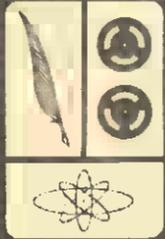




ORGANIZING AWARD: Henderson B. Douglas Memorial Award for 1969 is presented to the first winner, a member of OPEIU's N.Y. Stock Exchange bargaining unit, Local 205. All officers of the local attended the ceremony. From left: Recording Secretary John Waldron, Secretary-Treasurer J. Vincent Blessing and President John R. Kret look on as OPEIU President Howard Coughlin hands \$500 check to winner George Carney. Director of Organization Arthur Lewandowski holds award plaque. At his right is Local 205 Vice-President Paul B. Greenspan. Story on Page 2.



WHITE COLLAR

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

No. 292

September, 1970

19

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

Business Representative H.R. Markusen of Twin Cities Local 12, has been named Vice-President to represent 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 as Shop Steward (IUE) in Milwaukee, Wis., for 22 years.

In World War II he was Chief Radio Electrician on the cruisers USS Birmingham and Biloxi, 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 allowance, and many novel fringe benefits were gained by Local 277 in a renegotiated three-year contract for its unit of 125 technical and clerical 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 15¢ an hour, whichever 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 75¢ an hour in supplementary child care for working mothers required to work on non-scheduled days, including Saturday, Sunday and holidays.

A new group insurance program was established providing \$20,000 in major medical coverage. It covers dependents to age 24 who are unmarried and students.

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 Romeo Corbeil reports. Besides a 2.7% pay raise that took effect prior to signing the new agreement, the agreement calls for an 8% across-the-board boost as of last 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. Corbeil 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 announces. They mark the first responses to OPEIU's nationwide organizing campaign, backed by the AFL-CIO Executive Council, to unionize banks.

The first victory was scored in a 45-member unit at First Federal Savings & Loan Assn., in Vancouver, Wash., where Portland's Local 11 was chosen as bargaining agent by a whopping 3-to-1 margin. The second win was among 81 employees of North County Bank & Trust Co., in Jennings, Mo., a St. Louis suburb, where Local 13 chalked up a 44-to-25 vote.

"These back-to-back victories confirm our viewpoint that bank employees across the nation are now ready for white-collar unionism," comments Director of Organization Arthur P. Lewandowski. He says the bank campaign is being intensified in the coming months.

The Vancouver campaign was led by Local 11 Secretary-

Treasurer Walter A. Engelbert, Portland, Ore., assisted by Business Representatives Lance Meier and Sidney A. Galton.

The Missouri campaign was led by Local 13 Business Representatives George and Tom O'Brien, President Delores Lysakowski, assisted by International Representative Bill Adams in the closing days. Ably contributing to the union victory was an in-office committee comprising Susan Stewart, Jane Morrow, Shirley Hiob and Brandon Johnston.

Despite the seasonal summer lull, OPEIU organizing efforts hit a record pace among white-collar employees—in all types of offices in the U.S. and Canada. The string of victories reported from the field add roughly 500 new members to union ranks.

In Montreal Local 57 Business Representatives Marc Boulard and Laurent Auclair, organized a new unit of 65 technicians at Domtar 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 Gwen Newton reports two new office units, one comprising 40 technical employees at the Orange Products Division of Sunkist Growers, Inc., where the union won an NLRB election by an overwhelming 5-to-1 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 Thelma O'Dell and Local 10 scored two election victories, one for a 36-member office unit, including switchboard and teletype 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. McConachie Co., a plumbing and heating contractor firm, where the pro-union vote was unanimous.

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

per individual in the lower grades to some \$3,000 in the top classifications.

"These unionized bank employees now earn annually at least \$780 on average more than non-union Canadian bank employees," he noted. He says this is particularly significant because four years ago these same employees were considered the lowest-paid in the banking field."

Unique gains were made on

cash "shorts" for tellers, the bank agreeing to pay 90% of such deficits for the first 30 days, and 75% thereafter.

A new vacation schedule calls for three weeks after one year if taken in the winter, or any time after five years' service; four weeks (winter) after 10 years, any time after 15; four weeks at any time after 20 years, or five weeks (winter).

Other improvements were made in maternity leave and

(Continued on page 4)

(Continued on page 4)

Award-winning organizer tells formula for success

George Carney, 23, 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 shop 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 disclosed 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 as they arise 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 as union members. 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 unit, 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 repeated "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 but energetic as ever, C. S. Henry, 86, a founder of Local 251 in Albuquerque, N.M., recently negotiated a unique clause into the contract with the New Mexico State Council of Carpenters. It calls for a \$300 vacation bonus, besides normal vacation pay, for all council office employees.

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 organizing but later all were reinstated after President Woodrow Wilson issued a proclamation urging employers not to interfere with those forming unions.

Until 1948, Henry carried Card No. 28 in Ozark Lodge 2003, Brotherhood of Railway & Steamship Clerks, Springfield, Mo. In that year he resigned to move to Albuquerque with a grandson afflicted with asthma. There the boy 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 nights, Saturdays and Sundays to help organize both unions. Aided 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



Veteran member C. S. Henry signs Local 251 pact with New Mexico Council of Carpenters providing \$300 vacation bonus. Luther A. Sizemore of Council is at right.

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 Entities in San Diego, Cal., negotiated by Local 443, takes effect 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 25¢ an hour due on July 1, 1971, and a similar increase on the same 1972 date, according to OPEIU Vice-President John B. Kinnick.

WHITE COLLAR

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

HOWARD COUGHLIN
President

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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 the exploit of 23-year old George Carney, winner of the initial 1969 Henderson B. Douglas Memorial Award. (Story to left.)

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 determines the winner.

Carney takes 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 total union membership everyone suffers in the long run. That's one reason he works so hard to convince non-union fellow-employees that they should join for the good of all.

His feat reminds us that many OPEIU bargaining units still contain too many non-members. It's a safe estimate that if all these non-members were recruited into the union, OPEIU's total membership would far exceed 100,000 almost overnight. And all would enjoy better contracts.

The award winner's example 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 "close association" with management. Needless to say, managements 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 pensions 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 level 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 or job 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 employee 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 managements like things to be.



from the desk
of the
PRESIDENT

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 Zagoria, a Republican, had served with distinction on the board and deserved reappointment. Unfortunately, those advising the President felt that Mr. Zagoria 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, as chairman of the board. 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 division radio and TV stations in Baltimore, was an illegal secondary boycott. Chairman Miller voted with the majority.

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 held 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 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 organization "are not separate persons."

Gerald A. Brown, in presenting his dissent to the majority opinion, stated that the Hearst divisions were operating segments of a common employer. He said the picketing of the San Francisco Examiner was lawful primary pressure "designed to impose economic sanctions upon the Hearst Corp. in support of basic demands during negotiations with the Los Angeles Herald-Examiner, another operating division of the Hearst Corp."

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 decision that unions may no longer picket a common employer's separate divisions in order to bring economic pressure on that employer, it will not, therefore, be possible for unions to anticipate 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 combatting the anti-union activities of national and international companies.

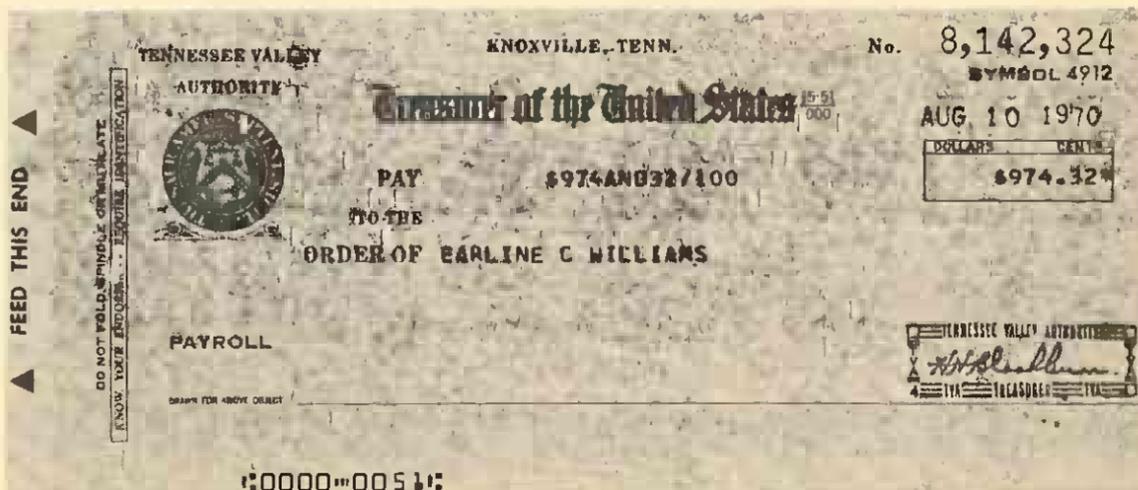
2,000 in Fort Worth gain

Across-the-board wage boosts ranging from 9¢ to 14¢ an hour, including an 8¢ an 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 277 pre-negotiated adjustment.

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 277 members employed at the defense plant of \$5.08 an hour, not counting shift bonuses.

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

TVA pays after union acts



Facsimile of \$974.32 TVA check for back pay received by Earline C. Williams.

Seven clerk-typists employed at steam plants of the Tennessee Valley Authority won \$6,109.16 in back pay when an arbitrator ruled that they were entitled to be in a higher grade because of their duties.

Arbitrator Paul H. Sanders, law professor at Vanderbilt University, Nashville, Tenn., sided with the TVA Council of Offices & Professional Employees which filed a grievance in behalf of the employees.

TVA Council Business Manager A. R. Carson reports that the back pay awards range from \$146.79 for one member who resigned about

Oct. 1, 1969, to \$1,427.15 for another member who had prior service in the higher grade.

Arbitrator Sanders found that in considering the full range of duties and responsibilities of the clerk-typists, management "understated" the degree of initiative (without close supervision) shown by these employees.

He ruled that they performed at least "about 40 percent" of Grade SB-3 duties and, therefore, were entitled to the higher classification rather than that of SB-2 in which they had been graded by management.

Contract spurs organizing by Mississippi Local 204

The U.S. Navy has awarded Litton Industries a \$2-billion plus contract to build a fleet of 30 advanced multimission destroyers on a mass production basis at its West Division's new mechanized Ingalls shipbuilding facility at Pascagoula, Miss., where the OPEIU represents white-collar workers.

Local 204 is bargaining agent for office and technical employees at the Pascagoula facility, the most advanced in the world. The destroyers will be built on an assembly line, using modular construction techniques.

Commenting on the Litton contract, OPEIU Director of Organization Art Lewandowski said: "It's a challenge to all our Local 204 members to build up the unit's present strength. It's such a golden opportunity that the 1970 winner of the OPEIU Henderson B. Douglas Memorial Award just may come from dedicated members of this Local." (See editorial, Page 2).

International Representative Jack Langford already has launched an organizing drive to boost Local 204 membership despite the handicap that Mississippi is a so-called "right-to-work" state. So far, he says, the

union is meeting with "a very favorable response" that should grow as more office employees and white-collar technicians are hired.

Hundreds of companies in all parts of the nation will join with Litton in producing the new class of destroyer, designated the DD-963. Litton is awarding subcontracts worth hundreds of millions of dollars to other companies to provide

components, systems and materials for the new ships which will be the backbone of the Navy's destroyer force in the 1970s and beyond.

Carrying helicopters and highly automated, the DD-963 will require a minimum of personnel—about 250 officers and crewmen—some 80% of the crew of a present destroyer of similar size but lesser capabilities.

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. McShain of Baltimore, Md., and Stanley Aronoff, New York Local 153 execu-

tive 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. Newell, Vice-President; Mrs. Helen Thornton, Secretary-Treasurer, and Mrs. C. J. Durdin, Recording Secretary.

Mattie Hale saluted

Mattie Henry ('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 scores 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)

10-10-7 margin.

In a whirlwind two-week campaign, New York Local 153 organized a 40-member office unit at Co-op City, largest co-operative housing development in the nation. This unit is expected to grow to 100 by year end when the development is completed, housing 60,000 individuals altogether. A smaller unit was also organized at Amalgamated Warbasse Houses, another co-op housing development.

Local 153 also organized a 35-member unit of clerical and para-medical, x-ray and laboratory technicians at Automated Medi-Screening Services in Sy-

osset, Long Island, where the NLRB vote was unanimous. A second victory was scored among 35 employees of the New York Diagnostic Institute, another health agency in Manhattan.

In a third health agency, management granted Local 153 recognition as bargaining agent for a 30-member office unit at Central Flushing Medical Group.

A tally by Local 153 Secretary-Treasurer John Kelly shows a membership gain of more than 2,000 in the 15 months since May 1969, bringing its total membership to better than 14,000—a record level in its quarter-century history.

Local 23 unit obtains pension, dental plans

Initial employer-paid pension and dental plans plus wage boosts of 10% annually, compounded, were won for 50 office employees at Pierce County Medical Bureau, Inc., in a 26-month contract renegotiated by Local 23 at the health insurance agency in Tacoma, Washington, President Otilie Markholt reports. Some gained additional raises in upgraded job classifications.

Besides the Dental and Pension Plans fringe benefit gains are an improved sick leave clause; three weeks' vacation after seven years, and observance of holidays falling on Saturday. In 1971, the day after Thanksgiving becomes an additional paid holiday. The new

Dental Plan starts in May.

OPEIU Vice-President Bill Lowe headed the negotiating team comprising Bonnie Brewer, Colleen O'Brien, Diana Vestal and Local 23's new Business Representative, Floyd Kerschner. The entire unit discussed and formulated the proposals which were drafted by Dianne Kelly, Bobbie Rogers, Ruth Pike, Linda Hopwood and Connie Bergeron.

Colleges now under NLRB, aiding union organizing

White-collar unionism among clerical employees and professional staffs in private colleges and universities is given a new boost by the National Labor Relations Board in a ruling extending its jurisdiction to these institutions. The ruling reverses a 1951 precedent that exempted most charitable and educational institutions from coverage by the labor law.

Since the 1951 decision, the board notes, college enrollment has doubled, nonprofessional employment now totals 263,000 in addition to 247,000 full-time professionals. In 1969 operating budgets of the nation's 1,450 private colleges and universities soared to \$6 billion.

Such 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 position to oversee campus labor problems, the board points out that only 15 of the 50 states

have enacted any labor-management legislation at all, and in only eight states are employees 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 under which matters such as union organization, collective bargaining and labor disputes may be determined."

The ruling indicates that some small educational institutions 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.

Meanwhile, a study of attitudes toward unionism among California State College faculty members shows that three of every five want collective bargaining; one can't make up his mind, and another is opposed.

Support for collective bargaining increased from 48% in 1967 to 61% in 1969 survey.

The OPEIU already has good contracts covering office employees at Fordham University in New York; Roosevelt University in Chicago; Lakehead University in Canada, and the Jewish Theological Seminary, New York. It has several organizing campaigns underway at other colleges and universities in the U.S. and Canada.

\$100 minimum realized under Local 11 contract

The OPEIU goal of a \$100 minimum weekly starting wage becomes a reality for 150 office workers at Industrial Air Products Company, a Portland, Ore., manufacturer of industrial gases, in a new three-year contract negotiated by Local 11, Secretary-Treasurer Walter Engelbert reports.

Wage gains alone total \$1,456 per individual over the period, with the first 25¢ an

hour boost effective last June 1; another 25¢ is scheduled for the same 1971 date, and a further 20¢ in 1972.

A Dental Plan was added to the present Health & Welfare and Optical program and agreement reached to inaugurate a Pension Plan on Jan. 1, 1973. The employer agreed to pay \$8.65 monthly for each employee into the Dental Plan in the first year, increasing this to \$10.38 on June 1, 1971.

In 1973, employees will come under the OPEIU's Western States Pension Plan with the employer paying 10¢ per hour for each employee.

Other gains are an improved vacation schedule and a first agreement winning doubletime for Sunday work.

The negotiating team included Carlota Cawker, Melody Firebaugh, Shirley Junta, Fernanda Hestmark and Paula Pearle. They were assisted by Engelbert.

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 also serves on many federation committees.

Extra \$900 won for 60 submarine technicians

Some 60 technicians in Local 106's unit of 1,200 office and technical employees at General Dynamics' Submarine Boat Division in Groton, Conn, gained an extra \$894.40 each per annum when the union went to bat for them after the company changed their job titles, International Representative Bud Manning reports.

Local 106 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 specifications for submarines. As a result, the company 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 boost in Aug. 1970, with another 5% in Aug. 1971, the company agreed to negotiate the matter with a committee comprising Local 106 President Bob Malo, Vice-President Ed Breault, and Sec-



Local 106 President Bob Malo signs agreement raising pay of 60 technicians. Secretary-Treasurer Charles Petchark is at left and Vice-President Ed Breault at right.

retary-Treasurer Charles Petchark.

The union negotiations won for the reclassified 60 employees an extra 43¢ an hour in addition to their contract raises. As of August 1970, the top wage scale in this category is now \$187.20 per week.

Montreal

(Continued from page 1)

salary reclassifications protection in event of automation. The bank also agreed voluntarily to cover the employees under the Workmen's Compensation Act, which otherwise doesn't apply until October, 1971.

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 fringe benefits, are written into a new contract negotiated by Local 44 for 90 clerical employees of Gateway Transportation Co., Inc., in La Crosse, Wisconsin.

Advances include a new subcontracting clause; an extra paid holiday; a more liberal sick leave allowance cumulative

to 66 days; improved vacations; night shift differential, and a progression 5¢ hourly increase every January 15 for employees with two or more years of seniority.

Headed by Marce Holthaus, the Local 44 bargaining team included Jeanine Spalla and Linus Weaver. They were assisted by International Representative Bill Adams.