H. R. Markusen named
V. P. for Region VII

Business Representative H. R. Markusen of Twin Cities Local 12, has been named Vice-President for Region VII on the OPEIU Executive Board. A "native son" of St. Paul, Minn., he has had a long career in the labor movement.

During the last stages of the "Great Depression," he worked as an electrician on the Fort Peck and Keystone Kingsley Dams, joining the IBEW. He served in Shop Steward (IUE) in Milwaukee, Wis., for 22 years.

In World War II he was Chief Radio Electrician on the cruiser USS Birmingham and Illust, spending 34 months in the Central and South Pacific war theaters. After the war he attended the University of Minnesota and Oklahoma A&M., majoring in electrical engineering.

His wife, Dorothy, was formerly "Union Gal" in a Milwaukee labor union office. They have a daughter, Joan, in her final year of training for Registered Nurse and a son, Bob, who enters the University of Minnesota this fall.

Ground-breaking fringes, 12% won by Local 277

A 12% wage boost plus cost-of-living allowances, and many novel fringe benefits were gained by Local 277 in a renegotiated three-year contract for its units of employees at American Life Insurance Company in Waco, Texas. President-Business Manager J. B. Moss reports.

In the first year, the pact provides an 8% wage boost, or 154 an hour, whatever is greater, with another 4% in 1972. An 8% an hour cost-of-living allowance is now in effect and can rise up to 4% under a twice yearly review clause.

About 10% of the bargaining unit was upgraded, producing additional wages for these employees. Other fringe benefit features are increased Christmas bonuses, a day off with pay for employees with perfect attendance, a day off to get married for those employed six months, and a half-day for Christmas shopping.

The contract also provides 75c an hour in supplementary child care for working mothers required to work on non-scheduled days, including Saturday, Sunday and holidays.

Montreal bank unit scores again

Another 16% boost in wage gains and fringe benefits were won by Local 434 in its second contract, for 18 months, covering 1,200 employees at the Montreal City & District Savings Bank, Regional Director HomerConnell reports. Besides a 2.1% pay rise that takes effect prior to signing the new agreement, the agreement calls for an 8% across-the-board boost at the end of July 1. Another 4% raise, based on the cost-of-living-index, is scheduled for next January 1.

An equal opportunity clause for women in the initial contract resulted in promotions for 25% of the bank's female staff during that period. Cornell points out. He reports that the new scales represent total economic gains over pre-union rates ranging from about $1,500

Summer organizing tally

2 Bank Staffs Vote to join the OPEIU

Two significant OPEIU victories among bank employees have been won in the states of Washington and Missouri in National Labor Relations Board elections, President Howard Coughlin an-

In Montreal Local 57 Business Representatives Marc Boulard and Laurent Audafet, organized a new unit of 65 technicians at Doutor Ltd., the large Canadian paper company. The technicians are employed at the company's Research Center outside the city.

From Los Angeles, Local 30 Business Manager Warren Newton reports two new office units, one comprising 40 technical employees at the Orange Products Division of Junkers Growers, Inc., where the union won an NLRB election by an over-voting 5-4 margin. This unit includes chemists, bacteriologists, lab technicians and assistants, many holding advanced science degrees.

The second victory brought in office employees at United Givers, a nonprofit organization in Los Angeles.

In Detroit, President-Business Manager Thomas O'Dell and Local 10 scored two new office victories, one for a 36-member office unit, including switching and telephone operators, at the Service Steel Division of Van Pelt Corp., where the margin was almost 4-to-1 for unionism.

The second Detroit victory was at L.L. McCouatige Co., a plumbing and heating contractor firm, where the pro-union vote was unanimous.

Local 212 Business Manager Emil Seeck, in Buffalo, N.Y., reports winning an office unit at the H & D Container Division of Westvaco Corp., by a

ORGANIZING AWARD: Henderson B. Douglas Memorial Award for 1969 is presented to the first winner, a member of OPEIU's N.Y. Stock Exchange bargaining unit, Local 205. All officers of the local attended the ceremony. From left: Rec-

H. R. Markusen named V. P. for Region VII

2 Bank Staffs Vote to join the OPEIU
Award-winning organizer tells formula for success

George Carney, 73, who won the initial 1969 Henderson B. Douglas Memorial Award by signing up 335 new members for New York City Local 205, says that "dedication and determination, patience and perseverance" were the key factors in his success.

A stoop steward and Local 205 executive board member, he has been a Stock Clearing Corp. employee for 3½ years. After President Howard Coughlin presented the award (a $500 check with plaque), Carney discussed his winning formula.

"First, you must believe in your union; otherwise you can't sell it to non-members," he said. "You must be able to answer all their questions. You must study the union, know its history, how it functions, and its objectives. You must look at different situations in the area and offer union solutions for individual problems. Finally, you must sell the union through personal contact."

He explained that the most frequent question non-members ask is why they should join when they get the same benefits in union member's contracts. He points out that "the more non-members in a unit, the weaker its bargaining posture and the less it can obtain for everyone. But the stronger the union, the more benefits for all it can gain as a result."

A low-key young man, Carney is patient and persuasive. "Once you lose your cool, you've lost a prospective member for good," he emphasized. One of his best arguments for hesitant non-members is to point to the future "because by joining you have a voice, and the union may get you something you want but don't have now."

Sometimes he gets reported "no's" from a non-member before finally signing him up. "At times it's discouraging, but then Local 205 officers always give me some new inspiration and I try once more," he said.

Carney and his wife, Joan, live in the Bronx, N.Y. They have a baby girl, Corinne, one-year old. Local 205 represents New York Stock Exchange employees.

Profile of 'Hank'

A veteran scores again, wins $300 vacation bonus

Probably OPEIU's oldest active member bar energetic as ever, C.S. Henry, 86, a founder of Local 251 in Albuquerque, N.M., recently negotiated a unique clause in the contract with the New Mexico State Council of Carpenters. It calls for a $300 vacation bonus, besides normal vacation pay, for all company carpenters.

Popularly known as "Hank," he began his working career in 1908 with Wells Fargo Express at Joplin, Mo. During World War I, he was among a group fired for going into the mines and all were reinstated after President Woodrow Wilson issued a proclamation urging employers not to interfere with those forming unions.

Until 1948, Henry carried Mail No. 28 in Olathe Lodge 203, Brotherhod of Railway & Steamship Clerks, Springfield, Mo. In that year he retired to move to Albuquerque with a grandson afflicted with asthma. There the key made a complete recovery.

In 1949, he went to work at Sandia Base for the University of California. When it gave up its contract to the Sandia Corporation, a Western Electric subsidiary, the new contractor cut employee vacations in half. This immediately sparked a move among office and production workers to organize Local 251 and the Metal Trades Council.

Henry volunteered his rights, Saturdays and Sundays to help organize both unions. Added by OPEIU Vice-President Frank E. Morton, the organizing campaign succeeded and Local 251 was born. Morton negotiating its first contract with Sandia. Henry served on Sandia negotiating committees from 1950 to 1956.

He transferred in 1953 from the Metal Trades Council to Local 251, serving as its President in 1955-56, and retiring in the latter year. He continued to serve Local 251 in various volunteer capacities, especially in negotiating contracts for OPEIU members at trade union offices in the Albuquerque area. He has been a delegate to the Albuquerque Central Labor Council and was its Secretary-Treasurer until he resigned last February. He has also served as a delegate to the New Mexico AFL-CIO, in which he is still a vice-president. "Hank" continues as a Local 251 executive board member and trustee, and has been selected as OPEIU delegate to the New Mexico AFL-CIO Convention which meets in Las Cruces, N.M. this fall.

Kaiser correction

The new Dental Plan for 320 employees at Kaiser Medical Entitites in San Diego, La., Jan. 1, 1971, not July 1, 1971, as reported in the July-August issue.

An 8% salary boost became effective July 1, 1970, with another 5% on hour due on July 1, 1971, and a similar increase on the same 1972 date, according to OPEIU Vice-President John B. Kindrick.

A model for all

We often hear that young people are not interested in unionism, especially those in the white-collar field. Evidence to the contrary is not only made clear in this year's Carney Committee citations, but also by the selection of 1969 Henderson B. Douglas Memorial Award (Story to Learn) This annual award, in memory of our late esteemed Director of Organization, goes to the OPEIU member signing up the most non-members in the preceding year. Carney signed up 335, the highest total submitted to the OPEIU Executive Board, which determined the winner.

Carney took white-collar unionism seriously. He sells it through "personal contact." Above all, he is a dedicated and motivated young man. He knows that unless his Local 205, bargaining unit at the New York Stock Exchange, has its total union membership everyone suffers in the long run. That's one reason he works so hard to convert non-union fellow-employees that they should join for the good of all.

He feels that as many OPEIU bargaining units still contain too many non-members. It's a safe estimate that if all those non-members who were recruited into the union, OPEIU's total membership would far exceed 100,000 almost overnight. And all would enjoy better contracts.

The award itself is a model for all. It should be an inspiration to OPEIU members everywhere. With this kind of dedication, the future of white-collar unionism is assured. But every member should be equally dedicated. As individuals, we must seize every opportunity to carry the white-collar union message through "personal contact" not only to non-members in each bargaining unit, but to young people working in offices everywhere.

Every OPEIU member will take pride in this young man's splendid achievement. He proves that every member can be a union organizer. We congratulate him.

Pilots fly union course

A major obstacle in organizing office employees is overcoming the myth held by so many that unions are only for blue-collar workers; that it's beneath their dignity because of their "clown association" with management. Needless to say, management carefully cultivate this notion.

How many office employees are in the $57,000 annual salary bracket? None that we know of. But pilots of United Airlines under a new contract signed between the company and their union establish this figure for pilots flying the new 747 jumbo jets.

In addition to setting new wage rates for pilots, the two-year contract also makes changes in pension and work rules. These include a reduction in hours worked per month to 80 from 85. A further provision stipulates that each hour worked would be considered 64 minutes, thereby reducing the allowable time permitted pilots to 75 hours from the contract limit of 80 hours.

An increase in the company's contribution to the pilots' pension plan and revisions in insurance provisions for health-welfare are included.

Sometimes non-union office employees tell us that their employers have pension and health-welfare plans, so why join the union? When told that without a union contract management can take away what it gives, they soon realize that they lack protection and security.

Airline pilots, like stage, television and movie stars, long ago realized that without union contracts they would lack protection. That's the reason they organized into unions—to safeguard their self-respect and human dignity.

Actually, the office employees joining the union gains new dignity and self-respect through higher pay and better working conditions. Outside the white-collar union movement, they continue to sacrifice both. Management wins; they lose. And that's the way management thinks things to be.
A pro-management NLRB

In the January 1970 edition of White Collar, we expressed some concern about President Nixon's appointments to the National Labor Relations Board. We pointed out that this year the President would have an opportunity to replace two members of the N.L.R.B. whose terms expire. We stated that Sam Zagonis, a Republican, had served with distinction on the board and deserved reappointment. Unfortunately, those advising the President felt that Mr. Zagonis had not been as conservative as he should have been and he was not reappointed.

Instead, President Nixon appointed Edward B. Miller, a Chicago attorney and former N.L.R.B. board member. Mr. Miller's previous experience was limited to the legal representation of management. AFL-CIO President George Meany expressed his opposition to the appointment and subsequent confirmation of Miller and stated that it was the first time in the history of the National Labor Relations Board that a management representative was appointed to that body, which is charged with the duty of impartially administering the National Labor Relations Act.

Since Miller's appointment, there have been a number of decisions handed down by the board which have reversed previous precedents. In each instance, Miller's vote was cast with those favoring management's point of view.

In a recent case, the board ruled that picketing of Hearst's Baltimore News American by members of the Washington-Baltimore local of the American Federation of Television and Radio Artists, AFL-CIO, on strike at Hearst's WBAL radio station and TV station in Baltimore, was an illegal secondary boycott. Chairman Meany called the decision "a full victory in a long battle of management." In another case, the NLRB ruled that striking unions of one Hearst newspaper may not lawfully picket Hearst enterprises in other cities to apply economic pressure in their dispute. In this case, the board ruled that picketing of the San Francisco Examiner by eight unions representing striking employees of the Los Angeles Herald- Examiner was secondary boycott activity in violation of the National Labor Relations Act. This decision reversed the findings of Trial Examiner Herman Marx who, in March 1969, concluded the picketing of the Examiner by the Los Angeles unions did not violate the Labor Relations Act. At that time, Marx ruled that the San Francisco division and the Los Angeles Herald- Examiner division of the Hearst corporation are not separate persons.

In a recent decision, the NLRB held that a management representative was not entitled to picketing at the Los Angeles Herald- Examiner. The Los Angeles management operating division of the Hearst Corporation, in support of basic elements during negotiations with the Los Angeles Herald- Examiner, another operating division of the Hearst Corporation.

Miller's pro-management point of view has already been felt in a number of majority and minority points of view. We are quite certain that President Nixon will appoint another pro-management member to the board this year.

Based on the Board's decisions that unions may no longer picket a common employer's secondary divisions in order to bring economic pressure on that employer, it will, not, therefore, be possible for unions to apprehend a fair and impartial administration of the Labor Relations Act. The Board's decision will tend to make conglomerate companies more ruthless in their relations with unions and therefore weaken the collective bargaining process. Unions may have to search for other methods of combating the anti-union activities of national and international companies.

2,000 in Fort Worth gain

Across-the-board wage boosts ranging from $9.50 to $14.00 an hour, including an 8% hour cost-of-living adjustment, were won for 2,000 white-collar employees at the General Dynamics Division in Fort Worth, Texas, in a Local 271 pre-negotiated agreement.

The new wage advances came at the end of the first year of the union's contract with G.D. It sets a new top rate for Local 271 members employed at the defense plant of $5.08 an hour, not covered by the new agreement.

The minimum rate will be $3.22 an hour, plus shift differentials, according to President-Business Manager J.H. Moss. The new rates went into effect Aug. 17.

Trio from OPEIU attend labor movement's school

Three from the OPEIU were among the recent graduates of the AFL-CIO Labor Studies Center in Washington, D.C., the labor movement's first national full-time educational institution.

International Representative Daniel J. McSwein of Baltimore, Md., and Stanley Arenoff, New York Local 153 executive board member, participated in an intensive week-long course at the Center's Labor Law Institute.

The course involved the specifics of law as it pertains to labor-management relations. Subjects ranged from strikes, boycotts and lockouts to recent developments at the NLRB.

The third graduate was W. Charles Harris, Business Representative for Council of TVA office and Professional Employees and Local 179, Chattanooga, Tenn. He attended a three-week Staff Development program.

Local 204 officers are President E. L. Barnes, Mrs. M. B. Nowell, Vice-President; Mrs. Helen Thornton, Secretary-Treasurer; and Mrs. C. J. Durden, Recording Secretary.

Mattie Hale saluted

Mattie Hony ("Pink") Hale, a driving force in Local 179 since it was chartered in Chattanooga, Tenn., in 1947, was honored recently at a banquet in the Holiday Inn Downtown on the occasion of her disability retirement.

She received a score of gifts, including a silver service from union friends. On hand were most of the business agents with whom she has worked since March 1943.

She served as Local 179's first president until 1961 and is still a member of its executive board. She was also president of OPEIU's Southeastern Conference from 1957 to 1961.

Sister Hale was secretary-bookkeeper for Boilermakers District Lodge No. 57 for more than 27 years. The lodge represents construction and maintenance boilermakers.

The OPEIU wishes Sister Hale many long and happy years in retirement.
Organizing tally
(Continued from page 1)

President Ed Breault,
committee comprising Local
negotiate the
for
rines. As
the company to
national Representative Bud
Dynamics' Submarine Boat
vision
in
Page
Local
officers
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the new
job
classifica-
that of ra-
titles,
salaries
reclassification
benefit gains
Local
and dental plans plus wage boosts
were won for 50 office employees
at Pierce County Medical Bureau Inc., in a 26-month contract

Dental Plan starts in May
OPEIU Vice-President Bill
headed the negotiating
team comprising Bonnie Brie-
, Colleen O'Brien, Dana
and Local 223's new
Business Representative, Floyd
Kerschner. The entire unit dis-
cussed and formulated the pro-
posals which were drafted by
Dianne Kelly, Bobbie Rogers,
Ruth Pike, Linda Hopewood
and Connie Bergeron.

$100 minimum realized
under Local 11 contract
The OPEIU goal of a $100 minimum weekly starting wage be-
comes a reality for 150 office workers at Industrial Air
Products Company, a Portland, Ore., manufacturer of industrial gases,
in a new three-year contract nego-
tiated by Local 11, Secretary-
Treasurer Walter Englebert re-
ports.
Wage gains alone total $1,456
per individual over the period,
with the first $25 an

Extra $900 won for 60
submarine technicians
Some 60 technicians in Local 103's unit of 1,000 office and
technical employees at General Dynamics/ Submarine Boat
Division in Groton, Conn., gained an extra $984.40 each per an-
num when the union went to bat for them after the company
claimed their job titles, Inter-
national Representative Bud
Manning reports.

Local 108 officers induced the
company to sit down and bargain on higher wage scales
because the new job classification
placed greater responsibilities
on the reclassified group.

This came about when the U.S. government changed its
safety regulations for subma-
nines. As a result, Local 103
changed the job title of health
physics monitor to that of
radiological control monitor.

Although the contract runs
for two more years and calls
for a 3½% wage hike in Aug.
1970, with another 5% in Aug.
1971, the company agreed to negotiate a new three-year contract,
and the present
Local 108 President Bob Malo, Vice-
President Ed Brouillette, and Sec-
retary-Treasurer Charles Pei-
dark.

College now under NLRB,
aiding union organizing
White-collar unionism among
clerical employees and professional staffs in private colleges and uni-
versities is given a new boost by the National Labor Relations Board in a ruling extending its juris-
diction to these institutions. The
unions seek gains from
coverage by the labor law.
Since the 1951 decision, the
board notes, college organization
has doubled, nonprofessional
employment now totals 265,000
in 427,000 full-time professionals.
In 1969, operating budgets of the nation's 1,450 private
colleges and universities
soared to $6 billion.

Some institutions have a clear
impact on interstate commerce,
the board says, and will have to
operate under the labor-
management rules that govern
other big businesses.

In reply to "friend-of-the
court" briefs arguing that state
authorities were in a better po-
sition to oversee campus labor
problems, the board points out
that only 15 of the 30 states
have enacted any labor-man-
agement legislation at all, and
the eight states are employ-
erees of educational institutions
expressly covered.

"Moreover," the board adds, "even in those eight, the laws
may be inadequate .... To put it another way, there are 35
states without labor codes un-
der which matters such as union
organization, collective bargain-
ning and labor disputes may be
"determined."

The ruling indicates that
some small educational institu-
tions may still fall outside the
union board's jurisdiction. A
cut-off line, based on a size of a
college's operating budget, will
be adjudicated later, the
board says.

Gains to $2.11 won
for 90 at Gateway
Wage gains ranging from
$1.09 an hour in the lowest
office grades to $2.11 at
the top, as well as greatly improved
holiday and vacation policies,
were won in a new contract
approved by Gateway Transpor-
tation Co., Inc., in La Crosse,
Wisconsin.

Advances include a new sub-
classing clause, a new
paid holiday, a more liberal
leave accumulated to
66 days; improved
vacation
night shift differential, and
a progression 5% hourly increase
every January 15 for employees
with two or more years of
seniority.

Heurley by Mark Holtzman,
the Local 44 bargaining team
won with Linus Weaver. They
were as-
stated by International Repre-
sentative Bill Adams.

Newton elected
Local 30 Business Manager
Gwen Newton has been re-
elected, unopposed as a vice-

president of the Los Angeles County Federation of Labor,
AFL-CIO, for a third term. She
serves on many federation committees.

Montreal
(Continued from page 1)

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Department reclassification pro-
tection in event of automation.
The board, approving com-
mitly to cover the employees
under the Workman's Compensa-
tion Act, which otherwise
doesn't apply until October,
1971.