



WHITE COLLAR

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

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More professionals rethink work status

Another indication that more professionals are thinking of themselves as working people who need to organize appears in *Vortex*, published by the California section of the American Chemical Society.

Writing his "Chairman's Letter," Fred Rust, area chairman, quotes a British view that the scientists and technologists ought to discard "frayed cuff falsehoods" and see themselves as "working class," with a need for organization.

Rust comments: "I am not sure I am in agreement with this blast from presumably tradition-bound Britain, but it does seem to me that the problems and objectives of the blue collar worker and the chemist are more nearly akin than the problems and objectives of most MDs and lawyers. After all, one major difference between a skilled tradesman and a skilled chemist is simply that one was spawned by an apprenticeship program and the other by Alma Mater."

\$2,400 hike, dental plan gained for Local 15 unit

Wage advances totaling some \$2,400 per individual, a new dental plan and a more liberal vacation schedule, were obtained in a contract negotiated by Local 15 for office employees at Macdonalds Consolidated Ltd. (Canada Safeway), in Vancouver, B.C.

Ratified by the membership, the pact calls for a 40¢ an hour wage boost from July 1 with another 35¢ on the same 1972 date. These will raise the lowest office grade minimum monthly wage to \$536 with a

\$634 maximum next July 1. In the top classification, the minimum will be \$721 with an \$878 maximum.

The contract calls for four weeks vacation after eight years (was 10). In 1972, employees will be entitled to five weeks after 13 years and six after 19.

The employer agreed to pay full costs for the dental plan, and 70% of the premiums for the group medical and welfare plan formerly shared on a 50-50 basis, according to Business Representative Bill Swanson.

Congress passes day care program

The U.S. Senate by a 49-to-12 vote approved a sweeping new program to provide day care centers for pre-school and school-age children, a measure strongly endorsed by the recent OPEIU Convention in Miami. In the House similar but narrower legislation was passed, necessitating a House-Senate Conference to resolve differences.

The new program would provide an extensive national system of day care facilities and also comprehensive health, educational, nutritional and social services. Under the Senate plan these would be provided free to all children whose family incomes fall below the Federal "lower living standard" of \$6,900 for an urban family of four—the so-called "working poor."

The House bill set the maximum income at \$4,320 for a family of four.

In addition, 35 percent of the funds would be set aside for services including day care for children from more affluent families. They would pay on a sliding scale based on family income.

Government statistics indicate that existing licensed day care facilities can care for fewer than 700,000 children. There are now 3.7 million working mothers, with children under 5.

100 members of Local 49 awarded \$100,000 in pay

Some 100 Local 49 members employed by Addressograph-Multigraph in Euclid, Ohio won back pay totaling more than \$100,000 in an arbitration award, based on the union's grievance that the company arbitrarily and wrongfully put its plant clericals on a four-day week in October, 1970.

As a remedy, Arbitrator Dudley E. Whiting ordered the company to pay one day's pay to each plant clerical for the entire period of the four-day week running from October through March 1971.

The key factor in the case was that while the contract with the Machinists, covering production and maintenance employees, specifically provided for a four-day week, the company lacked a similar clause in its Local 49 contract. Moreover, the OPEIU

agreement specified that regular working hours "shall be" 40 hours per week.

Acting unilaterally, the company made no effort to negotiate with Local 49 on special plant office scheduling and, when it cut back operations automatically sent home all OPEIU plant clericals.

OPEIU General Counsel Joseph E. Finley, representing Local 49, argued that the company could not put its plant clericals on a curtailed workweek in the absence of a contract allowing such practice. Local 49 President Arnold L. Shamis also testified at the arbitration hearing that work was available for most plant clericals on Friday, the weekly shutdown day, but this was completely ignored by the company.

Summarizing his finding, Ar-

bitrator Whiting ruled: "There was no attempt to work out special schedules in this situation. Otherwise the contract language is mandatory that regular working hours shall be forty per week. This is a clear and express restriction upon the company's inherent managerial right to schedule the work, which I am without authority to modify. Accordingly I am bound to find that the establishment of a regular schedule of thirty-two hours per week violated the agreement."

In a joint statement, Attorney Finley and President Shamis hailed the award as "one of the most significant victories scored in years by Local 49 against Addressograph-Multigraph, which has been a difficult employer for many years."

See second Local 49 Story on page 3

Contract with D.C. utility brings advance of 18.5%



SIGNING UTILITY PACT: Seated from left are Secretary Rodney W. Reamy, Washington Gas Light Co.; Local 2 President John P. Cahill; Company Board Chairman Donald S. Bittinger, and Local 2 Vice President Herman L. Hazel. Standing from left: Personnel Director Frederick W. Amadon and President Paul E. Reichardt; OPEIU Committee members Ralph Payne, Richard Bonney, Adrian J. Keyes and Dennis J. Rodgers. (OPEIU Negotiator Ronald W. Ridgely was absent when photo was taken.)

A wage and fringe benefit package valued at 18½% was won in a pre-freeze two-year contract signed by Washington Gas Light Company and Local 2, Washington, D.C.

The agreement calls for an 8% wage increase as of last June 1, with a similar boost set for the same 1972 date. Shift differentials were raised by 7¢

an hour, bringing the total to 24¢ for the afternoon and 32¢ for the night shifts. The meal allowance was increased to \$2.25 in the first year and \$2.50 in the second.

The pact provides three weeks vacation after nine years in the first contract year, and seven in the second.

It also brings improved hospitalization benefits with the

employer paying all costs of hospital, surgical and extended medical coverage for employees in the first year, and for their dependents in the second when improved maternity benefits also take effect.

The company further agreed to pay premiums for the first \$8,000 of life insurance, as well as weekly health and accident insurance premiums.

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WHITE COLLAR

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Out of the cold

While millions of the nation's toilers are chilled by the wage-freeze, hundreds of America's highest paid executives have much to be happy about, says the New York Times.

It pointed out that executives will continue to receive salaries and bonuses that "in many cases exceed \$200,000." But that's not all.

- Liberalized tax laws will allow them to keep larger percentages of their incomes.
• Stock options are still available in a market that looks attractive.
• Dividends from stock they already own are not frozen, so if business prospers they will, too.
• Increased bonus payments apparently will be allowed by the Cost-of-Living Council if they are tied to company earnings by an established formula.

It's obvious that Nixon's New Economic Policy favors business and places the burden of sacrifices squarely on the shoulders of wage earners.

Unionism brings pensions

Where there's a union, there's more likely to be a retirement plan.

That's one of the findings in a recent U.S. Labor Department study of private pension plans. It found that only 18% of the unionized employees were in groups without pension plans, but 56% of those in non-union situations had no plans.

Coverage by private plans varied, too, with wage levels. Where wages averaged less than \$2.50 an hour, 80% of the workers were in groups with no retirement plans. Where hourly pay averaged \$5 or more, only 20% were not covered.

The government study adds to the evidence that it pays to be a union member.

Citibank is vulnerable to unionism, Nader says

Ralph Nader, who made waves with critical studies of General Motors and the Du Pont Co., charges First National City Bank, New York's biggest, with failing to meet the needs of people in the communities it serves and achieving its growth at the expense of consumers.

The 547-page study urges unionization of the bank's employees and offers a strategy for doing it:

"Citibank is much more vulnerable to traditional union organization methods than many industries that have already been organized. Every department of the bank is highly dependent on the factory (where checks and other paper are processed). The entire factory operation is located in one building. Shutting down the factory for even a few days and perhaps even a walkout by a substantial number of key employees would immobilize the entire bank."

The report is critical of the bank's practices in hiring and promoting minority group work-

ers and women. Citing consultants' studies for the bank, the report maintains that workers "in a huge paper processing factory," who are largely Puerto Rican and black women, are "poorly paid, dissatisfied with their working conditions and aware of the fact that they have limited opportunity for promotion."

Women's jobs

The U.S. Bureau of Labor Statistics reports that about one-fourth of all employed women are in five occupations; secretary-stenographer, household worker, elementary school teacher, bookkeeper, and waitress. Secretary and stenographer jobs alone account for one of every 10 women workers.

Float tells the OPEIU story



White collar union growth is part of the century of progress, Local 352 float tells bystanders. At 1871 desk is Pearl Jordan, while Nancy Trinch, Diana Antoske and Urmila (Mita) Rambhia, in sari, staff modern equipment at left. Many pitched in to make the float production a success.

A gaily decorated float bearing the biggest white collar ever symbolized OPEIU's growth as a union to thousands of viewers in Franklin, Pa., during the Oil City Centennial Parade.

Local 352 members distributed 2,500 balloons with the OPEIU emblem (500 filled with helium) to children along the parade route. The distribution was handled by Bobbi Morrison,

Donna Steffani, Lou Sharrer, Patty Baker, Marlene Walbourne and Janet Updyke.

The union committee responsible for the float and its decorations included Chairman Vida Gates, Edward and John McLaughlin, Robert Hufnagel, Anna Hannon, Marlene Walbourne LaDonna Singleton, Janet Kenniston, Judy Breidinger, Diane Antoske, Mary Schoonover,

Nancy Trinch, Fred Long, Tom Masters, Karen Guth, Blaine Miller and Betty Keefer.

1st prize float

Local 295's float in the 63rd annual Labor Day Parade in Woodland, Me., won first prize in its category. Members in charge of its design and decoration were Mrs. Anna Brown and Mrs. Marlene Seamans.

School secretaries beat the freeze

A 6% increase in the salaries of school secretaries, with wage reopeners for the following two years, was achieved in a three-year contract with the East Hartford (Conn.) Board of Education.

Negotiated by Local 435, it calls for a 35-hour week when schools are in session, and 33 hrs. 45 mins. during summer months, with work in excess of seven hours daily paid at overtime rates. The pact provides 12 paid holidays and a more liberal vacation schedule. Additional benefits are annual longevity bonuses ranging from \$230 after eight years to \$330 after 20.

The health-welfare plan includes employer paid Blue Cross with major medical and surgical coverage, as well as \$10,000 life insurance. A leave of 15 days annually may be used in event of illness or for personal reasons.

A retirement plan which covers East Hartford municipal employees now includes the school secretaries. An unusual feature grants delegates to OPEIU conventions or educational conferences leaves of absence with full pay.

Other clauses provide lay-off protection of 60 days and discharge protection according to International Representative Justin F. Manning who assisted in the negotiations.



Mrs. Kepler (seated left), secretary to East Hartford Board of Education, and Local 435 President Helen Benson sign new contract. Standing from left are: Superintendent of Schools Dr. Eugene Diggs, and OPEIU negotiating team comprising Gladys Smyth, Chairman Marilyn MacDonald and Local 435 Sec.-Treas. Evelyn Mulligan.

U.S. Price Index

Table with 2 columns: Year (1970, 1971) and Month (August, September, October, November, December, January, February, March, April, May, June, July, August). Values range from 116.9 to 122.2.

Canadian Price Index

Table with 2 columns: Year (1970, 1971) and Month (August, September, October, November, December, January, February, March, April, May, June, July, August). Values range from 130.3 to 136.0.

The wage freeze-official answers

The Cost-of-Living Council has issued a 14-page summary of its decisions to date providing answers to questions often asked of the council and of the Office of Emergency Preparedness, which is charged with monitoring the wage-price freeze.

The following are some of the rulings applied to employees:

Collective Bargaining:—Negotiations for wage increases can continue during the freeze, but negotiated increases cannot be implemented during the freeze now scheduled to end Nov. 13. Nor can a union negotiate for pay increases effective after the freeze but retroactive to cover the freeze period.

Deferred Pay Increases:—Any wage or salary increase, including those previously contracted for by the unions, which was to take effect between Aug. 15 and Nov. 13 will be held in abeyance. (Although this was the original ruling, it has been eased to allow wage increases for Communications Workers and Steelworkers whose new contracts were ratified just prior to implementation of the freeze and were retroactive).

Retroactive Contracts:—Retroactive wage increases for work performed prior to the freeze are permitted, provided that the parties can demonstrate that they did not change their position during negotiations in order to compensate for or absorb the impact of the freeze. This requires the parties to produce evidence of past practice and the pattern of present negotiations.

A procedure will be established by the council for resolving evidence. However, for work performed after Aug. 15 the actual rate which was in effect during the base period is the ceiling wage for the freeze period.

For example, a contract is agreed to on Sept. 1, effective July 1, increasing a wage rate from \$2.80 to \$3. For the period July 1 through Aug. 15, the worker's wage is \$3; from Aug. 16 through the duration of the freeze, \$2.80.

Education Pay:—Scheduled pay increases which are dependent on employees completing certain educational requirements may be paid during the freeze, the coun-

cil ruled. But it depends on whether the employer "can certify that an agreement was in existence that provided for such increases."

New Jobs:—Wages and salaries for new jobs will be determined through scales set up on the basis of comparable jobs in the firm or similar firms.

"If a firm has a range of salaries for the same job, the employee may be paid any salary within the range which the qualifications of the applicant justify as long as the average wage paid by the firm in this job classification does not increase."

New or Changed Jobs:—The wage rate set prior to the freeze for a new or changed job may be increased and paid retroactively provided the appeal was filed before Aug. 15 under a formal appeals procedure.

If an appeal on a wage rate set prior to the freeze was made prior to Aug. 15 under a formal appeal procedure, the rate for that job may be increased and paid retroactively.

Promotions:—Although wage rates for a particular job are frozen, a person promoted to a new job with greater responsibility will be able to get the additional wage associated with the job.

"For example, if somebody is promoted from assistant manager to manager of a department store, he would get the pay associated with the position of manager."

An employee may transfer from a job paying a flat rate to one paid on an incentive basis, but no new incentive systems may be established during the freeze. Piece work rates and commissions also are frozen.

Transferred Workers:—Wages paid to workers transferred from a plant or office that has been closed to a different geographical location may be paid up to the ceiling that applies to the job at the new location. The freeze applies to the job, not to the worker.

Severance Pay:—"If employees are severed for normal business reasons," the council ruled, they can receive severance pay as long as the employer certifies that this is an established practice.

Apprentices:—Also allowed are increases in certified apprentice and learner rates under programs established prior to Aug. 15.

Merit and longevity increases, and cost-of-living adjustments are not permitted.

The word from Hodgson

Secretary of Labor J. D. Hodgson says that the 90-day freeze on wages and prices should not be interpreted as a moratorium on collective bargaining or as an effort to discourage settlements. Both non-economic and economic issues are bargainable, the Secretary said, although subject to the Executive Order, decisions of the Cost-of-Living Council and to whatever regulations follow the freeze period. The Secretary also stated:

"The parties may continue collective bargaining in an endeavor to resolve non-economic issues and conclude final agreements on such issues. The parties may undertake to negotiate settlements providing wage and benefit terms to become effective after the freeze period. If they do this, they should be advised that sub-

sequent revisions of these terms may be needed depending on what policies will prevail following the 90-day freeze. The policies have not been determined at this time.

"I urge labor and management to consider the advantages of returning to, or continuing work under interim arrangements, including extension of existing contracts, until the policies concerning what will follow the wage-price freeze are determined."

Contracts in brief

Hemingway Transport

Wage gains totaling \$3,532 per person over a three-year period were won by office employees at Hemingway Transportation Corp., Woburn, Mass., in a new contract negotiated by Local 6, Boston.

Other improvements are an additional holiday and a fourth vacation week after 15 years. The bereavement clause was lib-

eralized, and for the first time Successor and Assignee, and Technological clauses were inserted.

The package amounts to a 30% increase over the life of the agreement, according to Local 6 Business Manager Jim Mahoney and International Representative Justin Manning who conducted the negotiations.

Kitsap Physicians

A shorter workweek plus monthly wage gains ranging from \$50 to \$145 were won by Local 23 for its 26-member unit at Kitsap Physicians Service in Tacoma, Washington, in a two-year contract.

Merit increases were replaced by automatic annual raises. The pact provides for improved employer-paid medical benefits, increased pro-rata benefits for part-time and temporary employees, greater job and Union security, and a longer lunch period.

Sandra Bollinger and Donna Spitzer made up the OPEIU bargaining team. They were assisted by Local 23 Business Representative Floyd Kerschner.

Aluminum Company

Cost-of-living adjustments together with wage boosts totaling \$3,900 per member over a three-year period were obtained in a new contract for 300 office employees at Aluminum Company of America by Local 180, in Massena, N.Y.

The pact calls for an across-the-board wage hike of 50¢ an

hour effective last June 1, with further 12½¢ increases in each of the following two years.

Other gains are an additional paid holiday, bringing the total to nine, and improved jury duty and funeral leave clauses. Pension benefits were raised to \$9 per month (was \$6.50) for each year of service.

Post-freeze settlement ends Local 49 walkout

Local 49 and Addressograph-Multigraph in Euclid, Ohio have reached agreement on a three-year contract covering some 700 clerical, technical and professional employees, ending a lengthy strike. The bargaining unit ratified the settlement, which takes effect after the freeze, by a 436-to-48 vote.

The strikers agreed to return to work when the company offered to pay them for Labor Day and to reimburse them for payments to hospitalization and insurance plans during the strike.

The pact calls for a first-year

\$9 per week across-the-board wage boost; another \$5 on June 5, 1972, and a further \$5.25 on June 4, 1973, plus a guaranteed 11¢ an hour cost-of-living adjustment in the second and third years.

Merit increases will go to \$4.50 in the second year and to \$5 in 1973.

The previous \$5 per month pension benefit goes to \$6 in the first year, \$6.75 in the second, and \$7.50 in the third.

In the second year an employee with 30 years' service can retire at age 58 with a \$425

monthly benefit, and in the third year at 56 with a \$500 pension. The contract also raises the present benefit of retirees by \$1 per month per years of service.

Life insurance will be increased in three steps to \$10,000 from the present \$7,500.

Under another new provision an employee may use officewide, rather than department-wide seniority, for scheduling his vacation. In this way, an employee who bids on a job in another department will not be penalized in a choice of vacation time because of limited seniority.

City employees score in 1st pact

An initial contract covering municipal employees at City Hall in Vancouver, Wash. provides an 8% across-the-board wage boost and a cost-of-living adjustment retroactive to Jan. 1, 1970, with an additional 3% raise effective on July 1, 1971, Local 11 Sec.-Treas. Walter E. Engelbert reports.

The pact signed prior to the wage freeze sets a \$386 monthly minimum in the lowest grade as of last July 1, rising in four steps to a \$471 maximum. In the top grade, the rate runs from a \$845 minimum to a \$1,026 monthly maximum.

The contract calls for a union shop with dues check-off. It provides 10 paid holidays with Co-

lumbus Day to be added in 1972. It sets up grievance procedures, job posting, a training program to improve job abilities and city financing of approved outside study.

Employees obtained a five-day bereavement clause, and will also suffer no loss of pay when they attend the funeral of another city employee.

Vacations for the first five years are earned at 1¼ days per month, providing three weeks vacation after one year. Thereafter, vacations are credited at 1½ days after six years; 1¾ days after 11; 2 days per month after 16, and 2¼ after 21 years. Vacations are cumulative to double the amount of days

earned during these longevity periods.

The city agreed to pay 1% of each employee's salary into the OPEIU's Western States Pension Trust, provided a majority assent, in addition to continuing the Statewide City Employees Retirement Plan which supplements Social Security.

The City Manager also agreed to recommend a city ordinance amendment to allow a review of health-welfare and pension provisions 90 days before expiration of the contract on Dec. 31.

In addition to Engelbert, the OPEIU negotiating team included Local 11 Business Representative Gary D. Kirkland and Chief Shop Steward Ed Romey.



from the desk
of the
PRESIDENT

What Phase Two may do

AS THIS column is written, we are awaiting President Nixon's announcement which will describe Phase Two of his program. In a recent speech before the Detroit Economic Club, President Nixon indicated that Phase Two will provide more equitable controls.

All signs indicate that the President will appoint some sort of a tripartite board which will set down rules and regulations for wages and prices throughout the United States. This Board will have regional sub-divisions in key areas of our country charged with administering the program laid out by the National Board in Washington.

As indicated in the September edition of *White Collar*, the 90-day freeze is too one-sided. All workers' salaries and wages were frozen. All cost of living adjustments, seniority and merit increases were prohibited. In addition, all fringe benefits, including the shortening of the work week and improved vacation programs, were barred by the August 15th announcement of the President. This 90-day freeze did not include profits and interest rates. Property taxes and mortgage interest rates were also exempt. There was no freeze on finance charges on cars, appliances, furniture and other goods bought on time.

The business leaders of our country were evidently very pleased with the August 15th edict because, in their subsequent meeting with the President, they opposed a Phase Two program which would include tripartite boards composed of labor, industry and the government. They, in effect, stated that they were perfectly satisfied to have the government set up all rules and regulations dealing with the price freeze. They were also happy to have the government administer such a program without the assistance of labor, industry and the public.

The Wage Stabilization Programs during World War II and the Korean War were administered by tri-partite agencies. It is our feeling that President Nixon will set up some sort of similar program. However, while continuing to predict wage and price controls, he has all but ruled out controls on profits. In his speech before the Detroit Economic Club, the President said: "I am for profits; more profits mean more jobs." The President further stated that he was against penalizing a company that makes a profit, adding "I do not think that is good for America." The country "should reward, not penalize, profitable companies," he declared.

One of the most profitable industries during the last few years has been the banking industry. The exorbitant profits realized by banks have been the direct result of the economic policies of the Administration. As a result of President Nixon's tight money policy, interest rates sky-rocketed. Consequently, the banking industry reaped a bonanza in profits. Certainly these profits were not attained because the banks were excellent examples of efficient business institutions. The reverse is true. These exorbitant profits resulted from a planned scarcity of money as a result of actions taken by the Administration.

Obviously, this is one of many examples of inequality of sacrifice. Banks and other industries, which profit because of a downturn in the economic activity of the country, should not be allowed to continue such profits in times of wage and price stabilization. If President Nixon hopes to obtain the cooperation of the organized labor movement and the goodwill of workers, organized or unorganized, he must announce as part of Phase Two a program designed to affect all segments of the economy alike.

If wages are to be frozen, then prices should be frozen without exception. Dividends, interest rates and profits must be stabilized. Any agency set up by the federal government, as part of Phase Two, should be geared to allow reasonable increases in wages and profits so that the economy of the United States can achieve growth without run-away inflation.

Women's wages lag

A U.S. Bureau of Labor Statistics study of office salaries in the Houston, Texas area reveals that men averaged \$24.75 more per week than women in four clerical classifications.

Another BLS study of office

pay in the Beaumont-Port Arthur area, which includes Jefferson and Orange counties, finds that male class B accounting clerks averaged \$63.50 more per week than women, while male payroll clerks averaged \$46 more per week.

Gift from union recalls Gateway's early years



Admiring union gift of a replica of mule-drawn wagon are, from left, Gateway's Chairman of the Board W. Leo Murphy; President John A. Murphy; Eugene W. Murphy, vice chairman; Local 44 Vice President Ken Christie; Local 44 Sec.-Treas. Linus Weaver, and Michael P. Murphy, Gateway Vice President-Secretary. Local 44 President Marce Holthaus in in foreground.

A replica of the first mule-drawn wagon used by Gateway Transportation Co., Inc., was presented to company executives by Local 44 in La Crosse, Wis., to mark the 75th anniversary of Gateway's founding.

The presentation was made at a ceremony in the company's

Two locals gain units

Seattle's Local 8 has been certified as bargaining agent for 40 staff members at Willapa Harbor Hospital in South Bend, Washington, by the State Department of Labor & Industries. The organizing drive was spearheaded by Local 8 Business Representative O'Brien and hospital employee, Barbara Sain.

In a National Labor Relations Board election in Buffalo, N.Y., Local 212 was selected as bargaining representative for an 18-member office unit at Yuba Industries, Inc., by a 10-to-7 vote.

headquarters in La Crosse by Local 44 President Marce Holthaus; Vice President Ken Christie, and Sec.-Treas. Linus Weaver on behalf of the bargaining unit.

Expressing appreciation, Gateway President John A. Murphy recalled the company's humble beginning and spectacular growth in the intervening years. He said:

"Gateway's founder, Michael Murphy, began our business with one wagon, one hack, and seven head of horses and mules. In its first 25 years, the company was a horse-and-wagon operation. This replica of the mule-drawn wagon exemplifies those first 25 years during which such wagons hauled freight and baggage to and from the rail depot. In those days, the motor truck was still in its infancy.

"In 1920, the company purchased its first motor trucks—a Model T Ford and a second-hand Pierce Arrow—entering the age of the motor freight industry."



RETIREES SALUTED: Nora Casey, second from left, and Hannah Reilly, to right, are presented with Certificates of Merit and savings bonds by Local 2 in Washington, D.C., upon retirement from staff of International Brotherhood of Electrical Workers after 40 to 50 years of service each. Making presentations are Local 2 Executive Board Member Gladys Waddell and Sec.-Treas. Emmett C. Etheredge. Similarly honored were retirees Mae Morris and Marion Metz.