



# WHITE COLLAR

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

No. 299

April, 1971

17 CIO 17

## Survey shows we're number one

The Office & Professional Employees International Union in 1970 led the field among all AFL-CIO affiliated unions in organizing white-collar employees in the private sector, according to the annual study made by The Bureau of National Affairs, Inc., which tabulates results of National Labor Relations Board elections in the white-collar field.

The BNA tally finds that the OPEIU won 26 NLRB elections out of 51 in 1970 to represent 1,555 new members. The BNA counts only white-collar elections and thus excluded the 700-member non-clerical group at Northwest Gas which affiliated with OPEIU Local 11, Portland, Ore., during the year. This would have boosted the OPEIU total to 2,255.

The studies find the Teamsters in second place. They added 1,455 clericals, most of them in small units numbering less than 10. The United Automobile Workers (UAW) was third, winning 815 new white-collar members, and the International Association of Machinists (IAM) fourth, gaining 300 clericals.

"At least another 1,000 could be added to OPEIU figures," Director of Organization Art Lewandowski

pointed out, "if the BNA study included units won through State Labor Relations Board elections, management recognition, or by some other means as impartial elections or card counts conducted by the American Arbitration Association and similar bodies.

Illustrating the point, he cited management recognition of a 60-member unit at Union Tax Service, Inc., in New York City, and another nationwide tax service chartered as Local 1040. He said that Local 153 during 1970 also had won a string of victories to represent more than 500 employees of various health insurance groups in the city where the elections were conducted by the State Labor Relations Board.

"Moreover," he continued, "approximately another 750 new members were added to OPEIU ranks throughout Canada via elections, certifications, or management recognition above the border. However, the BNA study excludes Canadian organizing figures. Our OPEIU organizing efforts in 1970 altogether brought some 4,000 office employees into the white-collar union movement, an outstanding achievement in which we can all take pride."

Lewandowski noted that the latest victories include unionization of the 26-member office force at the nationally-known Christmas Seals, officially designated the New York Tuberculosis & Respiratory Diseases Assn. The State Labor Relations Board conducted the representation election.

Business Representative Charles Ponti led the organizing campaign. He said that a delegation from the association approached Local 153 to represent them in obtaining job security under a union contract after a 12-year employee was summarily dismissed five minutes before quitting time.

"The firing proved the decisive factor in making this group union-conscious," he said.

In Vancouver, B.C., Business Representative Bill Swanson reports that Local 15 has applied for certification for two office units in the Canadian province. One is a 24-member unit at Bingham Pumps, Ltd., in Burnaby, B.C. The other is a 15-member unit at Purves-Ritchie, Ltd., in Vancouver.

The two Canadian campaigns were led by Swanson, assisted by Local 15 Secretary-Treasurer Opal Skilling and Organizer Barry Hodson.

## First contract with bank raises wages, cuts hours

A 15% wage increase, a shorter workweek, and a profit-sharing plan were among the gains in a first contract negotiated by Local 13, St. Louis, for its new 49-member unit at First Northwest Bank in St. Ann, Mo.

Local 13 Business Representative George O'Brien reports that the workweek was reduced to 37½ hours from 40 and that wage gains range from 17½¢ to 41¢ an hour in the first year. The increases are retroactive to September 23 when the union was certified as bargaining agent by the NLRB.

The pact calls for two further \$29 per month raises in each of the following years. It provides an employer-paid health-welfare plan, and adds two paid holidays (employee's birthday and a floating holiday) for a total of 12.

Vacations were improved to

one week after six months of employment; two weeks after one year, and three after eight. Part-time employees will receive pro-rated fringe benefits.

Wage increases over the three years total from \$1,969 to \$3,258 per member.

The new bank contract is similar to one recently negotiated by Local 13 at North County Bank & Trust Company in Jennings, Mo. O'Brien says he is now negotiating a first contract for employees at the Baden Bank in St. Louis, where Local 13 won a 48-member unit in an NLRB election December 2.

## Pacific Telex contract raises wages 8.7% twice

Wage gains totaling 17.4%, or 8.7% in each year, were achieved in a two-year contract negotiated two months ahead of the old pact's expiration date for office employees of Pacific Telex, Ltd., dealers in heavy equipment, by Local 15 in Vancouver, B. C.

Individual members will gain from \$2,580 in the lowest brackets to \$5,340 in the top classification over the period, according to Business Representative Bill Swanson.

The agreement sets the lowest starting office minimum at \$430 per month as of May 1, 1971, and at \$465 on May 1, 1972. Scales in the top bracket will be \$890 and \$955, respectively. The work week is 35 hours.

The company agreed to pay full costs for Medical and Ex-

tended Health Benefits, and for Group Insurance. Employees with less than one year's service will be entitled to two weeks' sick leave at full pay, and those with more than one year to three months. The plan provides 60% of salary to age 65 for any employee totally disabled.

A vastly improved vacation schedule calls for three weeks after four years on May 1, reduced to three years in 1972; four weeks after nine years (was 12), and five weeks after 20 years (was 25).

## Chicago local organizes first insurance company



John B. Day, Jr. of Amalgamated Labor Life Insurance Company signs first contract with Local 28, Chicago. Standing from left: Kaye Pietrzak, Local 28; Sarah Keenan, retired OPEIU vice president; Marie Schiro, Local 28; Edward J. Kulpins, management; Joan Finnegan, Local 28; and Nicholas A. Vasile, management.

Local 28 in Chicago has signed an initial contract with Amalgamated Labor Life Insurance Company, the first insurance firm to be unionized in that city. International Vice-President Sarah Keenan, now retired, represented the OPEIU during the negotiations.

The three-year contract calls for a 32½-hour workweek with 11 paid holidays. Wage gains, retroactive to January 1, will total \$2,070 per member over the period.

The agreement calls for three weeks' vacation after five years of service, and four weeks after 10 years. It provides an improved life insurance, surgical, medical and major

rates a new disability income plan.

Assisting Miss Keenan were Kaye Pietrzak, Joan Finnegan and Marie Schiro.

## Leopold Lahare mourned

The International Union announces with regret the death of Leopold Lahare, for five years an officer of Local 165 in Hawkesbury, Ontario. Lahare, employed by the Canadian International Paper Co., is survived by his wife, the former Germaine Seguin, and three children.

## From the desk of the President

# In good times and lean, the union serves

By Howard Coughlin

About a week ago in discussing various aspects of trade unionism with a member of one of our New York Local Unions, I stated that future developments may require the union movement to continue to represent its membership without the possibility of immediate wage increases. The young member with whom I was talking stated that I must be naive if I thought people would hold membership in trade unions without the immediate prospect of wage increases.

I reminded the young member that the trade union movement and our Local Unions have gone through a number of periods without wage increases. I stated that during the days of the depression, it was necessary in some instances to negotiate layoffs in terms of strict seniority and, in other cases, to vote on wage cuts in order to keep certain companies and industries in business. This was done, however, as a result of collective bargaining and not with the "meat ax" approach usually used by unorganized employers in similar situations.

I reminded my listener that despite the depression conditions, unions continued to grow. Even then, people were convinced that organization, despite immediate obstacles, would eventually bring substantial improvements in the way of wages, hours, working conditions and fringe benefits. Subsequently, we went through the war period during which the War Labor Board froze wages and prices for the duration. Still, during that period, unions continued.

With the advent of the Korean War, we again faced a wage stabilization period wherein we were unable to negotiate wage increases. Again, our mem-

bers understood and fully supported our Local Unions. During this period, we continued to organize the unorganized and growth rates were accelerated. The membership of those years knew that once unionism and collective bargaining were established, everything else would follow. Those members understood the fact that there would be periods of time such as recessions, depressions or other cut-backs in the economy, wherein the union would not be able to produce immediate improvements in wage increases.

I well remember one company I personally organized immediately after the war, which ran into trouble after the return to a peace-time economy. This company suffered great losses for a period of three years. The membership of several hundred employees which I represented were completely aware of the immediate difficulties and were agreeable to a contract which did not provide for wage increases during a three year period. Subsequently, the company prospered and the employees now enjoy some of the highest wage rates for white collar workers in the New York area.

It is absolutely essential that the membership of our Local Unions understand that there will be periods when we will not be able to negotiate substantial wage increases. In these instances, our membership must realize that the union has numerous other important functions. The retention of gains already achieved, the protection of the seniority factor in promotions, layoffs in accordance with seniority, reinstatement of laid-off workers, protection against unfair or unjust discharge, the retention of existing fringe benefits and the policing of the retirement plan are everyday functions of the Local Union which must continue if we are going to adequately represent our membership.

The union shop is one of the most important clauses in collective bargaining agreements. The National Right to Work Committee knows this very well. If that Committee is successful in outlawing the union shop in the United States or Canada, it will have destroyed the basic strength of the trade union movement. It is no accident that the 19 states which prohibit the union shop are the lowest wage states in the United States.

William Buckley, a well known Conservative columnist, has decided to take the American Federation of Radio and Television Artists to the courts in order to destroy the union shop provision of that union with the networks which compels Mr. Buckley to be a member of that organization in order to appear in his television show "Firing Line." The National Right to Work Legal Defense Foundation is soliciting funds throughout the United States to assist Mr. Buckley in his suit. I am certain that the National Right to Work Legal Defense Foundation could not care less about Mr. Buckley personally. This Foundation is only interested in using any method, including a court suit, to destroy the union shop. This organization knows that if it destroys the union shop, it will have pretty much annihilated the collective strength of the trade union movement. In effect, the National Right to Work Committee, if successful, would roll back our standard of living to that achieved by workers in our 19 open shop states. That is the real goal.

We must fight to retain our unions. We must fight to retain our union shops. Through our union shop agreements, we will continue to improve the wages, hours and working conditions of our members. Through these improvements, we will continue to attract the unorganized to the ranks of the OPEIU.

## Editorials

### The case for unionism (1)

Management propaganda now and then convinces non-union office employees that they "don't need a union." But as a Local 329 member in New Haven, Conn., commented when the OPEIU grieved for her on a deserved office promotion: "Where else can you invest \$60 a year and get a \$2,108.56 yield?"

If she didn't have the OPEIU to go to bat for her, she would be out her promotion costing her tens of thousands of dollars in lost income in future years. And so would three other employees in her office. (See story on page 0.)

A job evaluation showed that three junior underwriters were carrying out the duties of a higher grade but were being paid roughly \$1,000 a year each less than that grade. Again, the OPEIU went to their aid and this other management injustice was righted through arbitration.

Too many are prone to think that the union helps only periodically when it negotiates a new contract winning higher wages and improved working conditions, such as more paid holidays, longer vacations, and fatter pensions and welfare plans.

We forget that the union is there all year-round—whenever it's needed.

We forget also that the union makes management toe the line if favoritism is exercised in office promotions contrary to contract provisions, or denies members the pay status they are entitled to because of added duties.

Without an office union, management has a free hand to ride rough-shod over employee rights. There's no one around to blow the whistle.

This is the message we must get across to non-union friends and acquaintances.

### The case for unionism (2)

It pays to be a union member, a U.S. Bureau of the Census study reveals, noting that median annual earnings of union members were roughly 20% higher than those of their non-union counterparts in 1966. And the gap is even wider in inflationary 1971.

Among year-round full-time employees, 1966 median earnings for union members were \$6,842 compared with \$5,705 for non-union employees—a difference of \$1,137. As a rule, annual union dues are roughly 1% of these figures—a trivial investment giving a fantastic 20-fold return, without counting fringe benefits that now total about 28% of the employer payroll.

One need not be a genius to figure that unorganized offices need unionism, despite management propaganda to the contrary.

## Paper pact helps 200 in Quebec

A three-year contract retroactive to May 1, 1970, has been signed with Consolidated Bathurst, Ltd., covering 200 office and woodlands employees at three pulp mills at Laurentides, Belgo and Wagayamack, Quebec, OPEIU Representative Gilles Beauregard reports.

Monthly earnings of the employees will be increased by an average of \$167 when the pact expires on May 1, 1973.

The agreement calls for an across-the-board 7% increase in the first year, or a \$40 minimum boost per month, with a continuous operation premium of \$23 per month retroactive to Sept. 30.

Further monthly increases of \$4.50 are set for March 1, 1971;

\$38 on May 1, 1971; \$4.50 on March 1, 1972, and 7% with a \$46 per month minimum—the first half effective May 1, 1972, and the second half on Aug. 1, 1972.

Employees in four grades will receive adjustments of \$4 per month each on January 1 in each of the three contract years.

Draftsmen gained a new evaluation system based on four classifications, ranging from \$460 per month for junior to \$825 for senior prior to the general wage increases and adjustments.

Employees also won additional paid holidays, four weeks vacation after 15 years' service, and an improved pension plan which provides retirement at 62,

instead of 65, with no actuarial reduction in benefits.

A generally similar agreement was negotiated by Local 386 for 124 office employees of Great Lakes Paper Company, Ltd., at its newsprint and Kraft pulp mill at Thunder Bay, Ontario. The Local 386 negotiating team included President A. Fournier, K. Kiri, Ron Maki, Ken Sherard, T. Olmstead, Mrs. W. Donaldson, C. Carelton and M. A. McLure.

## U.S. Price Index

U.S. Bureau of Labor Statistics  
New Base 1967-100

1970	
February	113.9
March	114.5
April	115.2
May	115.7
June	116.3
July	116.7
August	116.9
September	117.5
October	118.1
November	118.5
December	119.1
1971	
January	119.2
February	119.4

(Note new base period.)

## Canadian Price Index

Dominion Bureau of Statistics

1970	
February	128.7
March	128.9
April	129.7
May	129.6
June	129.9
July	130.6
August	130.6
September	130.2
October	130.3
November	130.3
December	129.8
1971	
January	130.3
February	130.9

## 15.5% increase gained at Montreal Blue Cross

Blue Cross office employees in Montreal gained wage increases totaling 15½% in a two-year contract signed by Local 57, according to Business Representative Jacques Lehoef, the principal negotiator. The unit has some 280 members.

The first 9% across-the-board wage boost is retroactive to October 1, with a further 6½% to take effect next October 1. Other improvements were made in time allowed for rest periods, and in the seniority and vacation clauses.

A new long-term disability plan was agreed on with employer and employees sharing costs on a 50-50 basis.

The employer also agreed to increase pension plan contribu-

tions to 2% of each employee's annual earnings, against the previous 1¾%.

Employees are guaranteed full salary protection in case of transfers because of Medicare implementation.

In addition to Lehoef, the Local 57 negotiating team included President Thérèse Cloutier, S. Campanelli, Jeannine Daigneault, Mircille Pare and Helene Paré. They were assisted by Regional Director Romeo Corheil.

# 1971 CONVENTION CALL

March 1, 1971

### GREETINGS:

You are hereby notified that, as provided by the Constitution of the Office and Professional Employees International Union, the 1971 Convention of our International Union will be held at the Deauville Hotel, Miami Beach, Florida, beginning at 10 o'clock, Monday morning, June 7, 1971, and will continue in session from day to day until the business of the Convention shall have been completed. It is anticipated that the business of the Convention will have been concluded by late afternoon, Friday, June 11, 1971.

**REPRESENTATION:** With respect to representation, Article VI of the International Union Constitution provides as follows:

"Section 1. Each local union in good standing shall have one (1) vote in convention for each one hundred (100) members or major fraction thereof, on which per capita tax has been paid for the twelve (12) month period ending March 31st preceding a regular convention, . . . except that any local union having less than a major fraction of one hundred (100) shall, nevertheless, be entitled to one (1) vote.

"Sec. 2. No local union which has been chartered during the two (2) calendar months preceding the month of any regular . . . convention, or during the month of such convention, shall be entitled to representation at such convention.

"Sec. 3. Each local union shall be entitled to as many delegates as it has votes, except that no local union shall have more than five (5) delegates present at a convention. The delegate or delegates from each local union may cast the entire vote of the local union.

"Sec. 4. The voting strength and representation of a local union resulting from an amalgamation of two (2) or more local unions, shall be based on the total per capita tax payments made by the local unions forming such a local union.

"Sec. 5. No local union may be represented at any convention of the International Union by proxy, nor may it delegate its voting strength to any other local union, and no delegate to any convention shall represent more than one (1) local union.

"Sec. 6. Each delegate to a convention must have been in continuous good standing with the local union he represents for at least twelve (12) months prior to the convening of the convention, unless the local union has been functioning (the period when a local union shall be deemed to be 'functioning' shall be that commencing with the first month for which per capita tax payments are regularly made) for less than one (1) year, in which case such delegate must have been in good standing during the period that the local union has been so functioning. Each delegate shall be selected by vote of the local union."

Delegates must be selected by secret ballot unless the local union constitution provides that officers are delegates by virtue of their office.

**CREDENTIALS:** Credentials in duplicate are herewith forwarded to all local unions in accordance with the number of delegates to which they would be entitled under the Constitution of our International Union, based on per capita tax payments received to date. All local unions sending delegates shall fill out such credentials and place the seal of the local union thereon. Make sure that each delegate's full address is written on the back of both the original and duplicate of his credential form. The original of each completed credential should be returned to the Secretary-Treasurer of the International Union by May 10, 1971. The duplicate should be given to the delegate and presented by him to the Secretary-Treasurer of the International Union upon arrival at the Convention. Delegates whose credentials are not received within the time limit prescribed may be seated by action of the delegates seated at the Convention.

**RESOLUTIONS—TIME LIMIT:** All resolutions, petitions, memorials or appeals to be considered by the Convention, shall be written and submitted in duplicate signed copies to the Secretary-Treasurer of the International Union and received by him not later than May 18, 1971. Resolutions can be submitted only by local unions, Convention committees, and Convention delegates. Resolutions originating with the Convention's committees must have relevance to the committee's func-

tions and can be submitted at any time prior to the submission of such committee's final report. Resolutions originating with individual delegates can be submitted at any time during the Convention with the consent of the Convention by a two-thirds (2/3) vote.

**CONVENTION FUND:** Local unions sending delegates to the approaching Convention will be assisted in meeting a portion of the expense through the International Union's Convention Fund. Article VII of the International Union Constitution provides in part as follows with respect to the Convention Fund:

"Sec. 3. Each local union eligible to participate and participating in a regular convention by sending at least one (1) delegate to such convention shall be paid a portion of the total amount in this Fund, based on monthly payments received from local unions through the month of February of the regular convention year, and including any balance in such Fund, subject to the following provisions:

"Sec. 4. In determining the amount to be paid each eligible local union participating in such regular convention, the total amount in the Fund as defined in Section 3 of this article shall be divided by the total of all the straight map miles between each and every eligible local union's charter city and the convention city.

"Sec. 5. Each eligible local union participating in such regular convention shall be paid an amount equal to the result of the division defined in Section 4 of this article (figured to the next lower half cent) multiplied by the number of straight map miles such local union is from the city in which such convention is being held. Any local union contributing to the Convention Fund less than one (1) year prior to February of the convention year shall participate in the Fund at the rate of one-twelfth (1/12) of a normal share for each month of participation.

"Sec. 6. Included in each regular convention call of the International Union sent to each local union shall be a statement indicating the amount which will be paid from this Fund to local unions participating in such convention in accordance with Section 5 of this article.

"Sec. 7. Upon receipt of a properly executed delegate's convention credential, bearing the seal of the local union and signatures of its president and secretary-treasurer, the International Union Secretary-Treasurer shall issue to the local union a check drawn on this Fund in the amount determined by Section 5 of this article, and subject to conditions in Section 8 hereof.

"Sec. 8. Local unions which are not represented at such convention or whose representation at such a convention is limited to officers and/or representatives of the International Union and whose expenses to such convention are paid for by the International Union, shall not share in this Fund for such convention, and any such local unions which may have been paid from this Fund for such convention shall refund to the International Union for redeposit in this Fund any such payments."

Local unions sending at least one delegate to the Convention, other than an officer and/or representative of the International Union and whose expenses to the Convention will be paid by the International Union, will receive the following amounts from this Fund:

No.	Amt.	No.	Amt.	No.	Amt.
1	\$215.04	151	332.85	343	258.93
2	193.83	153	229.32	345	290.64
3	544.74	154	303.66	347	250.11
5	362.46	158	250.95	348	246.75
6	263.55	161	340.83	350	346.50
7	226.80	165	294.42	352	226.17
8	574.14	166	343.35	353	257.25
9	266.07	167	235.83	354	152.04
10	241.92	169	189.00	361	365.61
11	568.68	172	193.83	367	183.12
12	317.31	173	208.32	375	199.92
13	222.81	174	491.19	376	245.91
14	213.99	179	148.47	378	589.26
15	589.26	180	283.92	379	523.53
17	228.27	182	171.15	381	257.46
18	139.65	185	231.42	382	203.28
19	233.31	186	232.89	383	156.24
20	228.48	187	529.41	385	284.34
21	126.84	191	326.13	386	343.56
23	573.51	192	317.31	388	199.92
24	265.02	196	496.23	389	324.87
25	254.94	199	142.17	391	249.48
27	194.88	201	228.48	392	217.35
28	249.48	202	225.33	393	253.05
29	543.06	204	126.21	397	449.19
30	491.19	205	229.32	398	302.19

No.	Amt.	No.	Amt.	No.	Amt.
31	438.69	209	125.79	399	343.98
32	228.48	212	248.01	401	355.95
33	212.10	214	303.87	402	217.35
37	279.93	216	401.31	403	140.49
39	273.21	219	339.78	404	294.84
42	241.92	221	251.37	406	211.47
44	291.90	225	289.38	407	303.66
46	43.05	228	252.63	408	325.92
49	229.11	232	340.83	409	313.74
52	160.44	233	110.46	410	372.12
53	293.37	236	343.56	411	197.82
54	144.06	241	321.72	413	229.32
55	233.31	247	254.52	414	358.89
56	416.22	251	356.58	415	371.49
57	295.89	254	419.58	416	365.61
58	255.99	255	435.12	417	241.50
60	140.49	260	298.83	418	286.02
61	192.99	263	252.00	419	194.67
62	366.45	265	310.59	420	192.36
66	186.27	267	347.76	421	296.94
67	182.70	268	154.35	422	185.01
71	123.06	269	253.68	423	246.12
73	68.46	272	343.56	424	356.79
74	308.49	273	154.35	426	217.35
77	279.30	277	239.19	428	156.24
78	185.01	278	342.93	430	179.76
80	94.50	279	230.79	432	339.36
81	343.56	281	257.67	433	217.35
84	148.68	282	298.20	434	295.89
87	178.92	283	310.59	435	248.64
89	143.43	286	440.37	437	262.08
95	292.11	290	253.05	438	324.87
100	537.18	295	317.94	440	377.79
105	199.29	298	234.15	442	295.05
106	245.49	303	206.85	443	476.91
110	290.22	306	302.61	444	251.37
112	242.55	311	240.66	445	458.01
114	359.31	319	400.68	446	165.48
119	148.47	320	260.61	447	290.01
120	241.29	321	349.44	449	291.27
123	238.35	325	229.32	450	221.76
128	0.00	327	375.69	452	214.52
129	203.28	329	241.08	454	143.15
131	258.93	330	247.17	455	30.59
135	219.24	333	208.11	456	114.66
137	239.61	334	173.46	457	86.10
139	476.91	336	259.98	460	425.69
140	491.19	337	59.01	461	40.22
141	229.32	338	298.41	1040	124.74
142	228.69	339	222.18		
144	154.35	342	397.74		

**HOTEL RESERVATIONS:** Headquarters for the Convention and for the officers and Executive Board members of our International Union will be at the Deauville Hotel.

Hotel reservation requests should be sent to the Deauville Hotel, Miami Beach, Florida 33141.

Reservations should be made as promptly as possible and it should be explained that they are being made for delegates attending the Convention.

Room rates at the Deauville Hotel are presently as follows:

Single Room	\$16.00
Double Room, Twin Beds (2 persons)	20.00
Suites (Parlor, Bedroom, Bath)	38.00 up

**SPECIAL MEETINGS:** At 2 P.M., Sunday, June 6, the day preceding the convening of the Convention, the All Canadian Conference will convene. At 2:30 P.M., the same day, there will be an educational meeting for U.S. delegates and guests. All those attending the Convention from local unions should be advised and urged to attend these meetings.

Fraternally yours,  
J. HOWARD HICKS, Secretary-Treasurer  
HOWARD COUGHLIN, President

*Vice-Presidents*

- BILLIE D. ADAMS
- J. O. BLOODWORTH
- RONALD F. BONE
- JOHN P. CAHILL
- GEORGE P. FIRTH
- JOHN KELLY
- JOHN B. KINNICK
- W. A. LOWE
- HARVEY R. MARKUSEN
- FRANK E. MORTON
- WILLIAM J. MULLIN
- GWEN NEWTON
- EDWARD P. SPRINGMAN

Local union secretary-treasurers will please read this call at the first meeting of their local union.

## WHITE COLLAR

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

HOWARD COUGHLIN  
President

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Secretary-Treasurer

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## U.S., Canadian locals settle with CUNA

### Local 39

A three-year contract boosting wages 18%, or 6% each year, for 88 office employees of CUNA International, Inc., and CUNA Supply Cooperative has been signed by Local 39 in Madison, Wis., President Marion Sachtjen reports.

Obtained also was a longevity increase of 2% for those with 15 years of service.

The pact provides four weeks' vacation after 18 years of service and discontinues a merit raise plan that allowed management to withdraw increases at its discretion.

Still unsettled are a dispute over unit clarification and grievances awaiting arbitration.

Most credit unions are affiliated with CUNA. Labor alone has 1,171 such loan-and-savings bodies.

### Local 290

Wage gains totaling 21% over a three-year period were obtained for office employees of CUNA Credit Union, Ltd., in a contract negotiated by Local 290, in Hamilton, Ontario. The contract runs until August 15, 1973.

The first across-the-board increase was 9% to be followed by a further 7% in August, 1971, and 5% a year later. Credit Union Day was deleted as a paid holiday, and the day before Christmas substituted.

Local 290 President Carol Patterson, Lea Burton and Teresa Fenton were the negotiators.

## 14% increase achieved in Buffalo



**SIGNING FMC PACT:** Seated from left are Mary Sahrow; Local 212 Business Representative Emil W. Steck; J. L. Thompson, Staff Services Manager; Howard Olds, Controller; and D. H. Kegley, Industrial Relations Manager. Standing from left: Helen Levanduski, Shirley Whittleton, Bob Rogers and Bruce Humphrey.

Aided by a federal mediator, Local 212 in Buffalo, N.Y., reached a two-year agreement covering 65 office employees at the insecticides plant of FMC Corp., in Middleport, which secured a 14% across-the-board wage boost and more liberal vacations.

Retroactive to January 20,

the pact calls for a 7% wage boost each year. Night differentials were increased to 15¢ an hour from 12¢ for the second shift, and to 22¢ from 18¢ for the third shift. The automatic progression scale was speeded up by elimination of one step.

The chief computer operator was added to the bargaining

# Arbiter backs Local 329 on 2 promotion disputes

Local 329 in New Haven, Conn., reports scoring two arbitration victories involving office promotions for its bargaining unit at the Knights of Columbus national headquarters. Four grievants won \$5,146.44 per annum in higher salaries.

One case had to do with the promotion to correspondent of an employee with 12 years less seniority than the grievant. The OPEIU contended that management improperly applied the promotion clause providing that where skill and ability were relatively equal, seniority was to be the deciding factor.

Management argued that office-wide seniority didn't govern in this instance because of the "demonstrably superior qualifications of the junior bidder."

Professor Joseph Shister, University of Buffalo, chosen as impartial arbiter for both cases, awarded the promotion to grievant Patricia McGuire with pay retroactive to the date the grievance was filed, holding that:

"On the basis of the relevant and material testimony at the hearing (including testimony by grievant's supervisor for some 18 years and that of another supervisor) it is clear that in terms of seniority and 'relative ability and qualifications', griev-

ant should have been awarded the correspondent job."

For Miss McGuire it means a jump from Grade 4 at \$113.92 per week to Grade 8 which pays \$154.45, an increase of \$40.43 weekly retroactive to July 15, 1970. Her comment was: "Did my \$5 monthly dues to OPEIU pay off? Where else can you invest \$60 a year and get a yield of \$2,107.56?"

The other grievance involved promotion of three Junior Underwriters to the Senior Underwriters' grade as a result of job evaluations. The union argued that the duties of juniors, together with factors of responsibility, initiative and ingenuity, entitled them to the higher grade.

On the other hand, management contended that the juniors assumed their increased obligations without either its "awareness or approval." But the union replied that regardless of official cognizance, their duties and increased responsibilities

had become "custom and practice" and, therefore, a part of their daily work stint.

In an unusual move before the hearing, management made a compromise offer to promote two of the three grievants to the higher grade but the union rejected the offer and decided to proceed because of its principle that no favoritism could be exercised. Management capitulated.

Professor Shister then drew up a stipulation, signed by the OPEIU and management, promoting all three juniors from Grade 9 to Grade 10, with a boost in weekly pay to \$193.43 from \$173.95.

International Representative Justin F. Manning was OPEIU advocate in both cases. He was ably assisted by a committee comprising Local 329 President Claire Pluff, Chief Steward Jim Lee, Ray O'Connor and Dorothy Verderame, which marshalled the facts for the hearings.

### Kubicki elected

Edward J. Kubicki, Business Representative of Local 9, has been elected to his seventh consecutive two-year term as a member of the Executive Board of the Milwaukee County Labor Council.

## A Philadelphia story: minimum brought to \$102

Sales and service office employees at Mack Trucks, Inc., Philadelphia, will top the \$100 a week minimum starting wage scale in the lowest bracket in the second year of a two-year contract negotiated by Local 14.

By 1972, the wage scale in

the lowest bracket will range from a \$102 weekly minimum to a \$117 maximum, and in the top bracket from \$132 to a \$152 maximum, according to Business Representative John J. McCusker.

Other gains include a full holiday on Good Friday (was one-half day), bringing the total to 10½ holidays annually, and reimbursement of unused sick leave days in the final December pay period.

## 15% raise in two years

An across-the-board 15% wage increase was won in a two-year agreement covering office employees of Mid-America Mutual Life Insurance Co., negotiated by Twin Cities Local 12 in St. Paul, Minn., with the help of a federal mediator. The pact runs to December 31, 1972.

The first-year increase is 9%, to be followed in the second year by another 6%. Automatic \$2 per week raises at six-month intervals will enable employees to reach their grade maximums in 3½ instead of the previous five years.

Other gains are a personalized paid holiday bringing the holiday total to 10, and a more liberalized bereavement clause to include mother-in-law and father-in-law.

Business Representative H. R. Markusen, Roberta McTeague and Mary Kampa were the negotiators.

## Labor Department issues pamphlet on job rights

Equal treatment in the job market gets an assist from the Department of Labor with the issuance of a new pamphlet, *Know Your Employment Rights*. It outlines procedures workers should follow in filing complaints when their rights have been violated.

Single copies can be obtained free from the Manpower Administration, U.S. Department of Labor, Washington, D.C. 20210.