



# WHITE COLLAR

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

No. 317

December, 1972

## Christmas and New Year Greetings

In this joyous season, your Executive Board welcomes into our organization the thousands of members in the U.S., Puerto Rico and Canada who have joined the Office & Professional Employees International Union during the year just ending.

To them and to all our longtime members, active and retired, as well as OPEIU field and staff employees at the International and local levels, we offer our best wishes for a Merry Christmas and a bright and prosperous New Year.

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## Four organizing drives bring in 500 members

Four successful organizing campaigns in Canada and the U.S. have added about 500 members to OPEIU bargaining units.

The largest group, comprising 302 office employees at Victoria Hospital in London, Ontario, voted for OPEIU representation by a 79% margin in an election conducted by the Ontario Labour Relations Board.

International Representative Wilfred Peel, who led the campaign, reports that the vote was 166-to-44. He was assisted in the organizing drive by Gladys Lambert and an energetic "in-office" organizing committee.

The success capped the OPEIU's first organizational effort in London. The new unit has been chartered as Local 468. A meeting was called, following the victory, to elect officers and appoint a negotiating team to draw up proposals for an initial contract.

Peel disclosed that a further drive is being prepared to sign up another 125 part-time office employees and 40 staff nurses at the hospital. He says the hospital is now engaged in a \$35-million expansion program, estimated, when completed, to double the size of the bargaining unit.

In Milwaukee, Wis., the recent merger of Local 500 (Associated Unions of America, Ind.) into the OPEIU is paying off with new organizing activities. A 115-member office and technical unit at Bucyrus-Erie in South Milwaukee voted for the union on Nov. 14. Earlier, Local 500 won a computer unit at Ladish Company.

International Representatives George Porcaro and Don Cameron, aided by Local 500 chapters, led the campaign in which management used every tactic in an effort to defeat the union. Listed on the N.Y. Stock Exchange, the multi-national manufacturer of excavating and

other heavy equipment for earth-moving and mining operations has plants in Canada, Mexico, England and Australia.

Management fought back by misrepresenting OPEIU initiation fees and dues; used intimidation against individual employees; held captive audience meetings during work hours; and, finally, in a last desperate effort, threw an elaborate cocktail and dinner party on the eve of the election. All anti-union efforts failed.

In New Haven, Conn., the OPEIU was recognized as representative of 60 office and technical employees at the new Community Health Care Center Plan (CHCP). See story, page 4.

Denver Local 5 Business Manager John S. Mrozek reports that computer programmers at Ringsby Truck Lines, Inc., voted 2-to-1 for OPEIU representation in an NLRB election.

## 1,700 reap first union harvest

## 30% jump is negotiated for new Blue Cross Unit

A bulging package of wage increases and fringe benefits, valued at 30% over two years, was gained in an initial contract negotiated by Local 3 for its new bargaining unit of 1,700 Blue Shield clerical and technical employees in San Francisco, California.

Local 3 President George Davis, who led the negotiations, reports that the pact provides a string of across-the-board raises. Effectively immediately were a 1% general increase retroactive to January 1, and a 5.5% raise effective November 15. At six-month intervals until the contract expires on November 15, 1974, three wage increases take effect: 5% on May 15, 1973;

5.5% on November 15, 1973, and a 5% on May 15, 1974.

Another 4.7% is available to provide in-grade increases for most employees in the unit.

A feat hailed by younger employees is that the union obtained a relaxation of the existing code on office dress. As a result, men will be able to wear beards, mustaches and long hair, and will not be required to wear neckties. Women employees may wear pants suits, slacks, miniskirts, or jeans, colored other than blue; the employer balked at standard bluejeans.

It was also agreed that before the employer institutes any form of discipline, two written notices must be given to the employee with copies sent to the union. After one year, such warnings must be removed from personnel files.

Other features are pay for jury service and three days off with pay in event of family bereavement. Sick leave of one day per month is cumulative to 130 days. Women on maternity leaves will be able to charge time absent before and after childbirth against their sick leave credits.

The agreement extends health

and dental coverage to dependents at no extra cost to employees and, after January 1, 1974, the employer will pay 80% of all normal and customary dental expenses.

An extra paid holiday may be taken on Columbus or Veterans Day, bringing the annual total to 10½. A vastly improved vacation schedule calls for 12 days after one year; three weeks after five, and four weeks after 15 years. Previously, a four-week vacation was one-time-only after 20 years of service.

Davis reports that the contract contains a good seniority clause, provisions for union stewards, and grievance machinery with binding arbitration. It also provides for a modified agency shop, requiring all new hires to join the union and all current employees to join or pay the equivalent of union dues.

The OPEIU won representation of Blue Shield employees in an NLRB election last June. The office is the sixth among some 70 Blue Cross/Blue Shield offices in the U.S., Puerto Rico and Canada to be unionized.

from the desk  
of the  
**PRESIDENT**

## A year of achievement

At the dawn of a new year an appropriate time-frame is set to review recent events as prologue to the future. For the Office & Professional Employees International Union, the past year has been one of record growth and significant achievements benefiting all our members—new and old.

This is particularly true of new organizing. Thousands of new members have been brought into the fold, an all-time record in OPEIU history. Moreover, recognizing our strength, prestige, and bargaining abilities as the nation's leading white collar union in the private sector, memberships of other independent white collar unions during the year voted to affiliate with the OPEIU.

The largest group, Associated Unions of America, now Local 500 in Milwaukee, Wis., added its 3,000-member strength to ours in an overwhelming 84.2% merger-approval vote. Significantly, the basic reason underlying the affiliation was AUA's realization that its independent status isolated it from the broad AFL-CIO mainstream of organized labor with a resultant inability to cope with a rising tide of company mergers and consolidations. Already, this merger has proved mutually beneficial to both our unions, not only in new organizing, but also in the negotiation of new and better contracts for AUA members.

The decision of another 200-member independent union of office and technical employees at Brooklyn Polytechnic Institute to affiliate reflected a general dissatisfaction with past efforts to obtain satisfactory contracts for members. I am happy to state that other independent unions, in both the public and private sectors, have

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**WHITE COLLAR**

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

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## **More proof that for women the answer is a union card**

Two news items in this issue should give all women office employees food for thought. One discloses that the number of secretaries in the U.S. between 1950 and 1970 totaled 2.6 million, a gain of more than 300%. Typists totaled 636,000, a 77% increase, while stenographers declined to 157,000, a 63% decrease in numbers.

The other is a study on bank employment practices by the Council on Economic Priorities, a non-profit private group that attempts to measure the social performance of U.S. industries. It charges that the banking industry, where two-thirds of the employees are women, shows "a statistical pattern of employment discrimination against minorities and women," particularly in commercial banking.

According to Elizabeth Sapery, a study codirector, women in banks "are concentrated overwhelmingly in low-level, tedious, poorly-paid jobs, and the outlook for advancement is bleak."

The study is also highly critical of the Treasury Department's handling of bank employment practices. Study codirector Rodney Alexander comments: "Although it has been eight years since the Civil Rights Act was passed, the Treasury, whose compliance section has the responsibility of seeing that banks comply with the act . . . has never denied federal funds or tax collection privileges to any major bank for not complying."

We have repeatedly pointed out that women who work in white collar occupations can win social justice and full equality in the business world only when they unionize under the OPEIU banner. Time and again we have emphasized that reliance on 100% government enforcement of statutes "guaranteeing" equal rights for women is a vain hope. Such rights can be truly enforced only through a union contract gained through collective bargaining.

United under the OPEIU banner, the 4-million women in office occupations could solve all their economic problems and open the door to equal opportunity for their sex in our society.

# **Study shows banks keep women in low level jobs**

The Council on Economic Priorities, a private nonprofit group that attempts to measure social performance of U.S. industries, charges that "a statistical pattern of employment discrimination against minorities and women" exists in the commercial banking industry.

Furthermore, the group said it encountered "massive and intransigent refusal" by banks to provide data for its study.

Such secrecy and what it called "failure of federal agencies to enforce civil rights laws" is perpetuating the discrimination, the group charges.

The charges are based on a study of 18 banks in six cities. It was the council's fourth in-depth study, but the first in the field of equal employment.

The study, based on 1970 figures, concluded that banks in five of the six cities employ

### **Gwen Newton is honored**

Local 30 Business Manager Gwen Newton was among trade unionists honored at a luncheon for outstanding efforts in labor, community and political activities by the Los Angeles Chapter of the A. Philip Randolph Institute. The institute is an organization devoted to voter registration and education, working primarily in the minority communities and endorsed and supported by the AFL-CIO.

Miss Newton received a certificate of tribute from Councilman Thomas Bradley who cited her "exemplary efforts and accomplishments which have been of great value to the community and the City of Los Angeles."

minorities in smaller percentages than does the city work force as a whole. "Only in New York City are minorities employed at a higher level," according to the council.

The study indicated that Atlanta and Washington banks have the poorest records in this respect. According to the council, minorities accounted for 50% of Atlanta's work force, but only for 14% of the workers at its three largest banks. In Washington, minorities accounted for 70% of the work force, but only 33% of the employees at the three largest banks.

Concerning the employment of women, the council said that "in all six cities, women have little problem in getting jobs in banking. They are in higher percentages than their proportion of the city labor force." But Elizabeth Sapery, a codirector of the study, charged that women "are concentrated overwhelmingly in low-level, tedi-

ous, poorly paid jobs, and the outlook for advancement is bleak."

The study especially criticized the lack of cooperation from many of the banks covered. "The lack of cooperation underlines the fact that banks enjoy power without accountability," the study said, adding: "This secretiveness, coupled with power and protected by law, may well increase public cynicism and aggravate social ills."

The study was also highly critical of the Treasury Department's handling of bank-employment practices. "Although it has been eight years since the Civil Rights Act was passed," stated Rodney Alexander, study codirector, "the Treasury, whose compliance section has the responsibility of seeing that banks comply with the act . . . has never denied federal funds or tax collection privileges to any major bank for not complying."

## **\$520 package gained at New Haven K of C**

A packet of wage increases and fringe benefits valued at \$520 per member was gained in a one-year contract negotiated by Local 329 for its 335 member unit of office employees at the insurance company run by the Knights of Columbus in New Haven, Conn.

International Representative Justin Manning reports that the agreement was overwhelmingly ratified at a meeting of 310 employees in the Park Plaza Hotel.

The pact calls for a \$5.75 per week general wage boost, raising the starting weekly minimum in the lowest office grade to \$113.95 and to \$199.18 in the top grade for a 37½-hour week. Other gains are an additional holiday, improved vacations and free parking.

The day after Thanksgiving becomes a paid holiday, bringing the annual total to 12. A new vacation schedule calls for three weeks after five years (was 8), and four after 10 (was 15). In the future, employees may take vacation in days off if they

have the desire.

The agreement allows accumulation of sick leave to 15 days for employees with 10 years of service, and to 30 for those with more than 10.

A new union shop clause requires all employees to join the union as a condition of employment. Previously, the unit operated under an agency shop clause. The pact was limited to one-year because of uncertainty over the duration of wage controls.

The OPEIU negotiating team included Local 329 President Claire Pluff, Vice President Ray O'Connor, Chief Steward Jim Lee, Rec.-Sec. Dorothy Verderame, and committee members Polly Maurer and Kathy Foley. They were assisted by Manning.

## **\$1,600 advance achieved at California hospital**

Across-the-board wage gains totaling more than \$1,600 per member over two years and participation in the employer pension plan were gained in a contract renegotiated by Oakland Local 29 for its office unit at Doctors Hospital in Pinole, Calif.

The agreement calls for a 27¢ an hour wage boost retroactive to July 1, with another 25¢ hike to take effect on the same 1973 date. The minimum starting rate in the lowest office classification of \$539 per month

will rise to \$603 after three years. In the top grade, a \$660 starting minimum rate goes to a \$724 maximum.

Under the new pact, sick leave can be accumulated to 45 days and may be used to cover medical and dental appointments. The jury service clause providing pay differential was liberalized.

Business Representative Louis Celaya headed the negotiations. He was assisted by Shop Steward Anna Pierotti.



**BAY STATE WIND-UP**—signing Local 247's new contract with Brown Paper Company in Holyoke, Mass., recently reported. Seated from left: Local 247 Sec.-Treas. Helen McDonnell and Vice President Rita Sarad; Charles Kirkpatrick, Brown Vice President and C. S. Sweitzer, Vice President-General Manager. Standing from left: International Representative Justin Manning, Euclid Tanguay, of union, Comptroller P. K. Vance and Personnel Manager J. Ofcarkik.

# CLC leader hits attacks on international unions

Jean Beaudry, executive vice-president of the Canadian Labour Congress, lashed out at people outside the labour movement who have declared a "holy war" on international unions. In an address to the Ontario Federation of Labour convention in Ottawa, he named as targets the Committee for an Independent Canada and two of its leaders, former Liberal cabinet minister Walter Gordon and former Progressive Conservative party chairman Eddie Goodman. Beaudry asserted:

"I personally get a little sick and tired of the constant harping by these ivory-tower philos-

ophers who have wrapped themselves in the Canadian flag and declared a holy war on North American unions.

"In the Canadian Labour Congress there is no distinction made between national and North American unions. The key is, do they do a job for their membership? Do they serve the common good of organized labour? Do they possess enough economic strength to deal with multi-national corporations . . . ?

"These are the questions to be answered by the membership of the unions themselves, not by a committee of conservative or liberal businessmen who have formed themselves into some kind of star chamber which has suddenly decided to take upon itself the task of saving Canadian unionists from themselves

"The labour movement in Canada is composed of Canadians working for the betterment of all our people and we will decide what kind of structure we want without the advice of some flag-draped nationalist or some fuzzy-eared professors or party hacks."

Beaudry warned against rumored new governmental attempts at wage-price controls:

"Wage and price controls represent a threat to wage and salary earners everywhere, because wages are then systematically and energetically controlled, and prices, interest and profits go loosely, ineffectively and quietly unrestrained. An attempt at such controls in the USA has resulted in soaring profits, rising prices, taxes, housing and rents, while wages remain largely controlled," he pointed out.

## 11 holidays won in San Diego

Across-the-board wage boosts of 6% annually, with an additional 18-month 3% step-increase, were won by Local 139 for its unit at Brundage, Williams & Zellman, attorneys, in San Diego, Calif.

Local 139 Business Representative Anna B. Stone reports that fringe benefits include two more paid holidays, bringing the annual total to 11, and an additional 1% paid into the Retirement Plan. The unit voted 100% to ratify.

She was assisted in the final stage of the negotiations by Sec.-Treas. R. R. Richardson of the San Diego Labor Council.

## Wage, fringe gains aid 650 at Electric Boat

After protracted bargaining, Local 106 has concluded a three-year contract bringing substantial wage increases and fringe benefits to 650 office and technical employees at the Electric Boat Division of General Dynamics in Groton, Conn., International Representative Justin Manning reports.

The pact, subject to Pay Board approval, is retroactive to June 30 and calls for a 27¢ general wage boost per hour in the first year with an extra 6¢

hourly for specialized technicians; 5½% plus 1% for Specialists in the second, and a similar hike in the third year.

New scales for the specialized technical classifications of Industrial Radiography Film Interpreter, Industrial Radiation Auditor, and Industrial Radiography Technician will reach \$5.45 an hour, while that for Radiological Monitor will hit \$5.69.

Substantial increases were gained in hospital-surgical benefits, while Major Medical coverage was increased to \$15,000 (was \$10,000), and the deductible cut in half to \$100 from \$200 per calendar year. Life insurance and AD&D are raised to \$10,000; sickness and accident benefits are increased.

Improvements were also made in areas such as sick leave and bereavement leave; work jurisdiction; seniority definition; technological changes and regressions. A strong subcontracting clause was inserted.

The Local 106 negotiating team consisted of President James Macione, Vice President Ray Winklebleech and Recording Secretary Carl Orsini and was assisted by Manning.

## Labour goal: \$2.50 an hour

The Canadian Labour Congress has urged its affiliates to exert pressure on federal and provincial governments for a \$2.50 minimum hourly wage with an escalator clause.

The federal minimum wage is now \$1.90 an hour. Most workers are covered by provincial minimum wage legislation which varies between \$1.50 and \$1.75 an hour.

## A year of achievement

approached the OPEIU with merger proposals which we hope to consummate in the coming year.

Organizing successes in the non-profit field have also been outstanding. Our most impressive triumph was in San Francisco, where OPEIU was chosen in an NLRB election to represent a unit of 1,700 office and technical employees at Blue Shield. Our initial contract there provides a package valued at 30% in wage gains and fringe benefits over two years, including modification of the previous stringent rules governing office attire.

The San Francisco victory and resulting contract appeal particularly to the younger OPEIU generation. It augurs well for additional successes among the 65 Blue Cross/Blue Shield offices still unorganized across the nation.

Many bargaining units on the campuses of North American colleges and universities have been organized, and the unionization of secretaries and clericals, employed by school boards in the U.S. and Canada, continues to accelerate. We are meeting equal success in organizing office employees in hospitals, health insurance agencies, and other non-profit institutions.

In the financial field, additional victories have been scored in the banking and insurance industries. In Washington, D.C., the 525-member unit at the National Bank of Washington and its 20 branches becomes the largest bank unit organized in the U.S. by the OPEIU to date. A first contract, now being negotiated, undoubtedly will stimulate further bank organizing. Another first was the unionization of office employees at North Carolina Mutual Life Insurance Company in Durham, N.C., the largest black insurance company in the nation.

Our achievements in collective bargaining have been equally notable. We scored an historic breakthrough in contract negotiations by implementing the 4-day workweek for 650 employees at Group Health Insurance (GHI), in New York City. We are urging all our bargaining units to seek a similar provision in new agreements.

Despite wage-freeze limits on larger raises, we have obtained the legal maximums allowable. More paid holidays and longer vacations have been gained; health-welfare plans have been improved by adding dental and vision protection clauses. Of particular interest to all union and non-union office women is that we are securing paid maternity leave benefits in new contracts on an equal basis with any other sickness or disability. We are negotiating higher pension contributions by employers to protect the incomes of members who retire in the future, and have gained greater pension benefits for those already retired.

Together with these economic gains, greater contract emphasis is being placed on job security in this uncertain period. Whenever a member feels that his job rights or security is threatened, we process the grievance and, when necessary, take it to arbitration. In some instances we have won awards for individual members totaling thousands of dollars.

Such achievements are being reflected in greater personal interest by all OPEIU members in their union's activities, where they play a most vital part. Moreover, the benefits gained by collective bargaining have a growing appeal to all unorganized office women, as well as the younger generation which, heretofore, was apathetic or indifferent to unionism.

I feel that in the year just ending the OPEIU has built up a solid record of growth and achievement in which all of us, individually and collectively, can take special pride in urging the unorganized to join our ranks in the coming year.

## U.S. Gauge pact includes cost-of-living allowance

General wage boosts totaling 10% over three years plus a cost-of-living allowance with a 10¢ per hour annual maximum were gained in a three-year contract negotiated by Local 134 for its 110-member office unit at U.S. Gauge (a division of Amatex), in Sellersville, Pa.

The settlement was reached in joint negotiations by Local 134 and Local 117, American Federation of Technical Employees (AFTE), representing technicians at the Sellersville plant which manufactures pressure gauges.

In the first and second years, employees on the training schedule get additional weekly raises of \$3 and \$5. The pact also provides a 7% shift premium.

Other gains are two paid holidays, another personal day and the employee's birthday, and improvements in health-welfare benefits. Major Medical coverage commences next year.

The negotiating team consisted of Dave Wolownik, Ruth Bortz and Marty Kappen, who were assisted by International Representative Gene Dwyer.



**BOYCOTT PRESSED:** Local 2 members in Washington, D.C., keep up their campaign to educate the public not to buy Farah slacks. Above shows a group picketing Woodward & Lothrop's department store which still sells slacks manufactured by the strike-bound anti-union firm. At rear of group, holding sign aloft, is Local 2 President-Business Manager John P. Cahill, an OPEIU Vice President.



**SIGNING LOCAL 500's NEW CONTRACT** with Northwestern Mutual Life Insurance Company are, seated from left, Local 500 Representative Don Cameron, Jake Jacobson, Jill Osborn and Charlie Grieschell. Standing are, Steve Krohelski, George Hardy, George Graf, International Representative Jay Porcaro, John Manowski, Ernie Hink, Joe Burbach and Bob Rubin. Howard Burbach and Ken Luty were absent from ceremony in Milwaukee. The settlement brought substantial gains to the members.

## Many new clerical jobs seen opening in decade

The number of secretaries employed in the U.S. more than tripled between 1950 and 1970, according to Herbert Bienstock, N.Y. Regional Director of the U.S. Bureau of Labor Statistics. The total now is 2.6 million, against 800,000 in 1950.

At the same time, the number of typists increased by 77 percent, to 636,000 from 275,000. However, stenographers decreased over the 20-year period from 425,000 to only 157,000, a decline of 63 percent.

Bienstock said the job outlook for secretaries, stenographers and typists is excellent between now and 1980; that 308,000 job openings are anticipated nationally in these occupations, or 2½ times the number of openings in the next largest occupational category.

## Vision care among gains won in Washington, D.C.

A 5½% across-the-board salary boost and new pension and eye care plans were gained in a new one-year contract negotiated by Local 2 for its office unit at Carday Associates, Inc., administrator of health-welfare and pension plans, in Washington, D. C.

Local 2 Sec.-Treas. Emmett C. Etheredge, who led the nego-

tiations, reports that assistant supervisors will receive an additional \$15 per week. Other gains are time off on Good Friday increased to one half-day from two hours and the right to take vacations in increments of one day or more.

Hospitalization insurance was increased to \$5,000 (was 3,000) and includes vision coverage for the first time. The plan also calls for eye examinations and glasses at no cost to the employees.

The employer also agreed to contribute 10¢ per hour per employee into a pension plan to provide for retirement at age 65 after 10 years' service. Full past credit will be given for those currently employed, or re-employed during 1972. Subject to IRS approval, the plan will pay \$5 monthly for each year of service. Vesting occurs at age 40 after 10 years' service.

Assisting in the negotiations were Shop Steward Patricia Trim and Barbara Thompson and Fred Robinson.

## Job need seen by Canadian

By 1980, Canada's labor force will increase by three million, or almost 50%, which will require the creation of an estimated 250,000 more jobs annually, according to the Minister of Labour.

In comparison, the U.S. labor force is expected to increase by 29.5% in the same period; Britain by only 4%; France by 13.5%; Germany by 5.5%; Italy, 1.7%, and Sweden 0.3%.

The statistics indicate Canada is a new economic frontier.

## U.S. Price Index

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

	1971
October	122.6
November	122.6
December	123.1
	1972
January	123.2
February	123.8
March	124.0
April	124.3
May	124.7
June	125.0
July	125.5
August	125.7
September	126.2
October	126.6

## Canadian Price Index

Dominion Bureau of Statistics

	1971
October	134.4
November	135.4
December	136.3
	1972
January	136.7
February	137.3
March	137.4
April	138.2
May	138.3
June	138.5
July	140.2
August	141.3
September	141.3
October	142.0

## Controls turn unions to non-wage subjects

Because of the Nixon administration's limits on pay increases, unions are concentrating more on non-wage areas in contract negotiations, according to AFL-CIO economist Rudolph Oswald.

"Unions are negotiating improved job security, more leisure time and, most important, improved justice and dignity on the job," he said. In describing "justice and dignity on the job," Oswald added: "This might mean better vacations, rules against sub-contracting, or rights of the individual in terms of what he can do in the work environment."

In many cases, Oswald noted, "the neighborhood where the employees live often surrounds the plants in which they work and they are concerned with the problems of emissions, with dirt and so forth. They're also concerned with the toxic problems of water and thermal pollution that occur."

Oswald aired his views on the AFL-CIO-produced program, Labor News Conference, over Mutual radio. Interviewing him were Alexander Uhl, editor of Press Associates, Inc. and Donald Finley, labor correspondent for UPI.

## 60 at health center in New Haven join

Management has recognized the OPEIU as bargaining representative for a unit of 60 office and technical employees at the Community Health Care Center Plan (CHCP) in New Haven, Conn., a non-profit organization created by the Connecticut General Assembly, International Representative Justin F. Manning reports.

Recognition followed an independent card check by Professor Clyde Summers, of the Yale University Law School. The Health Care Center has been in operation for only about a year but enrollments are growing so rapidly that all indications are that the unit will triple in size in a short time.

Manning credits the success to an enthusiastic and dedicated "in-house" organizing committee. This group became interested in unionizing upon learning about the excellent wage scale, fringe benefits and other working conditions negotiated in OPEIU contracts at various Blue Cross/Blue Shield offices

across the nation, in addition to the white collar union's accomplishments at Centerville Clinics, the Kaiser hospitals, Group Health Insurance (GHI) and Health Insurance Plan (HIP).

A negotiating team already has been set up and is drawing up proposals for a first contact.

## Local 391 observes 25th

More than 100 OPEIU members at Roosevelt University in Chicago, with guests from the faculty and administrative staff, celebrated the 25th anniversary of Local 391, which for the past quarter-century has represented the campus office employees. They were the first university campus employees to be organized by the OPEIU.

Two Local 391 members, employed by the university for 25 years and union members throughout that period, were presented with engraved watches to mark the historic occasion. They are Annie L. Coleman, administrative secretary to the Dean of Faculties, and Carolyn Combs, administrative clerk in the Office of the Controller. Miss Combs is Local 391's secretary-treasurer.

Local 391 President Carrie B. Brown also presented the two honored employees with 25-year sterling silver pins.



**HONOR TWO PIONEERS:** Annie L. Coleman (left) and Carolyn Combs receive engraved watches from Robin Crescenzi at Chicago celebration of Local 391's silver jubilee.