Distributors, Inc. and Supermarket Dairy Fresh Milk Co.

Local 378 emblazoned U-drive unit

Three of the largest U-Drive firms—Avis-Rent-A-Car, Hertz and Tilden—against which a new Local 378 unit of 100 members is in struggle, were blasted for anti-union bias by Dennis Cook, a British Columbia Provincial Legislator member, in a speech before that assembly.

He charged the three companies not only with violating Canadian laws but with cynical harassment and intimidation especially of the striking office workers, as well as stubborn refusal to bargain in good faith.

Two of the concerns are owned by giant conglomerates, Avis & Radio Corporation of America subsidiary; Hertz is a subsidiary of International Telephone and Telegraph Corporation.

Although these firms spend millions of dollars annually in advertising, the B.C. legislator charged that they paid their office employees miserable wages "ranging from $225 to $385 per week for complicating them "below the poverty line."

Describing their working conditions, Cooks said that their employers provided no medical coverage or pension plan. They had to clean their own uniforms, had no resevoir toilet or lunch facilities; were short-handed frequently on statutory holidays and weekends, had no job security, and were subject to dismissal at the employers' whims. Cooks demanded that the law be changed to give every British Columbia wage earner (less than half are unionized) the right to bargain collectively as the "most practical method of guaranteeing . . . decent wages."

He described how these exploited office employees had asked the OPEIU for help in obtaining the union representation, adding that "within three weeks, more than 70% of the eligible employees had petitioned the union."

After Local 378 was certified to represent the employees, the legal requirement to start bargaining. "Within one day five days was violated by all three companies," he charged.

"They reason they could still not longer, they violated the law again by refusing to appoint a B.C. resident to bargain for them. Instead, they brought in a spokesman from New York. From the beginning of negotiations, the companies refused to concede even the most basic contract provisions."

Cook cited the hiring of strike-breakers, use of police in an effort to intimidate lawful pickets into quitting Vancouver's International Airport, and withholding of employees' final pay cheques "in violation of the law."

“They have been harassed, intimidated and abused by their employers," he said. "They have found the law offered them no meaningful protections. They have found the decks stacked against them by government."

Cook added that these employees have learned something about unions, too. "They have learned that far from being selfish and complacent, a union such as the one they joined has been willing to wage a war on un-economic battle on their behalf."

Lands OPEIU support

Commenting on this, Cook continued: "I am glad that they (the OPEIU) are not guided by sound business practices, by the law of the market place. Since nobody else is doing anything, very significant, so help people such as these men and women, it is a good thing that unions are foolish and impractical enough, in their dedication to the welfare of individual Canadian wage earners, to try to help them."

Coke then called upon the B.C. Provincial Legislature to shoulder its responsibilities towards the workers of British Columbia. "Clearly, the trade union movement should be encouraged to help such employees in every way possible," he declared.

The outlined needed changes in provincial law that should now be enacted "to protect the legislative rights of our citizens, editing Real penalties needed

"Further, when employers are found to have committed unfair practices, a severe penalty must be imposed. To require only that discharged employees be reinstated or that the employer cease and desist from unfair practices is hardly sufficient."

"Finally, we must act to eliminate the increasing practice of employers intimidating employees through threatening to close their plant or business office if union representation is obtained."

Glaubing, Cook said: "I urge the Government to act on these matters before we have any further cases such as the U-Drive case to prove our failure to carry out our responsibility."

The B.C. Federation of Labour has published a booklet, as a public service, giving the complete text of Mr. Cook's speech. He is a veteran of the Royal Canadian Air Force, representing the New Westminster constituency.
How bankiers reacted

The Office & Professional Employees International Union kicked off its banking organizational campaign in Chicago in April. At that time, more than 100 representatives of Local Unions and the International Union mass-distributed letters at banks in downtown Chicago. Your President, Secretary-Treasurer Hicks and Director of Organization Arthur Lawandowski participated in this distribution. It was enthusiastically received by the employees and, in a matter of hours, hundreds of signed authorization cards were received at the headquarters of OPEIU Local 28.

During the next few weeks, similar distributions were made to banks in various cities throughout the nation. These included New York, New Haven, Portland (Oregon), Youngstown, Akron, Toledo and Detroit. At its recent meeting, all members of the Executive Board of the OPEIU, along with representatives of Local 3, handbilled the banking industry in the business areas of San Francisco.

Our activity created havoc in banking circles. The Ohio Bankers Association, for example, began distributing a new "Employee Relations Information Manual." This 40-page booklet is a compilation of letters from similar campaigns put out by the Michigan and New Jersey Bankers Associations and the American Bankers Association. It has been made available to all banks on request, and has added anti-union terminology and approach and is supposedly informational," it is intended to remind employees that banks would be better off without unions.

To various national banks and local banks and savings and loan associations, the National Bank of Toledo sent letters to the homes of all its employees listing some of the points contained in the union handbill.

A bank in Maryland sent a bulletin to all of its supervisors, wherein it notified them of a recent leaflet distribution by the OPEIU to employees of the bank. They called to the attention of the supervisors the fact that this would be a direct and effective campaign directed towards unionization of the bank's employees. The bulletin stated: "Within approximately one week each member of supervision will be receiving a detailed instruction manual which will outline many of the factors concerned with a union organization attempt." It added: "That while the bank does not oppose unionization of its employees, we feel strongly that the presence of a union would not contribute to the best interest of our employees and frankly could not provide anything in the way of benefits, salaries, working conditions or any other terms which the bank has not already undertaken or would continue to provide in the future.

The bank asked its supervisors "to keep both eyes and ears open and look for signs of organization in your respective areas. Should any indication of activity present itself, immediately report this to your division head and the vice-president of Personnel." It is a decidedly hypocritical for major banks to do everything possible to encourage unions to deposit their funds and, at the same time, disavow collective bargaining for their own employees. In this 20th century, banking officials would continue their 19th century policy of "unilateral employer beneficence." This employer "beneficence" has continued the low wage policy now prevalent in the banking industry and caused one of the largest turnover of employees in any industry throughout the United States. There is no substitute for collective bargaining.

Living cost clause, hikes negotiated for Polk unit

Wage gains totaling from $1,206 to $1,938 per member, plus a first-cost-of-living clause and improved fringe benefits, were won for 60 employees at R. L. Polk & Co., Philadelphia, Local 14 Business Manager Ed Springman announces.

The first-cost-of-living clause is the same as that recently negotiated by Local 3 at Polk in Cincinnati, 1¢ per hour for each ½% rise in the Consumer Price Index over current figures. The clause covers 5.5% per year, with escalator adjustments made each April.

Wage gains include raises of $8 per week for a $1 to $5 increase in basic pay. A new classification (working-headman) was added to the job categories, two other employees are receiving $1 per week raises.

Employer contributions to the medical care plan were also increased.

Pork agreed to supply weekly data on earnings, promotions, probation periods and termination of employees to Local 14.

from the desk of the

PRESIDENT

Wage increases to $2200 yielded by 10 truckers

Wage gains ranging from some $1,400 to $2,000 per employee at 280 trucking units covering 350 clerical employees of independent trucking companies signed contracts with OPEIU Local 5 and Western Emperal Enterprise, a division of Asin., in Denver, Col.

Other gains are one extra paid holiday — double shifts,

Wage increases to $2200 yielded by 10 truckers

Wage gains ranging from some $1,400 in the lowest office grades to more than $2,000 at the top, and greatly improved fringe benefits, are provided in a new master agreement covering 350 clerical employees of ten trucking companies and Local 5 of the Bus. and Allied Union, San Francisco.

NAPA salutes OPEIU local

The National Aeronautics and Space Administration (NASA) awarded a certificate to Local 403 in recognition of its contributions to the Apollo space program in a ceremony at the NASA Goddard Space Flight Center in Greenbelt, Md.

The certificate was signed by Assistant Director Edna E. (Ritz) Aldrin, Jr., member of the International Association of Machinists, and was presented to NASA Administrator James E. Webb.

"The union label means quality, the assurance of the highest quality, and we know it," said Webb.

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DALLAS TRUCK PACT GAIN: $5,000 PLUS IN 40 YEARS

Wage gains ranging from $5,340 to $5,500 per individual were won for office employees of Western Gillette, Inc., a Dallas, Texas, trucking concern, in a new 40-month contract negotiated by Fort Worth Local 277, reports President-Business Manager J. B. Moss.

Reactive to May 1, the first wage book of 352 to 574 an hour represents a 10% to 17% increase, with a further 156 across-the-board hike to take effect on September 1. An additional 25% boost is scheduled for Sept. 1, 1971, and 352 on the same 1972 date.

The pact retains a cost-of-living escalator clause with an 8% an hour ceiling, instead of the previous 4% maximum. The existing cost-of-living allowance was frozen into wage scales.

The contract also calls for the employer to contribute $50 per month for each employee into Local 277's Health and Welfare Plan—$16.50 per month boost—and 20¢ an hour per employee into the OPEIU's Western States Pension Plan.

Employees covered by the pact are now entitled to eight paid holidays, an additional day for the employee's birthday. A new vacation schedule calls for three weeks after 10 years, and four after 15, with employees earning $110 per week for each week of vacation.

They will also receive 10 days sick leave per year, with two days for a death in the immediate family.

Moss says that the lowest hourly pay for mechanics and bill clerks will be $3.83. Claims clerk, cashier, telephone operator and some others will be making $3.93. The payroll clerk will receive $4 per hour, and the rate clerk $4.48.

RISATES, WEATHER CLAUSE GAINED FOR NEW GAS UNIT

A 15% package in wage gains and fringe benefits over a two-year period was wrappped up with Northwest National Gas Co. for Local 11 Gas Division's new 600-member unit in Portland, Ore., Secretary-Treasurer Walter A. Englert reports.

It calls for an 8% wage boost in the first year, setting a $136.60 weekly wage in the lowest grade retroactive to April 1, and rising to $190.80 in the top grade. On the same 1971 date, wage scales will rise to $144 and $210.80 a week, respectively, in these grades.

Other gains are a 25% increase in medical coverage, improved vacations, and time-and-a-half for Sunday work. An inclement weather clause, an improvement sought for years, was achieved also. Previously, outdoor workers had to make up time lost in bad weather, losing pay if they could not. Now they can lose only a maximum of three days per year.

Chairman John Beal, Gas Division's negotiating chairman, says that when the talks began with the newly-affiliated OPEIU unit, the company was hand-nosed-seeking to exploit previous union divisions. Finding none existed, it then went down to hard bargaining, he said.

Other union negotiating committee members were Larry L. Westling, Wayne G. Shellen, Jack D. Wieland and D. E. Salmo.

LOCAL 89 GAINS AT MEDICAL CENTER

Wage gains averaging 18% to 18 1/2% over a three-year period—6% to 6 1/4% a year—were won by Local 89 in a new contract covering its 87-member unit of nurses and office clericalts at Bogalusa Medical Center in Bogalusa, La., according to President Silas A. Mayer. Other benefits are a full union shop, night shift differential boosted to 15¢ an hour from 10¢, and an increase in sick leave accumulation from two to three years.

Heads of Mayer, the union bargaining team included Mrs. Nita Paye Varnado, Mrs. Louise B. Pepe, Mrs. Ida Amacker and Mrs. Gail Warner. They were assisted by International Representative Jack Langford.

Top Salaries Negotiated for San Diego Med Unit

A new three-year contract signed by Local 443 for 320 employees at Kaiser Medical Entities, in San Diego, makes its registered nurses and lab technicians the highest paid in those hospital classifications in California—if not in the nation," reports OPEIU Regional Director John B. Kinack.

The RN rate starts at $700 per month and advances by automatic progression to $866 after three years. Lab technicians start at $106 per month, rising to $1,000 after three years.

Shift differential is jumped to 20¢ an hour in the first year, and to 25¢ in the second, both included when calculating vacation pay. Standby pay is boosted to $1.50 an hour.

Other gains include more liberalized bereavement leaves and a Dental Plan effective July 1, 1971. It will pay 80% of dental costs to a maximum of $1,000 per patient per year, with dependent children covered to age 19. Eligibility requirement is six months' employment.

Under the new pact, employees who accumulate more than the 45-day maximum of smudged sick leave will be entitled to cash for one-third of the excess amount.

Adopted by a 2-to-1 margin, the contract runs from July 1, 1970, to June 30, 1973.

EXECUTIVE BOARD

(Continued from page 1)

The New York Stock Exchange highest individual total for the nation.

-Appointed H. R. Markusen, Twin Cities Local 12 Busi ness Representative, as Vice President Local Executive Board member for Region VII, replacing Arthur P. Lewadowski, now Director of Organization.

- Reconfirmed its previous de cision to hold Educational Conferences, on a trial basis, on Thursdays and Fridays rather than on weekends.

- In view of success of mass handbilling in Chicago and San Francisco, decided that similar mass handbilling be made in Conference cities at bank or other office locations selected by host Locals. All dele gates are expected to participate.

- Acclaimed the "excellent start" of the new AFL-CIO Studies Center to which OPEIU already last sent three students.

- Changed Strike Benefit Fund rules to bring about uni formity. If fund drops below $150,000, the present two-week waiting period for those involved in an indirect strike was raised in three weeks to make it conform with the direct strike waiting period. If the fund tops $200,000, waiting period for both will be cut to two weeks.

Local 89 President Silas A. Mayer, seated left, and Bogalusa Community Medical Center Administrator Cecil Eltrez sign new contract. Standing from left: Mrs. Margaret Bruns, Mrs. Pauline Holloway, Mrs. Nita Paye Varnado, Mrs. Louise B. Pepe, Mrs. Ida Amacker and Mrs. Gail Warner.

Organizing Successes

(Continued from page 1)

President George Firth made the important first contact with the group.

Meanwhile, Local 153 added a medical unit in the New York metropolitan area. Business Representative Mike Goodwin won an election among Registered and Licensed Practical Nurses at Central Nassau Medical Group.

In another fast-moving cam-

NURSING OPENINGS REACH 25,000

Jobs are going begging in nursing homes.

A U.S. Department of Labor survey says there are 25,000 openings, with demands most intense for professional nurses, licensed practical nurses and aides.