WHITE COLLAR

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

No. 320 March, 1973

Professional hypnotists start new OPEIU local

A self-organized group of 25 professional hypnotists, who maintain an office at the downtown YMCA in Pittsburgh, Pa., have been granted a charter designating the unit as Hypnotists Local Union 469, affiliated with the Office & Professional Employees International Union.

The charter was formally presented to Edward Hays, organizer and president of the new unit, by Paul Stackhouse, an officer of the Allegheny County Labor Council. Hays, who resides in Beaver Falls, Pa. says Dewey Deavers of Pittsburgh had been active in forming the union for about a year.

He explains that hypnotism is a discipline which is not taught in formal accredited educational institutions and that the new unit proposes to set up professional standards for members applying for admission.

He says the union will have two primary purposes: to promote a better understanding of hypnotism among the general public and to educate the medical and dental professions to a wider use of hypnotism in the treatment of patients.

Before its next meeting in April, Local 469's Executive Board plans to work out a series of demonstrations and lectures for the general public.

Bank unit in Milwaukee wins two 7% increases

Unionized bank employees in the Welfare & Pension Fund Division of Midland National Bank in Milwaukee, Wisc. enjoy a starting minimum $114.82 weekly salary as a result of Local 9 representation. This compares with a national average weekly wage of $108 for all bank employees, reported in *U.S. News & World Report.*

Local 9 Business Manager Edward J. Kubicki says the new contract covering the unit won wage gains totaling 14% over two years, 7% in each year. He said that file clerks after six months will earn a $121.06 minimum, while those in the top grade (secretary-bookkeeper), in the first year gain a $158.47 starting minimum, rising to $165.48 after six months.

In the second year, the file clerk starting minimum rate goes to $122.86, rising to $129.53 after six months. In the top grade, the starting minimum will be $169.56, rising to $177.06 in the same period.

The employer-paid hospital-surgical plan covering the bank employees was also improved, raising the major medical benefit to $50,000 (was $10,000) with a $50 deductible. The employees also enjoy a pension fund into which the employer contributes 25¢ an hour for each. Their workweek is 35 hours.

Inside

BIG BANK SIGNS: Seated from left at first contract signing ceremony at National Bank of Washington, D.C., are Sandy Kyle, OPEIU committee: Local 2 Business Representative L. J. Sheridan, NBW President and Board Chairman True Davis, and Jane Peden, OPEIU committee. Standing from left: Bank attorney Jo V. Morgan; NBW Executive Vice President Dale L. Jernberg; NBW Vice President Katherine L. Leith; Carman Pow, Nancy Knight and Nan Hostetter, OPEIU committee members; NBW Director Joseph A. Yablonski, United Mine Workers' General Counsel; Jim Bolton, OPEIU committee; Local 2 Business Manager John P. Cahill; Ed Spurlock, OPEIU committee and NBW Executive Vice President William C. Yowell, Jr.

Largest bank unit gets first fruits of unionism

A 5.5% wage increase and vastly improved fringe benefits are written into an initial one-year contract negotiated by Local 2 for its new 560-member unit at the National Bank of Washington, D.C.

Teller trainees and others in the lowest grade get the biggest raises, Local 2 Business Manager President John P. Cahill reports. The union salary in the top bargaining unit grade runs to $14,040 annually. The National Bank is the District of Columbia's third largest, has deposits of some $400 million, and ranks 182d in the nation. It is the largest bank in the U.S. to be organized by the OPEIU and the largest under union contract.

Among major gains in the contract are:

- Employer-paid hospital-surgical plan coverage (the employee previously paid $11.36 per month).
- A more liberal vacation schedule calling for one week after six months; two after one year; three after five (was 10), and four after 15 (was 20).
- Sick leave of 1¼ days per month, cumulative to 90 days with credit for previous three-year service.
- No reduction in previous benefits, specifically perfect attendance and annual bonus.
- Current group life insurance and pension plans continued at no cost to the members of the unit.
- Severance pay at rate of two weeks per year to six week maximum.
- Holidays as legally provided, with doubletime and holiday allowance if worked.
- Shop Stewards to be present at discharge or other disciplinary actions, all subject to grievance procedure.
- Seniority from original date of hire; decisive in promotions when candidate abilities are equal.
- Restriction of work to unit members, except in emergencies; subcontracting forbidden.

Technological and successors clauses are included.

- Union shop and dues check-off.
- Maternity leaves complying with EEOC guidelines.
- Bereavement leave of three days; paid leaves for jury service, court testimony, and to fulfill military training.

Business Representative L. J. Sheridan headed the OPEIU bank employee negotiating team which was kept busy for several months.

The initial pact expires December 31, 1973.

3-year pact benefiting 1,000 signed with Sea-Land Services

A three-year master agreement, covering more than 1,000 office employees of Sea-Land Services, Inc., which operates containerships in major ports on both coasts and Puerto Rico (Oakland excluded), gained a 5.5% wage increase in the first year less the cost of three additional days off; a 5% gain in the second, and a reopener in the third.

The new agreement was ratified nationwide by the employees in a mail ballot. It specifies that if negotiations fail to resolve any issues reopened in the third year, they will then be taken to arbitration.

An additional benefit provides for elimination of the word "emergency" in a clause that called for two days off with pay in event of an emergency. This, with the additional three days off obtained, will permit an employee to take five days off together, as an additional week's vacation, or separately.

The Sea-Land negotiators were confronted by a Pay Board formula known as "creepage," developed by the Internal Revenue Service, In brief, it meant that the costs of all fringe benefits had to be calculated in wage terms and then deducted from the allowable wage increase.

The company agreed to pay whatever additional costs are required for the welfare program. This will not be deducted from the wage increase.

The Local 153 negotiating

(Continued on page 3)

$1,350 is score in Tacoma pact

Wage raises totaling nearly $1,350 per member over 2½ years were gained in a new contract negotiated by Local 23 for its office unit at the J. C. Penney store in Tacoma Mall, Tacoma, Wash., Sec.-Treas. F. S. Kerschner reports.

Retroactive to December 1, a first increase of 8¢ an hour will be followed by an 18¢ across-the-board hike on June 1, 1973 and a 20¢ hourly boost on the same 1974 date. The contract runs to June 1, 1975.

The employer also agreed to start negotiations with Local 23 on a plan to cover all employees with group insurance and a weekly accident and sickness benefit plan.

Determined hospital employees struggle hard for first contract

Local 471 members picket Brownsville General Hospital. Non-professional staff walked out when hospital authorities refused to negotiate an initial contract but returned to work under a truce. Photos courtesy of the Herald-Standard, of Uniontown, Pa.

Normal operations at Brownsville General Hospital, Pa., resumed when Local 471 and hospital authorities agreed on a strike truce while efforts to negotiate a first contract for the new 185-member non-professional unit continued.

The union had won two representation elections supervised and certified by the Pennsylvania Labor Relations Board, but despite this the hospital board refused to bargain, contending that the hospital is not an "employer" under the Public Employees Relations Act of Pennsylvania. It obtained a temporary court injunction when the employees walked out in protest. Successfully defending the union, OPEIU General Counsel Joseph Finley in Fayette County Court had the injunction voided with this agreement:

1. That the hospital consent to bargain and sign any contract reached in accordance with the Act, and

2. That meanwhile the hospital may take its case to the state's Supreme Court.

If the court upholds Local 471, the decision will be another landmark OPEIU court victory opening the door wide to unionize all non-profit hospitals in Pennsylvania. Profit hospitals are subject to federal law.

International Representative John W. Richards, who led the successful organizing campaign, notified area physicians and surgeons beforehand making them responsible to notify patients prior to admission that care and treatment would probably be less than adequate. Pickets allowed doctors, nurses and supervisors to pass through.

Local 471's fight for recognition received wide publicity in the area's mass media, coverage including camera crews from three Pittsburgh TV stations. Radio station WASP in Brownsville and Station WMBS in Uniontown, as well as newspapers in surrounding towns, particularly the Uniontown *Herald-Standard,* covered the event thoroughly.

But Brownsville's sole newspaper, whose owner is a member of the hospital board, went out of its way to show union hostility. It printed all the hospital's news releases but completely ignored those issued by Local 471.

The OPEIU bargaining team is headed by Local 471 President Mary Lois Hopes and includes David Abbadini, Marge Flint, Louise Novak and Lynn White, Juanita Wible is Local 471's secretary-treasurer.

The five-day walkout for recognition at the Brownsville hospital received all-out support from Local 457 unit members at the neighboring Centerville Clinic.

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HOWARD COUGHLIN, *President* — J. HOWARD HICKS, *Secretary-Treasurer*

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The real answer is unionism

The New York City Commission on Human Rights has called on the Securities & Exchange Commission to put pressure on Wall Street brokerage firms to upgrade minorities and women employed by them.

Commission Chairman Eleanor H. Norton, in a letter to SEC Secretary Ronald S. Hunt, says that investigations of the securities industry "have revealed an extraordinarily consistent pattern of excluding minorities from virtually all levels of employment, and of excluding women from all but the clerical level."

She says that 89.4% of the 16,879 women employed in the securities industry are locked into dead-end positions and that only 7.7% of the top posts are held by women. She adds: "When compared with other industries employing large numbers in New York City, the brokerage firms make a poor showing indeed . . . Our experience with these companies has been that management has little idea of the bias implicit in its policies and practices or of its responsibilities to its employees, to the excluded groups, and to the general public."

Urging the SEC to exercise its mandate and bring this significant source of employment "under its regulatory umbrella," Mrs. Norton says that this "would sensitize the managements of these companies . . . to the imperatives of our time."

While the OPEIU applauds the efforts of governmental agencies to solve brokerage house problems, we still insist that until Wall Street employees themselves become directly involved in unionism and collective bargaining, discrimination and other inequities will continue.

Employees at the New York Stock Exchange, the American Exchange and Cotton Exchange unionized more than a quarter-century ago and have enjoyed the benefits of collective bargaining ever since. How long will it take backroom employees in brokerage houses across the nation, men and women alike, to realize that unionism is the answer to their problems?

The great union bug controversy

The Bar Association of California is having an internal hazzle over use of the printers' "bug" on union-produced letterheads used by lawyers. Not only that, its Committee on Professional Ethics applied the same dictatorial ruling to law firms which allow secretaries to identify themselves as union members.

As we all know, OPEIU secretaries signify this next to their own initials at the end of a letter. But the bar association, or lawyers' own version of union, claims that this "detracts from the professionalism and dignity" of a lawyer.

It is doubtful that either unionized printers or secretaries will lose any sleep over this absurd ruling. But we strongly suspect that the growth of unionism among office staffs of law firms is what is really bugging the California legal fraternity. The trend is especially noticeable in law firms on the West Coast.

Hiding behind the labels of "professionalism" and "ethics," apparently the California lawyers have forgotten that pay and working conditions in most legal firms also "detract from the professionalism and dignity" of their secretaries and office staffs, the overwhelming majority of whom are women.

With office women now militantly asserting their right to equal pay and equal opportunity, we can only view the association's ruling as an exercise in futility, a feeble attempt to turn back a rising tide of unionism with a quibble.

We hope all women who work in law offices get their dander up and act promptly to organize into the OPEIU fold.

We already have unionized a number of staffs in legal firms across the nation and stand ready to help.

N.Y. local signs for 170 at Long Island University

A four-day 32-hour work-week during the summer months, together with a 5.4% across-the-board wage increase and many new and improved fringe benefits, were gained in an initial one-year contract negotiated by Local 153 for its new 170-member unit at the Brooklyn Center of Long Island University, N.Y.

Retroactive to September 1, 1972, the contract runs to August 31, 1973, Sec.-Treas. John Kelly reports. Among other provisions are:

- Guaranteed retirement income of $100 per week ($5,200 annually) for employees retiring at 65 or older after 20 years of service.
- Severance pay of two weeks' pay.
- Two days of bereavement leave.
- Periodic review procedures to reevaluate job classifications.
- Ten minutes for check-cashing on pay days.
- Twenty-minute coffee break.

Business Representative Michael Goodwin, who led the union negotiating team, says that when the summer 32-hour week is taken into account the package means a 9% gain. The unit voted for Local 153 in a NLRB election last May 2.

The contract also includes clauses on sub-contracting, technological changes, grievance procedures and binding arbitration and safegnards all benefits previously enjoyed. A union shop was insisted upon by unit members to bar "freeloaders."

LIU is the eighth among colleges and universities where office employees now enjoy the benefits of OPEIU contracts. Negotiations are proceeding for initial contracts at other institutions recently organized. Campaigns are progressing to organize several additional institutions of higher learning in the U.S. and Canada, reflecting the growing interest in white-collar unionism among these employees in both countries.

ANOTHER UNIVERSITY SIGNS: Seated second from left, Long Island University Director of Administrative Services Edward Hopkins affixes signature to initial contract as Business Representative Mike Goodwin (at right) watches happily. At Hopkins' left is Michael Gillan, LIU official, and seated at extreme right is Chief Shop Steward Lee Singer. Standing from left are Steven Kahn, LIU budget officer, and OPEIU negotiating team members Charlotte Blanding, George Pullin, Bertrand Slatin, Henrietta Weinstein, Ira Posserillo, Gertrude Gilbarg, Robert Weeks and Alice Jarvis.

James E. Corum mourned

We regret to announce the death of former OPEIU Vice President James E. (Gene) Corum after a long illness in Seattle, Wash., on February 17. He served effectively as Local 8's Business Manager for many years and in 1960 was appointed an International Representative, holding that post until 1966 when failing health forced him to resign.

He was a Vice President from 1957 until his retirement. An imaginative innovator in organizing techniques, he was among the first to recruit college students as union interns during their summer vacations.

He developed a special kit which he used as an organizing tool and was a hit at the New York Convention when he gave a humorous demonstration on how he used it during house calls, in which he was a firm believer.

The International Union offers its sympathy to his widow, Viola M. Corum. A son and daughter and grandchildren also survive.

79c an hour, fringe gains won in Tacoma

Wage gains totaling 79¢ per hour over three years, together with major improvements in fringe benefits, were won in a contract negotiated by Local 23 for office employees at Schoenfeld's, a retail furniture store, in Tacoma, Wash.

Sec.-Treas. F. S. Kerschner reports that the wage boost of 41¢ in the first year, 18¢ in the second, and 20¢ in the third will be added in installments at six month intervals. The new pact sets a $104.40 weekly starting rate in the lowest grade, rising to $135.90 in the third year.

A unique feature is that no employee will be required to submit to the use of a polygraph, lie detector or similar device in hiring interviews or as a condition of employment.

Among other gains are three weeks' vacation after eight years; new pension and vision plans, and a more liberal dental plan. This coming May 1, an employer-paid full-family vision care plan will take effect. The dental plan is liberalized.

The employer agreed to provide pensions for the employees by paying $17.30 per month for each into the OPEIU's Western States Pension Plan. The health-welfare program was improved to $20,000 major medical, with the ambulance allowance boosted to $50. Benefits for time lost due to illness or accident go to $80 per week.

U.S. Price Index

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

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
November	126.9
December	127.3
1973	
January	127.7

Canadian Price Index

Dominion Bureau of Statistics

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
November	142.3
December	143.3
1973	
January	144.5

Kaiser groups yield dental, pension plans

Across-the-board wage increases of 16¢ an hour in each of the first two years with a wage reopener in the third, new employer-paid dental and pension plans and an additional paid holiday highlight an agreement between Cleveland Local 17 and Kaiser health groups in that city.

Business Representative Irene Summerfield reports that the new pact, overwhelmingly ratified, covers some 150 employees at Kaiser Foundation Hospitals, Kaiser Community Health Foundation, Kaiser Health Foundation Plan, Inc., and Ohio Permanente Services, Inc. It runs from January 1, 1973, to December 31, 1975.

The agreement provides a union shop (formerly maintenance of membership), adding another 33 jobs to the bargaining unit. These include medical assistants, licensed practical nurses, unlicensed and licensed X-ray technicians, and unregistered and registered medical technologists hired after January 1.

A new dental plan, to be financed by 5.2¢ per hour (amount permitted by Wage Board regulations for non-includable benefits) becomes effective next June 1. Details of the plan, including eligibility rules, are to be ready no later than April 1.

Tht employer agreed to establish a pension plan for all eligible employees on January 1, 1974. This will be financed by approximately 4.3¢ an hour in compliance with Wage Board requiremets.

The OPEIU negotiating team included Business Representative Summerfield, and members Vivian Lane, LaVerne Winston, Judith Cranshaw and Betty Sullivan. They were assisted by OPEIU Vice President John B. Kinnick.

Retail members get increases in Tacoma

Wage gains totaling $2,288 per member over three years, in addition to fringe improvements, were won by Local 23 for its unit at Associated Retailers of Tacoma, Washington. The association includes Peoples Store; Downtown & Lakewood Lerner Shops, and Tacoma Mall.

Local 23 Sec.-Treas. F. S. Kerschner reports that the pact calls for across-the-board wage boosts of 18¢ an hour in each of the first two years and 20¢ in the third year.

Other gains are an additional paid holiday (employee's birthday) bringing the annual total to eight. Hospital-medical benefits were also improved and a vision plan added. Starting July 1, 1973, disability benefits will be increased to $80 per week (was $65).

Another three-year pact for Local 23's bargaining unit at Valu-Mart, in Tacoma, won across-the-board 19¢ per hour wage gains in each of the first two years with a wage reopener in the third. The firm operates a discount department store.

Health-welfare improvements provide major medical benefits to a $20,000 maximum; ambulance allowance increased to $50, and disability benefit to $80 weekly starting May 1. New vision care and dental plans were added; the employer will pay premium costs.

3-year pact

(Continued from page 1)

team was headed by Sec.-Treas. John Kelly and Business Representative Joe Scully. It included Chief Shop Steward John Olivera, Bob Lusk, Pete Tuzzo, Tom Patterson, Mike Dente, Helen Colligan, Dorothy Driver, Vern Clark, Maureen Thorn, Buddy Baker, Ken Evans, Leona Toscane and Jack Milne.

Sea-Land negotiators from other ports included Local 8 Business Representative Daniel O'Brien, Seattle; Shop Steward Tom Greenfield, Baltimore Terminal; Shop Steward Lorene Scarsellato, Houston Terminal; Shop Steward Del Denekas, Jacksonville Terminal, and Gloria Carle and Wilford Benton, San Juan, P.R. Terminal.

from the desk of the

PRESIDENT

A look at tax loopholes

As we approach that time of the year when we must fill out income tax returns and pay our share of the tax burden, we become aware of the great need for tax reform.

When the President unfolded his budget recently, he proposed numerous cutbacks in important programs for purposes of cutting back a projected deficit in fiscal year 1973-1974. The loss of some of these programs, including those which affect housing and education, will cause severe hardships. The President justified these cutbacks because of a threat of inflation and the need to create a balanced budget.

While it is true that we cannot continue to spend more than we take in through federal taxes, it is also true that billions of dollars are lost because of tax loopholes which no longer have a valid reason for existence. It is time that the special tax privileges of the oil, gas and other mineral industries be eliminated. It is also time that the Congress examined the full tax exemption for interest earned from state and local bonds to determine whether it is feasible to give unlimited tax exemption to the wealthy who invest millions of dollars without limit in these local obligations for purposes of evading tax payments. Certainly it is time to place limits on the amounts to be saved in taxes by individual investors.

A new look at long term capital gains, which are subject only to half-taxation, is in order. The maximum tax provisions of the 1969 Act, which provides a bonanza for top corporation executives and various professions, should be eliminated. Similarly, "expense account" living should be finally ended. It is not fair for corporate executives to live without tax liability on business lunches and country club dues, in addition to numerous other gimmicks such as the yearly purchase of stadium box seats for their corporations, while their workers have no way of gaining equality in tax exempt privileges.

The most shocking loss to the Treasury of the United States is the billions of dollars which should be paid by United States corporations on the profits of their foreign subsidiaries and which are not paid because of technicalities in the law. We would not at the present time be worried about a balance of payments deficit of approximately seven billion dollars if the American based multi-national firms were forced to pay taxes at the same rate as American corporations producing exclusively in the United States.

In 1970, for example, American corporations had profits from foreign operations of 17½ billion dollars from which the Treasury received a mere 900 million dollars in taxes. If these companies were taxed at the rate normally applied to U. S. corporations which operate exclusively in the United States, the Treasury would have received an amount in excess of 8 billion dollars. This difference would have given our country a surplus in its balance of payments, rather than the multi-billion deficit which is creating havoc with our economy.

There are two tax loopholes principally responsible for this tremendous loss of income to the U.S. Treasury. One is the deferral privilege which allows United States corporations operating abroad to pay no income taxes on the profits of their foreign subsidiaries until such profits are returned to the United States. In most cases, this is never because these American multi-nationals operating abroad find it more profitable to reinvest these profits in low wage areas such as Japan, Taiwan, Hong Kong, Korea and Mexico.

The second tax loophole is the foreign tax credit scheme which means that taxes paid to foreign governments are deducted dollar for dollar from the American multi-national firms' tax liability. Corporations which produce exclusively in the United States are not allowed to deduct taxes paid to the various states from their tax liability to the federal government, rather these state taxes are simply treated as costs of doing business.

There are numerous other reforms which are absolutely essential to the achievement of tax justice. These include a needed overhaul of federal estate and gift taxes which the wealthy use to minimize or sometimes entirely avoid taxes. The added revenue is needed by the federal government for sound programs designed to provide the greatest good for the greatest number. Further, by closing these tax loopholes, we will very probably be able to make reasonable tax cuts in the present tax structure which, at the moment, penalizes the wage earner and aids the wealthy.

TEXACO PACT SIGNING: Texaco Area Manager F. D. Dorr (seated left) and OPEIU Committee Chairman Clyde Wing sign recently-negotiated Local 66 contract covering office unit at Port Arthur. Tex. Standing from left: B. E. O'Neal, Employee Relations; Darrell Landry, Employee Relations Chairman; Connie Nickolas, confidential secretary; Federal Mediator Gayle Weinriter; Local 66 President Harold Bosarge; Chief Accountant Jack Evans; Pat Branson, OPEIU committee; OPEIU Vice President Frank Morton; Local 66 Sec.-Treas. Jimmy Adams, and Elton Conerly, Dan Matthews and Don Castille of union.

Gains to 20% scored in L.A.

A hefty package of wage gains and fringe benefits, ranging from 17% to 20% over three years, was put together by Local 30 in the second contract negotiated for its office unit at Lyon Van & Storage Company in Los Angeles, Business Manager Gwen Newton reports. The company also agreed to air-condition all work areas by May 1.

The package includes improved holidays, sick leave, more liberal vacations and improved retirement, health-welfare and dental plans.

The day after Thanksgiving becomes an additional paid holiday, making the annual total 10. Employees with 6 or 18 years' service get an additional vacation day, and those with 7 or 19 years get three additional days. For the first time, four weeks vacation are provided after 20 years.

Sick leave accumulation is increased to 30 days (was 20). Where employees have accumulated 30 days, they may use the additional days as paid time-off or be compensated at regular straight-time pay at the company's option.

The company also agreed to pay in full for Local 30's Standard Office Health-Welfare and Dental Plans and to increase pension fund payments by an additional $1 per week each year until the payment reaches $14 per employee on Nov. 1, 1974. In the old contract, the pension contribution was $10 weekly.

The bereavement clause was liberalized to include in-laws, grandparents and grandchildren. Job bidding language was strengthened to provide greater opportunity for Local 30 members to qualify for better jobs when they are available.

The employer also agreed that if and when Local 30 creates a credit union for Lyon employees, the company will make payroll deductions for savings and repayment of loans as authorized by unit members.

Local 30 Business Representative Bill Reay headed the OPEIU negotiating team which included unit members Max Dietrich, Gus Glenn, Bettye Griffin and Jon Miller.

Four locals sponsor training for women

In response to a circular by President Howard Coughlin stressing the need to train women for future union leadership roles in their communities, OPEIU Locals in various parts of the nation have sponsored a one-week training course for four female members at the AFL-CIO Labor Studies Center in Washington, D.C.

Those selected to attend the February 5-9 course were Mrs. June Harrah, Local 67, South Charleston, W. Va.; Mrs. Elenore A. Palyu, Local 10, Detroit, Mich.; Miss Marylin R. McCoy, Local 457, Centerville, Pa., and Mrs. Carolyn Stegall, Local 209, Pascagoula, Miss.

The one-week program covered organizing techniques, collective bargaining, NLRB procedures, the Landrum-Griffin Act, and the Civil Rights Act (1964), the latter stressing equal rights for women in pay and promotions and thus of particular interest to female members.

Upon completion of the Washington course, trainees were scheduled to report to Local 153 in New York City for an additional two weeks of practical field work. During that period they were to learn how to prepare and produce organizing leaflets and take part in their distribution to office employees where organizing campaigns were in progress.

The trainees were to participate in NLRB and arbitration proceedings in which the union is involved, and also attend Local 153 collective bargaining sessions with employers.

The AFL-CIO underwrote cost of the Washington Labor Studies Center program arranged through International headquarters. The sponsoring Locals defrayed costs of room and board, travel expenses, plus salary loss, if any.

16.5% gain in B.C.

Wage raises averaging 16½% were gained in a first one-year contract negotiated by Local 15 for its 50-member unit in the Department of Physical Plant at the University of British Columbia, Business Representative Bill Swanson reports.

The increases are retroactive to June 1, 1972. The initial pact, arrived at with the assistance of Mediation Officer Peter Dowding, runs to May 31, 1973. Both parties also agreed to review all job classifications within 60 days. Where these are upgraded, pay rates will be made retroactive to June 1.

Local 251 was Santa

Christmas gifts and food packages were distributed to 45 families in Albuquerque, N.M., by members of Local 251 and Local 27, International Guards Union of America.

Employees at Sandia Lab, Navajo Freight Line and the Atomic Energy Commission contributed cash and gifts. The families were provided with food baskets, including a turkey, canned goods and bakery items, as well as gifts for all.

Mrs. Maxine Stephenson, Local 251 President, was chairman of the Christmas project, and Local 251 Sec.-Treas. Nancy Barela was assistant chairman.