Two bank units get first pacts

In Jennings, Mo.

Wage gains ranging from $660 in the lower grades to $1,680 in the top classifications, reduction of the work week to 37 1/2 hrs. in the 3rd year, an extra paid holiday bringing the total to 10, improved vacations and employer-paid Blue Cross/Blue Shield coverage highlight a first contract negotiated by Local 13 for its new 81-member bargaining unit at North County Bank & Trust Co. in Jennings, Mo. The three-year pact overwhelmingly ratified. It provides a union shop and checkoff of union dues and initiation fees.

Wage gains the fringe benefits are retroactive to September 15, the date of certification.

Other gains are 10 paid sick leave days per year, cumulative to 25 days, maternity leave and compensation for illness provided.

The pact also provides promotion, layoff and recall clauses with part-time employees benefiting on a pro rata basis.

The OPEIU negotiating team included Local 13 Business Representative George O’Brien, Sherry Koch, Shirley Hays, Jane Moscows, Jane Provish and Brandon Johnston. They were assisted in the latter stages by International Representative Bill Adams and Tom O’Brien, Local 13 organizer.

In Vancouver

A contract raising the economic and social status of bank employees has been signed by Local 11, Portland, Ore., with the First Federal Savings & Loan Association, in Vancouver, Washington.

It is the first pact covering bank employees in the Portland area, and also the first with a savings and loan association anywhere in the nation.

The one-year pact provides wage increases of 8 1/2% to 10%, saving a starting $400 per month salary in the lowest grades and $960 in the highest, according to Secretary-Treasurer Walter Engelbert, who led the negotiations.

It calls for full employer-paid family medical, dental and optical coverage, a pension plan, improved sick leave, funeral leave, job security, job bidding and posting.

The Local 11 negotiating team included Engelbert, attorney Gary Galton, Business Representative Lance Meier and First Federal employees Earle Fielden, Erma Engelsdoff and Joan Dye.

Meet Bill Adams

International Representative Bill Adams, recently named an OPEIU Vice-President to replace Sarah Konnas (retired) on the Executive Board, was born in Carterville, southern Illinois. After graduating early in World War II he joined the U.S.S. Worthington for four years.

Following the war, he was employed by the A. O. Smith Corporation where he helped to organize a union of office and technical employees which later joined the Office and Professional Employees International Union, as Local 311.

Adams was chief steward and president of the local for many years, demonstrating his capacity for effective leadership.

When the Midwest Organization Council was set up, by local unions on Wisconsin and Illinois, he became its first organizer and was named International Representative three years later.

He married his wife, Jean, in 1940. They have three children.

Bill Adams

William, 19; James, 17; and Cynthia, 13.

As Vice President for Region VII, Adams will be based in Kankakee, Ill., and will cover the Northern Central area.

Local 8 wins municipal unit

Local 8 in Seattle, Washington, has won a representation election for municipal employees in the City of Ellensburg, Wash.

Some 15 clerical and technical employees, including draftsmen and a computer operator, are in the unit, according to Asst. Business Representative Daniel A. O’Brien.

Local 8 Bank in the Ellensburg City Market, won the representation election, which was conducted by the Washington State AFL-CIO.

The election was held by the International Union with the local in an effort to get the employees to affiliate with the local union.

Local 8, which represents the Savings & Loan Association and the North Central area, has a membership of 300.

Pick delegates promptly, Coughlin urges locals

President Howard Coughlin has sent a circular to all OPEIU Locals officially announcing that the Twelfth Convention will be held at the Hotel Donvillie, in Miami Beach, Fla., from June 7 through June 11.

The circular also announced that an Educational Conference for all delegates from U.S. local unions will begin at 2:30 p.m. on Sunday, June 6, in the convention hotel, and that the All-Canadian Educational Conference will be held in the same hotel on that date, starting at 2:00 p.m.

Coughlin’s communication continued:

“We are forwarding this early notice to assure the fact that Local Union delegates are elected in a timely manner and the names of such delegates are sent to the International Office as soon as possible. This will provide having the entire Convention act on the seating of delegates whose credentials are not received within the time limit prescribed by the Constitution.

Resolution Procedure

“Further, upon receipt of the list of delegates from each Local Union well in advance, your President will appoint Convention Committees which will be asked to meet on June 5th and June 6th, prior to the Convention, to act on all resolutions received. Committees will then be ready to report to the Convention on the first day without the usual delay.

“Local Unions are asked to act immediately on resolutions to be submitted to the Convention. Again, such immediate action by Local Unions will avoid the possibility of presenting two resolutions to the Convention which require a two-thirds vote before they can be referred to the appropriate Committees. The text of these resolutions should also be sent to our office.

“As you are aware, the official Convention call must be sent to Local Unions by the Secretary-Treasurer of the International Union at least 90 days prior to the opening date of the Convention. This Convention call generally provides information such as allotments of minutes from the Convention Fund which can only be determined after the close of the fiscal year. As a consequence, in the past delegates were not elected until after the Convention call was received. In many cases, credentials were not received in a timely manner. Most resolutions were received late and were, therefore, not printed and available for study by all delegates.

“We trust that this early notice of Convention will insure the expeditious handling of the business of the 1971 Convention.

“The Twelfth Convention will be held at the Hotel Donvillie, Miami Beach, Fla., from June 7 through June 11.

“The convention will open at 10:00 a.m. on Monday, June 7, and will be adjourned at 12:00 noon on Friday, June 11.

“The dates of the annual convention are determined by the outgoing President and the National Board of Directors, in accordance with the By-Laws of the union.

President Coughlin urged the delegates to make every effort to attend the Convention.

Convention notice

FIRST FEDERAL SAVINGS CONTRACT SIGNED: From left are Business Representative Lance Meier, Secretary-Treasurer Walter Engelbert, Donald C. Blair, bank attorney, and John Prief, bank president.

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FIRST FEDERAL SAVINGS CONTRACT SIGNED: From left are Business Representative Lance Meier, Secretary-Treasurer Walter Engelbert, Donald C. Blair, bank attorney, and John Prief, bank president.
Let's go after those non-members

With unemployment at the highest level in a decade and continuing, it is now more important than ever to build up OPEIU membership in every bargaining unit. It's an old but true saying that "a chain is only as strong as its weakest link."

Without a union shop, non-members enjoy a free ride—sometimes at the expense of those who are working in the same plant. The United Steelworkers of America has shown us that those who are working for the company are paying for the non-members and even against their own best interests. They weaken the bargaining power of the union and hampering its efforts to contract collective bargaining by the use of the wage gap and fringe benefits for everyone.

Non-members give the union that fights for them no financial assistance but—very conveniently for them—enjoy the benefits that are won. We have yet to hear of a case where, out of principle, a non-member felt conscience-bound to refuse any union-won improvement in wages or general working conditions.

Now more than ever before, a growing and militant white-collar union movement is essential if office and professional employees are to maintain the gains already won and go on to greater achievements. Each of us should pledge to sign up the non-members in our bargaining units. In doing so, we will be acting in accordance with sound union principles and our own self-interest.

Roosevelt local showed the way

We congratulate Local 391, in Chicago, bargaining agent for the office employees at Roosevelt University, which just celebrated the Tenth Anniversary of its affiliation with the OPEIU after 15 years as an independent union. Its achievement marked the first entry of any educational institution in the organization of the white-collar union movement. (See story on this page.)

In the past few years, citing the fact that we represented the employees at Roosevelt University, the OPEIU has successfully unionized office employees at Fordham University and the Jewish Theological Seminary, both in New York City; Lakehead University in Ontario, Canada; and librarians at Wayne University, in Detroit. Nevertheless, the expanding growth of unionism in the educational field has been somewhat slow.

This was due to the 1951 ruling by the National Labor Relations Board which exempted most charitable and educational institutions from coverage by the labor law. Within recent months, the NLRB revoked itself, and in a new ruling extended its jurisdiction to clerical employees and professional staffs of private colleges and universities.

In the 20 years since the 1951 decision, college enrollment has doubled, non-professional employment now totals 263,000 in addition to 247,000 full-time professionals in the nation's 1,450 colleges and universities. With the new NLRB ruling, it can be expected that the white-collar union movement will gain new momentum among employees at these educational institutions.

The Roosevelt University employees can feel justly proud that advocate ago they saw clearly into the future by issuing the OPEIU banner as the most appropriate union to represent them in the educational field.

Wall St. local hikes wages 19%

Local 205: President John R. Kret puts signature to contract covering 390 employees at the American Stock Exchange. Seated to right are ASE President Ralph S. Sudl and ASE Vice-President Joseph J. Gehickle. Standing are Local 205 officers, board members and shop stewards.

The number of non-union employees receiving increases is "quite scandalous in economic conditions," the ILS notes, adding: "It is significant that only 28% of these workers received some form of general increase in the first half of 1970, compared with 46% in the same 1969 period."

Keyserling: Wage raises are key answer to slump

Bigger take-home pay for America's workers is needed to pull the nation out of its economic slump, according to economist Louis H. Keyserling, who headed the President's Council of Economic Advisers during the Truman Administration. He gave his prescription for ending the recession in a study published by the prestigious Conference for Economic Progress, stressing increased buying power for workers—the wage increases above the level of training prices—as the major ingredient.

Keyserling calls for a "shift to vigorous expansionary policies" that go far beyond any now under official consideration. The Nation economic game plan "has failed miserably" and has put the nation in an "absolute economic recession," Keyserling declares. This failure, combined with economic magnification from mid-1966, means that hundreds of billions of dollars in potential gross national product has been forfeited, he says. The results are the sharpest rises in unemployment and consumer prices in many years.

In calling for stepped up expansionary policies, Keyserling urges increased federal government spending and an expanded money supply by the Federal Reserve System. Keyserling says that expansionary fiscal and monetary policies alone cannot restore full economic growth since undue reliance on real wage expansion could cancel out these policies.

Purchasing power currently lags behind prices because of the wage-price guidelines that were in effect from 1961 to 1966, he observes. The study also charges that these guidelines helped stabilize prices "only by causing real wage rate increases to be far below productivity gains." After 1966, real wages continued to lag behind the needs of the economy. This wage lag meant increased stagnation and recession, Keyserling asserts.

He suggests that real wages between now and 1972 must grow at a faster rate than the rate of the economy to overcome the lag and offset any further increases in living costs. Wage rate increases also must provide much purchasing power stimulus to expand jobs.

Recent wage contracts and these coming up for negotiation "are not excessive in terms of these needs," Keyserling stresses. Even if reasonable price stabilization measures were assured in the future, expanded buying power would still be needed to contribute to real economic growth, he notes.

"An attempt to restore price stability by restrictive wage policies would be little or no net expansionary effects," he asserted. "Wage increases have been chasing previous price increases, and the "administration" price increases have not been due to the wage increases."

The current climate for a lagged incomes policy, Keyserling observes, continues to inhibit the wage earner for inflation and wrongly looks on wages as business costs instead of recognizing their key role in economic expansion.

OPEIU link saluted at Local 391 installation

Office employees at Roosevelt University, members of Local 391 in Chicago, celebrated the 15th anniversary of their OPEIU Local 391 installation ceremony, January 21 at a special installation ceremony for its being charter members.

Besides Mrs. Brown, the new officers are Eileen Wolper, vice-president; Carolyn Combs, secretary-treasurer; June Bastian, assistant secretary-treasurer; Eleanor Gibbs, recording secretary; Cordia Riggely and Birdie Consaulin, chief stewards; Curtis A. Clemmer, Nellie Hickman and Susan Windfeld; trustees, and Daphne Spencer, executive board member.
Cable-TV salesmen scale: $9,000 to $17,000 yearly

Salesmen for Teleprompter Corp., largest Cable-TV company in the field with branches in major cities throughout the nation, will enjoy incomes ranging from $9,000 annually (salaries plus commissions) to $17,000 under a two-year contract negotiated by New York Local 153.

Business Representative Charles Ponti, in charge of negotiations, says the contract establishes a $113.74 weekly base salary. This represents a 7.4% wage increase, with a cost-of-living allowance to take effect next November. With a much higher scale of negotiated commissions, the salesmen in the future can achieve the above salary rates, he explained.

In an important advance, the salesmen for the first time will receive commissions on building-wide sales by management.

Other gains are an extra half-holiday, bringing the total to 10; sick leave boosted to 12 days (was 10) cumulative to 36 days, and car allowance upped to $7 weekly from $5.

Texaco pact brings increases to $1,750

Wage gains ranging from $1,425 to $1,250 per member, an additional paid holiday and improved hospital-surgical and pension benefits, were won by Local 66 for 225 clerical employees in a two-year contract concluded with Texaco, Inc., at its Package Division in Port Arthur, Texas.

The pact follows the basic pattern taking hold in the oil industry. It calls for another 7 1/2% wage boost in the first year, with another 7 1/2% increase on January 1, 1972.

The previous contract provided an average starting wage of $613.50 per month for clerks, rising to $797 after five years. For stenographers, the average starting rate was $672.50 which became $600 after five years.

The new pact provides the day after Thanksgiving as the ninth paid holiday and also grants pregnancy leave. Company contributions to the hospital-surgical plan will increase from $7.50 per month to $12.50 for single individuals, and from $15 to $25 for family coverage.

Employees participating in the contributory pension plan will receive additional benefits.

The negotiating team consisted of C. B. Carroll as chairman; James E. Adams, vice-chairman; Harold Bonargy, president; Charles Verret, vice-president, and Patricia Bronson, Clyde Wing, Donald Castile and Gordon Covington as alternates.

New Local 137 settlement adds cost-of-living clause

Wage gains totaling 15%, plus cost-of-living allowances in the second and third years, were won in a new three-year contract negotiated by Local 137 for office employees at Moore Business Forms, Inc., Elmiru, N.Y.

The wage boost is 5.8% in the first year, 4.7% in the second, and 4.5% in the third.

Quotable quotes

WSJ cool high wage complaints

Complaints about soaring labor costs by business executives were recently critically examined by a full page Street Journal article. "Labor costs aren't the Frankenstein monster they've often cracked up to be," the business daily concluded.

"The WSJ story said that the widely publicized reports of large hourly increases gained at the collective bargaining table "Do not give a true picture of the trend of labor costs. They show only what has been happening with non-union workers and then only wage rates to unionized employees."

"It is a fact," it continued, "that pay to workers has been getting bigger but also that labor-cost increases have been getting smaller." In the last few years, labor costs have been declining to a point that "in the last three months the Index has barely budged, rising a minuscule one-fifth of 1%.

The impact of the WSJ article should be felt at the collective bargaining table. It refutes a carefully nurtured argument of management that it must hold down pay increases because of rising labor costs.

The businessmen's newspaper listed a number of reasons for the labor-cost picture:

- Productivity of most workers is on the rise after a period of no gain.
- Premium pay such as overtime work has been declining.
- While pay of union members generally has gone up, this has not been true of non-union workers.

On the latter point the newspaper quotes Sam Nakagama of the American Federation of Labor-Teamsters: "While union workers are winning big pay hikes this year the rest of the workers are generally getting much smaller boosts or no increases at all.

Santa gets a helping hand

Local 251 members at Sandia Corporation shared their good fortune with needy children at two schools in Albuquerque, N.M., by giving them Christmas dinners with entertainment and gifts.

The union has sponsored the event annually for the last 10 years, with non-union employees also chiming in. The Christmas project last year showed a $63 surplus which was donated to the schools to buy lunches and shoes for some poorer children, according to A. N. Chavez, Local 251 publicity and entertainment chairman for the project and a service coordinator for Sandia.

Santa Claus passed out gifts to each child—a sack stuffed with candy, peanuts, oranges and apples in addition to a toy. "Many of these children might not get a gift at all if we didn't give them one," Chavez said.

The event got wide publicity in the Albuquerque Tribune. Local 251 Acting-President Mashe W. Stephenson coordinated the project, assisted by Acting Secretary-Treasurer Nancy Bertha, and Julian Sanchez, another Sandia employee.

U.S. Price Index

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Canadian labor picks pollution as Feb. target

Unions across Canada are being asked to focus public attention on pollution problems during February. The 1,650,000-member central labor organization traditionally observes Citizenship Month each February and asks its affiliated unions to take part in a program which assumes national proportions.

"This year pollution has been chosen as the topic for our Citizenship Month because we feel it is a subject of vital concern to all Canadians, as it is to people throughout the world," CLC President Donald MacDonald points out. "While to be effective the approach must be global, still the roots of the problems are usually local, and we are convinced that it is there that a great deal of effective action can be taken. Pollution is everyone's problem, and as, with a movement which represents a very large segment of our population, unions have an important role to play in improving today's living conditions and in providing assurance of a healthy environment for future generations."

The best contract in the history of bargaining with Consolidated Freightways in Portland has been signed by Local 11 for the trucking company's office employees according to Secretary-Treasurer Walter Engelbert. He said the high level of membership support during negotiations was reflected in the standing-room-only turnout at which they approved the settlement. Engelbert listed these major items in the agreement:

1. Wages—$1.85 hourly increase over 15 years, starting with a 50¢ hourly increase retroactive to Oct. 1.

2. Improved vacations—two weeks after one year, three after eight, and four after 14.

3. Improved cost-of-living provisions with an $6 hourly maximum on July 1, 1971 and another $6 hourly maximum on July 1, 1972.

4. Full family coverage in the optical plan.

5. Breakthrough sick-leave provision—none under Pacific National medical coverage will receive time loss of $100 per week for 13 weeks, $110 for the next 14 weeks in case of first-day hospitalization because of accident and third-day hospitalization for illness. Kaiser enrollees will receive $70 per week for 13 weeks and $80 for the next 14 weeks. Hospital daily rates are raised from $4.25 to $50. The company guarantees these provisions and will absorb any increase in premiums.

6. An additional holiday—the employee's birthday.

Important improvements and clarifications in language covering such matters as job bidding, seniority and late transfers were also obtained.

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