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 41½ 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 pact's expiration date for office and housekeeping employees, 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 $340 per month as of May 1, 1971, and at $465 on May 1, 1972. Scales in the top bracket will be $890 and $995, respectively.

The work week is 35 hours.

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

Pacifica Telex contract raises wages 8.7% twice

Local 28 in Chicago has signed an initial contract with Pacific Telex, Ltd., providing an improved vacation schedule, and $31.2% wage increase.

Vacation benefits were improved to three weeks after four years of service, and four weeks after 10 years. It provides an improved life insurance plan, hospital, surgical and medical.

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

Leopold Lahare mourned

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

By Howard Coughlin

A week or so back 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 that the days of a higher wage were being left behind us. This, he thought, was true, but unionism would hold membership in trade unions without the immediate prospect of wage increases.

I reminded the young man 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 go 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.

When World War II, we again faced a wage stabilization period wherein we were unable to negotiate wage increases. Again, our members understood and fully supported our Local Unions. During this period, we continued to organize the unorganized and growth rates were accelerated. I also said that in those days, we learned that membership was not a prerequisite for the immediate wage increases.

In my discussion with this member of our New York Local Union, I stated that future developments may require that the days of higher wages were being left behind us. I said that unionism would hold membership in trade unions without the immediate prospect of wage increases.

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 the Committee is successful in outlawing the union shop in the United States or Canada, it will have deselected the basic strength of the trade union movement. This is an increase in the wages of union members which prohibit the union shop are the lowest wage states in the United States.

A well known Conservative columnist, has decided to take the American Federation of Radio and Television Analysts 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 lawsuit, 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 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, the working conditions of our members. Through these improvements, we will continue to attract the unorganized to the ranks of the OPEIU.

The case for unionism

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 proposed an agreement for his office employees, "Where else can you invest $600 a year and get $2,108.56 yield?"

If she didn't have the OPEIU to go to hat for her, she would have to look to her personal savings for 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 study that three junior underwriters were carrying out demonstrated that each of them could save 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. Union functions in everyday functions, such as polling, layoffs, working conditions, and fringe benefits. 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

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-unionists, a difference of $1,137. As a rule, union members 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.

Management propaganda now and then convinces non-union office employees that they "don't need a union." But a Local 329 member in New Haven, Conn., commented when the OPEIU proposed an agreement for his office employees, "Where else can you invest $600 a year and get $2,108.56 yield?"

If she didn't have the OPEIU to go to hat for her, she would have to look to her personal savings for 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 study that three junior underwriters were carrying out demonstrated that each of them could save 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. Union functions in everyday functions, such as polling, layoffs, working conditions, and fringe benefits. 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

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-unionists, a difference of $1,137. As a rule, union members 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.

Management propaganda now and then convinces non-union office employees that they "don't need a union." But a Local 329 member in New Haven, Conn., commented when the OPEIU proposed an agreement for his office employees, "Where else can you invest $600 a year and get $2,108.56 yield?"

If she didn't have the OPEIU to go to hat for her, she would have to look to her personal savings for 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 study that three junior underwriters were carrying out demonstrated that each of them could save 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. Union functions in everyday functions, such as polling, layoffs, working conditions, and fringe benefits. 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.
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 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 Monday morning, June 7, 1971, to Monday afternoon, June 14, 1971, inclusive, or until such time as 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 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, unless the membership of the local has paid a per capita tax in the preceding (12) month period ending March 31st preceding a regular convention, except that any local union having less than a major fraction of its membership (100) shall, nevertheless, be entitled to one (1) vote.

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

"Section 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.

"Section 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 paid and received by the local unions forming such a local union.

"Section 5. No local union may be represented at any convention of the International as a result of any action by any local union to replace its voting strength of any other local union, and no delegate to any convention shall represent more than one (1) local union.

"Section 6. Each delegate to a convention must be 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 chartered and its membership paid a per capita tax in the preceding (12) month period and shall be entitled to be functioning shall be that convention with the first month for which per capita tax payments were made, and thereafter the same month in which such delegate must be in good standing during the period that the local union has been in existence. Such 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 hereewith 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 shall mail to this office, an original of 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 credentials. The original of each completed credential shall be returned to the Secretary-Treasurer of the International Union of the local union who shall forward it 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 in duplicate by the International may be disqualified 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 by not less than ten (10) delegates. The original of each signed resolutions shall be submitted to the Secretary-Treasurer of the International Union of the local union and 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 in duplicate by the International may be disqualifyed by action of the delegates seated at the Convention.
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.

Local 39

A three-year contract boosting wages 18%, or 6% each year, for 88 office employees of CUNA Credit Union, 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 plan that allowed management to withdraw increases at its discretion.

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

A Philadelphia story: minimum brought to $102

Sales and service office employees at Ludlow, Pluff, & Althoff, Philadelphia, will top $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 promotion of an employee with 12 years seniority was $5,146.44 per annum in higher salaries.

U.S., Canadian locals settle with CUNA

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, 1972.

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, Lee Burton and Teresa Fonten were the negotiators.

14% increase achieved in Buffalo

A Philadelphia story: minimum brought to $102

Sales and service office employees at Ludlow, Pluff, & Althoff, Philadelphia, will top $100 a week minimum starting wage scale in the lowest bracket of a three-year contract negotiated by Local 14. By 1972, the wage scale in the promotion of an employee with 12 years seniority was $5,146.44 per annum in higher salaries.

U.S., Canadian locals settle with CUNA

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, 1972.

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, Lee Burton and Teresa Fonten were the negotiators.

14% increase achieved in Buffalo

A Philadelphia story: minimum brought to $102

Sales and service office employees at Ludlow, Pluff, & Althoff, Philadelphia, will top $100 a week minimum starting wage scale in the lowest bracket of a three-year contract negotiated by Local 14. By 1972, the wage scale in the promotion of an employee with 12 years seniority was $5,146.44 per annum in higher salaries.

U.S., Canadian locals settle with CUNA

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, 1972.

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, Lee Burton and Teresa Fonten were the negotiators.

14% increase achieved in Buffalo

A Philadelphia story: minimum brought to $102

Sales and service office employees at Ludlow, Pluff, & Althoff, Philadelphia, will top $100 a week minimum starting wage scale in the lowest bracket of a three-year contract negotiated by Local 14. By 1972, the wage scale in the promotion of an employee with 12 years seniority was $5,146.44 per annum in higher salaries.