



WHITE COLLAR

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

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Organizing roundup

Rolling drive adds 1st bank in Louisiana

The OPEIU's nationwide campaign to unionize bank employees clinched its fourth success in a row when Local 411 won a smashing 16-to-1 victory in a National Labor Relations Board election at Springhill Bank & Trust Company, Springhill, La.

The bank is the first in Louisiana to be organized. The campaign was led by Local 411 President Formby Carroll, assisted by Regional Director J. Oscar Bloodworth and, in the final stages, by Vice-President Frank E. Morton.

Successful handbilling by Local 221 at the Galesburg State Bank in Galesburg, Ill., resulted in a petition for an NLRB election among the 25 employees. Surprised OPEIU leaders hailed the response of the employees as clear evidence of the turn toward unionism by bank staffs.

Following twin victories at banks in St. Louis, Mo., Local 13 is moving fast in this new organizing field and has filed a third petition for an NLRB election at the Baden Bank of St. Louis. Representatives George and Tom O'Brien report fifty employees will vote.

Within weeks, the St. Louis Local had won elections for a 54-member unit at First Northwest Bank of St. Ann and for an 81-member unit at North County Bank & Trust Company in Jennings, Mo., both St. Louis suburbs.

Dramatizing the expanding bank organizing campaign, President Howard Coughlin and Director of Organization Art Lewandowski again personally led a mass handbilling of major banks

—this time in Cleveland, Ohio. They were assisted by delegates attending the OPEIU Erie Educational Conference, together with volunteers from all three Cleveland Locals: 17, 49 and 425.

The same procedure was followed the previous week in Lafayette, Ind., where delegates to the North Central conference teamed up with Local 7 volunteers to handbill banks in that city.

"These mass handbillings are paying off," Lewandowski observes. "It's a new and exciting experience for most OPEIU delegates who never before were personally involved in actual organizing. As a result, highly enthusiastic delegates are returning home dedicated to launching bank organizing drives in their own communities."

Reports from the field indicate that more and more OPEIU Locals are jumping aboard the "bank organizing bandwagon," convinced that "nothing succeeds like success," he said.

Meanwhile, New York Local 153 continues to make new gains in organizing the health agency field, scoring a 2-to-1 victory in a State Labor Relations Board election for a 100-member unit at the Staten Is-

land Medical Group, affiliated with Health Insurance Plan (HIP) of Greater New York.

The new unit includes office employees, x-ray and laboratory technicians, licensed practical nurses, medical aids and security personnel. Local 153 now represents 16 of the 30 HIP medical groups in the N.Y. metropolitan area. Local 153 Representatives Michael Goodwin and John McKeon spearheaded the campaign.

1st regional paper pact brings advance of \$2,000

A minimum hiring rate of \$111 per week for office employees in the lowest grade, rising to \$133 on August 1, 1972, and fringe benefits that include more liberal vacations, an additional paid holiday, higher shift premiums and doubled severance pay, highlight the first OPEIU contract with the

Pulp-Paper-Newsprint Industry in Eastern Canada. Regional Director Romeo Corbeil, who led the OPEIU negotiators, says that the new three-year agreement between Local 416 and Quebec North Shore Paper Company, covering 170 office employees, camp clerks and scalers in the mill and woodlands units in Baie Comeau "should set the pattern in the industry."

The package averages a gain

Help from the movement

Illinois labor pledges to aid bank drive

Delegates to the Illinois State AFL-CIO Convention, meeting in Peoria, unanimously adopted a resolution pledging full support to the Office & Professional Employees International Union in its efforts to unionize bank employees in that state.

The resolution declared that "these non-union bank employees need the protection of the OPEIU to uplift their wages and working conditions, as well as to protect their interests in the event of mergers, consolidations and takeovers."

It called on all unions and union members "to withhold their funds, monies and business from Illinois banks that unfairly resist OPEIU organizational efforts."

The resolution was introduced by OPEIU Delegate Thomas P. Jennings, representing Chicago Local 28.

The national AFL-CIO and a growing number of states and central bodies have proclaimed support for the OPEIU campaign.

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- Professional sees unions with fresh eyes—P. 2

of about \$2,000 for each individual. The contract, retroactive to May 1, was ratified almost unanimously. It will run until May 1, 1973.

In the mill unit, the first across-the-board raise of \$9.43 per week, or a 7% minimum, will be followed by a \$1.09 boost on March 1, 1971; \$9.06 on May 1, 1971, and \$1.09 on March 1, 1972. A further \$10.88 weekly raise takes effect in 1972, half applicable on May 1 and the other half on August 1.

In the woodlands unit, the May 1 raise was \$10.40 per week, to be followed on March 1, 1971, by \$1.20; by \$10.00 on May 1, 1971, and by \$1.20 on March 1, 1972. A further \$12.00 per week raise takes ef-

fect in 1972, half applicable on May 1 and the other half on August 1.

Effective last May 1, the secretarial scale for all female employees includes other adjustments ranging from \$4.16 to \$5.43 per week.

Trades adjustments negotiated for hourly-paid employees are on a pro-rata basis and represent an additional \$1 per week for Grades B and C; \$1.50 for Grades D and E, and \$2 for Grades F and G.

Employees gain an additional paid holiday effective January 1, 1971, and will be entitled to four weeks' vacation after 15 years (was 18) on January 1, 1972.

(Continued on page 3)

6,300 now on 4-day week

Some 6,300 employees of 27 companies now work on four-day schedules, reports a new study by Bursk & Poor, a Massachusetts consultant firm.

The Home Savings Bank in Boston began a four-day 36-hour week for its employees last month. In Denver, C. A. Norgen Co., a small maker of pneumatic products, switched to a similar schedule last August. The Cushing, Okla., division of Dalton Foundries Inc., set up a four-day-on, four-day-off schedule.

"We had to do something to attract new people," says Lawrence Manufacturing Co., a Lowell, Mass., textile concern that made the change last year. Not only are job applications up, but productivity has increased 25% says an official. American Lacquer & Solvents Co., of Florida, finds the shortened work-week reduces absenteeism.



NORTH CENTRAL CONFERENCE: Delegates attending OPEIU gathering in Lafayette, Indiana, took time out from educational sessions to team up with Local 7 volunteers in handbilling of local banks.

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

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Turn of pros to unionism seen in letters to press

Technical and professional personnel are gradually realizing that they cannot bargain effectively with management as individuals, and that professional or technical societies, however valuable, are no substitute for union bargaining when it comes to basic issues such as money in the pay envelope or job security.

This observation is supported by letters given wide publicity recently in the popular and technical press. An engineer wrote, in part, to the *Chicago Sun-Times*:

"The unions reap their financial gains through solidarity and guts. I, an engineer, deal wholly and independently with management. Let's compare notes:

"I haven't had a nickel raise in 18 months. Many unions have attained \$2,000 annual increases in this period. Management shows me 200 applications from degree and double degree-holding engineers who would be happy to work for \$12,000 a year and they also show me hundreds of applications from Oriental engineers abroad who are asking less than \$10,000 a year to work here in the United States. (Already, 33% of our engineering personnel are Oriental.) But unions have union shops and job security which protects them against imported cheap labor.

"Envious as I am of labor unions' great financial gains, I support them wholeheartedly.

As employers see it

Unions are "stepping up their white-collar offensive," a Conference Board analysis points out. They hope to "capitalize on the depersonalization of white-collar jobs, mounting employee concern over job security, and continued pay gains by unionized workers," the board reports.

It says even some corporate officials now concede that most office employees will eventually be unionized.

Some day, the engineer, the designer, draftsman, etc., will sick-en of being prostituted by management and they will organize into unions as have teachers and policemen. When this happens, engineering will take its greatest step forward."

A research chemist took issue with the claim that "technical societies offer many of the benefits claimed by the unions." In a letter to the editor of *Industrial Research Magazine*, he wrote:

"... I belonged to the American Chemical Society for almost 10 years before I resigned; and I resigned because the organization is operated for the benefit of industry and not the indi-

vidual members. For years the ACS screamed that not enough chemists were being graduated, while in truth the market was oversupplied.

"For many years, I too was against the unionization of technical people. However, my mind is changing radically when:

"I see the benefits unionization has brought the teacher in New York City and other surrounding areas.

"My neighbor, who has an engineering degree, works as a mechanic for a local trucking concern. He earns more in base salary and has far better fringe and retirement benefits than I do with two degrees and a fancy title and office."

Unionism pays—the latest on how much

A recent U. S. Census Bureau report compares union and non-union earnings in the same occupational groups and finds the unionists are many dollars ahead—the best possible answer to office employees who say there's no need to join a union because "non-union employers pay the same wages anyhow."

Here is a comparison of median earnings for union and non-union employees in the same occupations, as reported by the bureau. These are 1966 figures and union earnings have risen steadily since then:

	Organized	Unorganized	% Advantage of Organized
Construction Craftsmen	\$8,580	\$5,955	44
Mechanics and Repairmen	7,954	5,943	34
Operatives, Kindred Workers	6,321	4,724	34
Drivers, Deliverymen	7,843	5,518	42
Clerical Workers	5,867	4,572	28
Non-farm Laborers	6,108	4,080	50
Service Workers	4,717	2,779	70

Union membership was highest among blue collar workers: craftsmen (47%), operatives (51%), and non-farm laborers (52%). Clerical employees in the white-collar field showed the highest proportion (16%) of union members. Union membership was smallest among professional, managerial, sales, and farm workers.

Particularly noteworthy is that the income advantage of the low-profile organized clerical employees was smallest among the above groups. The figures prove that high-profile unionism and high pay go hand-in-hand.

They highlight the vast potential that exists today for expansion of unionism among white-collar employees, and the tremendous gains we could all make if we were more highly unionized in offices.

Underscoring the point, in the first 1970 quarter the U. S. Department of Labor finds that wages in union manufacturing plants increased an average of 7.7%, while those in non-union establishments went up only 6.3%.

Local 44's merry-go-round takes parade float award

A gaily decorated miniature Merry-Go-Round, entered by Local 44 in the annual AFL-CIO sponsored Labor Day Parade in La Crosse, Wisconsin, was chosen as the award-winning float.

It had eight miniature horses, four going up and down in time with calliope music piped over its P.A. system. Power was provided by a portable generator.

Local 44 President Don

Mickschl and Marce Holthaus originated the idea to stimulate white-collar organizing in the area. The float carried the message: "Present Conditions make YOU feel like YOU'RE on a Merry-Go-Round... Get Off—ORGANIZE!"

Those aboard wore white hats symbolizing "Good Guys." Dressed in black with a black mustache and cracking a whip (Black Bart). Secretary-Treasurer Linus Weaver marched behind the float with a sign on his back reading: "BOSS."

In the Belleville, Ill. Labor Day Parade, St. Louis, Mo. Local 13 again participated with a float, President Delores Lysakowski reports. For the second year in a row, an OPEIU candidate for Labor Day Queen, Frances Suess, was declared the winner. Last year's title winner was Madlin Steinhauer, also a Local 13 member.

Local 13 Recording Secretary Dora March was named Labor Woman-of-the-Year by the Belleville Trades and Labor Assembly on Labor Day.



Members of Local 2, Washington, D. C., were among speakers at ceremonial laying of a wreath before statue of James Cardinal Gibbons on Labor Day. From left are Bishop Winnibald Menezes of Bombay, India; Bishop John S. Spence; Local 2 member Laurence Cain, chairman of ceremony; Local 2 staff representatives H. Robert Borden and John Hazel, wreath bearers; Patrick Cardinal O'Boyle and Bishop Edward J. Hermann. Local 2 President-Business Manager John Cahill was server at Mass preceding wreath-laying.

U.S. Price Index

U.S. Bureau of Labor Statistics

1969	
September	129.3
October	129.8
November	130.5
December	131.3
1970	
January	131.8
February	132.5
March	133.2
April	134.0
May	134.6
June	135.2
July	135.7
August	136.0
September	136.6

Canadian Price Index

Dominion Bureau of Statistics

1969	
September	126.6
October	126.8
November	127.4
December	127.9
1970	
January	128.2
February	128.7
March	128.9
April	129.7
May	129.6
June	129.9
July	130.5
August	130.5
September	130.2



Award-winning float gets Local 44 message across to office employees in La Crosse, Wisconsin. In union contingent are Marce Holthaus, Kathleen Sorenson, Darlene Joles, Pam Robinson, Barbe Melde, Jane Diekrager, Mary Chesebro, Ron Wilhelm, Kathy Gaskill, Cari Shumaker, Karen Shumaker, Florence Strasser, Linus Weaver, Don Mickschl and Dave Klos.

From the desk of the president

The 4-day week: it's here and it works

By Howard Coughlin

The OPEIU since 1962 has recorded itself in favor of the four-day work week. We have often stated that with the end of the Vietnamese conflict, improved technology and increasing use of automation, our country will be faced with a grave unemployment problem which can be solved only through a shorter work week.

We have long contended that the forty-hour work week is not sacred and we pointed out that the work week has been shortened by three hours per decade since the turn of the century. We stated that the work week has already been shortened to 35 hours for white collar workers in the northeastern and north central states. The white collar national average is approximately 37.7 hours per week.

On each occasion when we enunciated our belief in the eventual establishment of the four-day work week, numerous representatives of employer and employer associations opposed our point of view. They used the usual hackneyed arguments against it which were used in the early part of the 20th century against the eight-hour work day.

It was, therefore, a pleasant surprise to read a featured article in the *Wall Street Journal* of October 15, 1970 headlined "Firms. Workers Cheer As the Four-Day Week Makes Some Inroads." William M. Carley and Tim Metz, staff reporters of the *Wall Street Journal*, quoted a number of employers who found that productivity and morale was raised, absenteeism and turnover cut through the establishment of the four-day work week. Jerry Silverman, General Manager of Interstate, Inc., a maker of paint rollers at Braintree, Massachusetts, stated "We started the four-day work week here last year to attract employees. We used to run ad after

ad and get nowhere, but now we run an ad saying "Work Four Days, Get Paid for Five" and we get an overwhelming response." The employees of Interstate work so hard in the four days that the company reveals its labor costs have been cut to 14% of sales from 16%.

The same article in the *Wall Street Journal* stated that the John Hancock Mutual Insurance Company says it is seriously studying the four-day work week for its 7,000 employees in the home office in Boston.

The C. A. Norgren Company, a Littleton, Colorado maker of valves, filters and other products, inaugurated the four-day work week last month. Albert Lewis, Director of Industrial Relations for Norgren, said "It's the coming thing."

The George H. Bullard Company of Westborough, Massachusetts, a producer of abrasive products, went to the four-day work week last year. Before then, absenteeism was averaging about 10% on Mondays. Now, it has virtually disappeared. Kenneth Ferguson, general manager of the company, stated that workers are working harder than ever before and productivity has increased 10.2%.

Ed Walsh, President of the Rex Paper Box Company in Braintree, Massachusetts, cited still another advantage of a four-day work week. He stated that turnover has practically been eliminated. His 65-man work force has become very stable. The company is saving approximately \$25,000 per year on spoilage because experienced workers are making fewer mistakes.

Workers, on the other hand, are finding numerous advantages. In addition to increased leisure time, commutation costs have been cut 20%, child care fees are saved and workers are finding time to visit the doctor and the dentist or have the car repaired on



President Howard Coughlin

normal days off rather than exploit sick leave time for such reasons.

Experience gained thus far by companies introducing the four-day work week bears out the arguments advanced by the OPEIU. We are happy to see that more firms and unions are agreeing with our position. We feel that the shorter work week is inevitable and should be introduced immediately in collective bargaining negotiations, not only for morale purposes but also to ease the impact of growing unemployment in the United States and Canada.

Capital contract brings \$1,040

An extra paid holiday, pension plan and wage gains totaling \$1,040 per individual were contracted for 43 office employees of Carday Associates, Inc., administrators of Health-Welfare and Pension Plans, Washington, D. C. Negotiated by Local 2, the contract runs for two years.

The first \$10 per week wage boost is retroactive to June 25; a second \$10 increase is effective July 1, 1971. Columbus Day was added as a paid holiday.

A revised progression schedule will enable employees to reach their top scale in five years. The employee hospitalization program was changed from GHI's Surgical Medical Plan to GHI's Extended Surgical-Medical Plan. It was also agreed to implement a pension program in the new contract.

The OPEIU negotiating team included Patricia Trim, Shop Steward Monica Riddick and Barbara Thompson, assisted by Local 2 Secretary-Treasurer Emmett C. Etheredge.

Eastern Canada contract brings \$2,000 advance

(Continued from page 1)

The pact sets a 36¼-hour office week—40 hours for camp clerks and scalers in the woodlands unit. Overtime is to be paid after 40 hours with time-and-a-half for Sunday work and 2½-times for work on statutory holidays. Hours must be scheduled on a five-day consecutive basis.

Shift premiums are \$4 per week for the first, and \$6 for the second shift.

Scalers and assistant scalers have choice of camp when seasonal operations begin, scalers keeping their pay rates for a two-month period if transferred to assistant scaler.

Severance pay is doubled from 1% to 2% of total employee's earnings. Employees are covered by long-term disability insurance providing 50% of salary to 65 (retirement age) at a cost of \$2 per month.

Seniority clauses provide that if an employee meets the basic requirements of the job he seeks and has seniority, he cannot be deprived of his promotion rights if he has not received proper training by the company.

What now, Charlie Green?

How fares the office worker? He's in a rut, with higher pay but soaring taxes and inflation.

The Tax Foundation sketched how "Charlie Green," an imaginary but typical white-collar worker, fared over the last decade. It found that earning \$11,000, Charlie is no better off today than he was in 1960, when he made \$7,500 a year.

In 1960, total taxes took 23% of his pay. Today it's 34%. And the rest of his salary increase has been eaten by price inflation. His 1960 dollar has shrunk to 77 cents.

The foundation figures that Charlie's taxes more than doubled over the decade, jumping to \$3,475 from \$1,707. His state income tax bill is up 161%, and local taxes are up 108. In 1960, federal income taxes took 11% of his income. This year, they will run almost 14%. In fact, this year the Greens will spend 40% more on government than on food.

Gains all along the line negotiated for mill unit



Signing Crown Zellerbach contract in Bogalusa, La. are, from left seated, Local 89 Vice-President Lorraine Latino and President S. A. Mayor; Resident Managers L. A. Kelson and R. L. Matheny, and Office Manager E. L. Deal. Standing from left: Personnel Director K. Vernon; Local 89 Secretary-Treasurer J. W. Brumfield; J. H. Miller, Trustee, and Recording-Secretary Lenell Miller, and R. E. Davis, Industrial Relations Supervisor.

Improved fringe benefits plus first-year wage gains of \$43 per month were obtained for 90 clerical employees at Crown Zellerbach's Gaylord paper mill in a new three-year contract negotiated by Local 89, Bogalusa, La. The agreement provides for second and third year increases of 6¼ per cent.

Local 89 President S. A. Mayor reports several individuals were upgraded and a special \$4 per month wage adjustment gained for employees who were in the maximum pay scale for their grade.

Fringe benefit gains include Good Friday as an additional paid holiday and six weeks' vacation after 30 years of service. Henceforth, overtime will be paid after 8 hours' work as well

as for "call time" for those working after their scheduled hours.

Improvements were also made in the retirement and health-welfare plan. Language changes clarify and improve seniority clauses. Three jobs were added to the bargaining unit.

The OPEIU negotiating team was headed by Local 89 President Mayor, and comprised Lorraine Latino, Lenell Miller, J. W. Brumfield and John H. Miller, assisted by OPEIU Vice-President J. Oscar Bloodworth.

\$464 monthly minimum set for hospital unit

Wage gains averaging \$900 per individual, more liberal sick leave and vacations and new medical and dental programs were won for 27 office employees at Doctors Hospital of Pinole, Calif., in a two-year contract negotiated by Oakland Local 29. Next July 1, the minimum starting salary for the lowest grade will reach \$464 per month.

The pact calls for across-the-board raises of \$25 per month, retroactive to July 1, \$30 per month after the first year, and \$35 after the second. On Jan. 1, 1971, employees will get another across-the-board raise of \$15 per month, and a further \$30 a month raise on July 1, 1971, according to Business Representative Frank Mullany.

On Jan. 1, 1971, the night shift premium will go to \$30 a month from the present \$25. In

the future, sick leave can accrue to 45 days, was 30. Next year, employees will be entitled to three weeks' vacation after three years (was 3 after 5).

The hospital agreed to enroll all eligible employees and dependents under age 19, without cost, in its Blue Cross program and will add Major Medical coverage on Feb. 1, 1971. The union families are also included in the hospital Dental Plan, which covers 80% of dental bills.

During the present agreement the hospital will conduct a feasibility study concerning institution of a Retirement Plan.

2-year raise of \$1,200 won at American Bridge

Wage boosts averaging about \$1,200 per individual and an additional paid holiday were gained in a two-year contract negotiated for Local 137's two units at the American Bridge Division of U.S. Steel Corp., in Elmira, N.Y., International Representative Justin F. Manning reports.

The larger clerical-technical group won increases ranging from 25¢ to 32¢ hourly in the first year, and from 17¢ to 31¢ in the second. The smaller industrial engineering group secured flat 29¢ and 25¢ hourly raises.

Manning says that the majority of the clerical-technical group under the new pact will earn \$155 plus per week, with the industrial engineering group averaging about \$16 per week higher.

The new pay schedule sets a minimum of \$119.80 per week in the lowest clerical-technical grade for a 40-hour week, with \$169.99 for the highest classi-

fication.

The agreement specifies that any increased benefits in insurance, health-welfare or pensions granted to other unions shall also be given automatically to the Elmira units. They are the company's only unionized office groups enjoying a Savings Plan where the employer adds 50¢ for every \$1 invested in the company's common stock or U.S. bonds. The day after Thanksgiving is the new paid holiday.

The OPEIU negotiating team assisting Manning included Peter Ilmkovich and Walter Augustine, representing the clerical-technical group, and Robert Weston, representing the industrial engineering group.

65 set pace in B. C.

Sixty-five determined OPEIU office employees, members of Local 15 in Vancouver, won a better percentage deal at MacMillan Bloedel's pulp mill in Port Alberni than the 11,000 blue collar workers the pulp and paper industry.

Without a strike, the lonely 65 in the giant forest company's only unionized office bested the powerful industrial unions with a 25% salary boost in a new three-year agreement.

"The rates are among the highest for office people in B.C.," Business Representative Bill Swanson said. The three industrial unions recently accepted a 22.5% wage boost.

Clerk-typists' salaries move from a \$431-\$493 monthly range retroactive to July 1, to \$497-\$570 in 1972.

Draftsmen go from \$775-\$900 this year, to \$895-\$1,041

in 1972. Office messengers—mostly youngsters fresh out of school—will earn \$465 a month.

The first-year increase averaged 8.4%. The settlement was hammered out under mediator Charles Stewart after the office employees voted to strike—a threat which the company had to take seriously.

In 1964, when they negotiated their first contract, the office workers struck for seven weeks, effectively shutting down virtually all of MB's Alberni Valley operations.

Local 15 has also signed a two-year contract with Scott Paper Company in Port Alberni providing a minimum wage boost of \$90 per month for a 35-hour week.

Vacations were improved to three weeks after four years, with additional time off after 10 years' service.

1-year advance of 9.44% negotiated by Local 95

A packet of wage gains and fringe benefits valued at 9.44% was secured by Local 95 in a one-year contract covering 254 office employees at Nekoosa Edwards Paper Company, Inc., in Port Edwards, Wisconsin.

A 7.57% across-the-board wage boost brings the minimum starting rate in the lowest office classification to \$114.33 per week, according to Business Representative Carl Meisnest. The top classification goes to \$193.39.

A new schedule calls for six weeks' vacation after 25 years of service. Major gains were made in Health and Welfare coverage and benefits, with time lost due to accident or illness to be compensated in the future at \$72 per week, against the previous \$60.

Effective last June, employees eligible for early retirement may now exercise this option at



NEKOOSA EDWARDS PACT: Business Representative Carl Meisnest and Paul Young, Nekoosa Edwards Assistant Controller, seated from left, watch as Chairman Donavon Dix affixes signature to new contract. Standing are Industrial Relations Manager Edward Schwerin, Local 95 President Richard F. Neustifter and Warren S. Gritzmacher, Labor Relations Services Manager.

age 62 with no actuarial reduction in benefits, subject to required approvals.

The OPEIU bargaining team was headed by Donavon Dix, chairman, and Arnold Brost,

vice chairman. Members included Local 95 President Richard Neustifter, Larry Daberkow, Marvin DeWitt, Bob Klein and Norm Leiser. They were assisted by Meisnest.

Have contract, will travel written into Local 397 pact



SIGNING AT REGINA: At desk are Hon. A. C. Cameron, Minister and Board Chairman, left, and Local 397 President Max Ripplinger. Standing from left: Office Executive J. P. Brown; General Manager J. O. Dutton; Personnel Director Carl Laufer; Alice Parent, Local 397 First Vice-President; Business Representative Ron Scholfer, and Local 397 Second Vice-President Bill Wittal.

A 12% across-the-board wage boost, 6% retroactive to July 1 and the other 6% effective next July 1, and numerous new or improved fringe benefits, were won for Local 397's unit of 480 office employees at the Saskatchewan Government Insurance Office in Regina, Canada.

Business Representative Ron A. Scholfer reports that a novel feature of the two-year contract encourages trips overseas. Employees now get three weeks vacation after one year. Next July 1, those with 22 years' service will be entitled to four weeks. Those planning a trip outside the North American continent may carryover one week's vacation from the previous year.

New clauses call for permanent employees to be granted four months leave of absence in case of maternity. For the first time, leaves of absence with pay will be granted for personal

emergencies; for taking exams

for approved educational courses; and for jury duty or court appearances.

Another new clause calls for 2½-times regular pay where an employee is required to work on a holiday.

UK travel stipends offered in Canada

The Canadian Labour Congress announces that two Nuffield Foundation Travelling Fellowships are available to Canadian trade unionists between ages 30 and 45. They will enable recipients, men or women, to spend five to six months in the United Kingdom in study, observation or inquiry "to improve their usefulness to their organizations."

Applicants for next year's Fellowships must be submitted to the Association of Universities and Colleges of Canada by Jan. 1, 1971. Inquiries should be directed to Joseph Morris, Executive Vice-President, Canadian Labour Congress, 100 Argyle Ave., Ottawa.

Fellowship includes return travel by air, approximately \$290 per month (single), or \$435 if accompanied by wife or husband, and an allowance of \$240 for travelling in the U.K. It is expected that employers will grant recipients leaves of absence on at least half-salary basis.