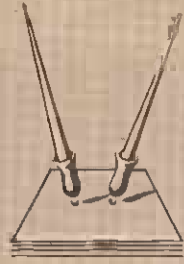




# WHITE

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# COLLAR

Office Employees International Union



No. 212

JUNE, 1963

## 375 Canadian Atomic Clericals Vote OEIU in Representation Election

### York Campaign Brings Victory

The office and clerical employees of the Standard Register Company, York, Pa., voted overwhelmingly for the OEIU in an NLRB election conducted on May 13, 1963.

This successful campaign was led and concluded by John Fitzmaurice, OEIU International Representative.

#### Coordinators Used

Rep. Fitzmaurice gives credit to the active participation of an effective organizing committee comprised of a coordinator in each department which brought the campaign to a successful conclusion.

Valuable assistance was also rendered by AFL-CIO Regional Director Henry MacFarland, and Al Stull, AFL-CIO Staff Representative, assigned by the Regional Director to assist Fitzmaurice in the campaign.

#### In Top Three

Standard Register Company, with principal offices in Dayton, Ohio, is among the top three companies in sales in the manufacturing and distribution of business forms used in electronic data processing equipment.

Rep. Fitzmaurice reported:

"As a result of this successful election, numerous other organizational leads have been obtained in the area, and petitions for certification elections will be forthcoming in the near future."

### 400 Kaiser Members OK New Contract

Oakland, Calif.—A new two-year collective bargaining agreement between OEIU Local 29 and the Kaiser Medical Entities has been ratified by a 10 to 1 vote by the membership.

On behalf of the 400 employees  
(Continued on page 2)

### Winner of Drawing



**BIG WINNER**—Mrs. John F. Miller, second from right, shows stub declaring her husband winner in the Office Employees Union Local 400 drawing. Drawing the winning number is beautiful Gay Edmond, starring as Ensign Nellie Forbush in "South Pacific" at the Thunderbird Hotel in Las Vegas. Also looking on are Al Guzman, Secretary-Treasurer, Local 400, left, and Gordon Stanton, chief steward, Local 400.

Three hundred and seventy-five administration, clerical and medical employees and laboratory attendants of Atomic Energy of Canada Ltd., working at Chalk River and Deep River, Ontario, have chosen the OEIU as their collective bargaining representative.

This organizing program, directed by Vice President William Lowe, has resulted in the OEIU being certified as the bargaining authority by the Canada Labour Relations Board on April 30, 1963. Vice President Lowe reports that the success of this campaign was largely the result of the interest, cooperation and assistance extended by members of the local organizing committee and Canadian Labour Congress Representative William England.

Presentation of the Charter of OEIU Local 404 took place at a general membership meeting on April 1. At the same meeting the following Executive Officers were elected:

Earl Dunn, president; John Clarke, secretary-treasurer; John O'Malley, first vice president; Clift Baskin, second vice president; Dorothy Pylypow, recording secretary; Patrick Heney, sergeant-at-arms; Charles O'Connor, Manford

Lewis and Vince Moreau, trustees.

Negotiations for the first agreement are now underway and an across the board salary increase. During the organizing campaign it became obvious that the employees recognized the need to bargain collectively for an agreement that would not only secure past conditions but also provide assurance that they would continue to improve conditions and keep pace with other unionized employees in the Company.

### Kennedy Lauds American Labor

In a recent speech given by President Kennedy before the assembled delegates at the Convention of an AFL-CIO affiliated union, the President showered praise upon trade unionism and attacked the forces which would seek to destroy the American labor movement.

In essence, the following is the reply the President gave the nation in a succinct manner in answer to the question—"Why Unions?"

"Those who may find fault  
(Continued on page 4)

## U. S. Court of Appeals Finds for OEIU in Minimum Dues Case

The United States Court of Appeals for the Seventh Circuit ruled unanimously that the Office Employees International Union was acting properly when it increased the minimum dues of its Local Union affiliates at its Convention held in Kansas City in June 1962. A United States District Court for the Northern-Eastern District of Illinois had previously found for the Office Employees International Union.

The case was originally brought to trial before the District Court by a small group of members of OEIU Local 28 in Chicago, who contended that

dues may not be increased except by a Local Union in accordance with the provisions of the Labor-Management Reporting & Disclosure Act of 1959.

After the District Court had held that the OEIU had increased its minimum dues legally and that such minimum must be recognized and implemented by each Local Union of the International Union, the plaintiffs appealed to the U. S. Court of Appeals.

The U. S. Court of Appeals, in its unanimous decision, stated:

"The legislative history of the

Act is silent on this question, but we think it clear that 101 (a) (3) embodies congressional recognition of the existence of a sphere of interest in both international and local unions in the area of membership dues. Traditionally, international unions have exercised primary jurisdiction over affairs of their affiliated local unions, including the control of the local dues structure sufficient to insure the financial health of the union structure. Many international unions exercise control in the latter sphere of interest by the device of prescribing the minimum rate for the dues which

each of their locals shall collect from its members. We cannot assume that Congress was unaware of the traditional structure and dues practices of labor unions when it enacted 101 (a) (3), or that Congress, being aware of the traditional structure and practices, intended by enacting that Section to strip international unions of their traditional power to control the minima and maxima of rate of dues without one word in the Committee Reports expressing that intention. On the contrary, we must assume that Congress was aware of the established structure and practices and in-

terpret the statute in the light thereof.

"When Congress provided methods for increasing 'rates of dues' in subsection (B) we think it intended what the plain language of the statute says. We, accordingly reject plaintiffs' argument that that subsection should be interpreted to apply to per capita taxes. We should be reluctant to attribute to Congress either a lack of knowledge of the distinction between 'dues' and 'per capita taxes' in labor-union parlance or the lack of the ability to articulate its contents."



**WHITE COLLAR**

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affiliated with the AFL-CIO

HOWARD COUGHLIN  
President

Room 610

265 West 14th St.  
New York 11, N. Y.

J. HOWARD HICKS  
Secretary-Treasurer

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**Naive Notion**

The Board of Directors of the National Association of Manufacturers has gone on record creating BIPAC, the Business Industrial Political Action Committee. NAM states that BIPAC will be a completely independent organization.

NAM also plans to encourage other business and industrial groups to endorse BIPAC and throw their support behind its efforts.

We are told that this is the first time that business and industry have gotten together in a political action program.

We wonder if there is anyone in the United States so naive as to believe that big business has not been active in the political life of our country since our Republic was founded.

**Need for Medicare**

Fifty doctors in Los Angeles are under investigation for filing false claims on county charity cases. One surgeon already has been convicted after he was accused of filing \$53,000 in billings to the county—60 per cent of which were shear padding.

The American Medical Association which violently opposes medical care for the aged has not as yet breathed a word of censure.

**Pre-Election Conduct**

The United States Court of Appeals at San Francisco recently ruled that an employer's questioning of workers to find out how many had signed Union cards did not violate free speech provisions of the Taft-Hartley Act.

The Court's decision upset a ruling by the National Labor Relations Board that such questioning interfered with the workers' right of privacy in Union affairs and with the Board's election processes.

In disagreeing with the NLRB, the Court found that the company had assured their workers that there would be no retaliation regardless of their answers.

We can't help but wonder how the San Francisco Appeals Court could have arrived at such a decision.

Obviously, the questioning of workers by the employer as to whether or not they signed Union cards was designed to intimidate and coerce them. Otherwise—why the questions?

**Another Tirade**

The United States Chamber of Commerce, by convention action, has launched a new attack on trade unions and collective bargaining. Without a single dissent, its recent convention adopted a resolution calling for the abolishment of exclusive representation rights for trade unions.

In other words, under the Chamber's proposal, and consistent with its opposition to union shop conditions, a union would be authorized to bargain only for its own members. Those not represented by a union would have no protection whatsoever. The employer could unilaterally cut their wages and reduce their working conditions, thus inevitably endangering the wages and working conditions of union members.

Workers would, therefore, be competing against each other at lower scales of wages thereby undercutting their own economic stability and the economic stability of the Nation. Consumer purchasing power would be cut and the very members of the U. S. Chamber of Commerce who supported this resolution would be affected adversely.

The Chamber never quite adopted a proven economic theory that business depends upon the purchasing power of consumers who are in the main, workers dependent on wages.

The United States Chamber of Commerce, if successful in destroying organized labor, would in turn destroy itself and its affiliates.

**Springfield, Mass., Host to Northeast Conference**

Above are some of the delegates during the sessions of the conference. The subjects of grievance and arbitration procedures were discussed at length. The delegates found the discussion in these areas to be particularly interesting, and the group discussions highly informative.

**Associated Transport Members Receive 27 Cents**

A new collective bargaining agreement, effective 1963, and subject to renegotiations in 1966, has been ratified by OEIU Local 17 members employed at Associated Transport, Inc., Euclid, Ohio.

During the life of the agree-

ment, members of Local 17 employed by this trucking company will receive 27 cents an hour in wage increase.

In addition to the hourly wage increase, considerable improvements were also negotiated in the area of fringe benefits.

**N. Y. Stock Exchange and Local 205 Sign Agreement**

New York, N. Y.—OEIU Local 205, representing 1,000 employees of the New York Stock Exchange, ratified a new collective bargaining agreement raising base salary rates 15 per cent and revising a volume bonus plan under which premium pay is earned for extra work on days of increased transactions on the floor of the Exchange.

The new volume bonus plan calls for two per cent additional pay when stock transactions average 3,081,000 shares per day. For each three per cent increase in the daily volume from that rate, the employees receive another one per cent premium payment up to a total of 20 per cent for an average 5,226,000 shares per day.

The new plan is based on higher volume figures, reflecting an increase in stock trading.

Other contract improvements include a reduction in the service requirements for a fourth week of vacation from 25 to 20 years; removal of a 15 year limit on a week-per-year severance pay accumulation; several

job classifications were elevated to higher pay grades, and a provision for time-and-a-half for daily overtime in one clerical group that previously received overtime pay on a weekly basis.

Members of the union's negotiating committee consisted of Walter C. Schulze, president of OEIU Local 205; Frank R. Schmidt, vice president; John J. Waldron; Thomas Burke; John R. Brady, Jr.; John Gallagher; John S. Kathman; Louis Frasca and Fred Faber, assisted by H. B. Douglas, OEIU Director of Organization and J. Vincent Blessing, secretary-treasurer of Local 205.

**Local 303 Signs With Lone Star Ordnance**

OEIU Local 303 signed a renewal agreement with Day & Zimmermann, Inc., operators of Lone Star Ordnance Plant, Texarkana, Tex.

The new agreement is for a three year period and provides for a wage increase of 7 cents an hour across the board effective April 15, 1963. 7 cents

April 15, 1964 and 7 cents April 15, 1965.

Added improvements were made in the hospitalization plan, with no cost to the employee. In addition to the improved hospital plan, every employee is provided with \$5,000.00 life insurance in lieu of \$2,000.00 in previous agreements, with no cost to the employee. The improvement in hospitalization and life insurance plans amounted to approximately 8 cents per hour per employee.

Improvements were also made in the sick leave plan with an accumulation of 50 days and upon termination, employees would be paid for sick leave not used.

If automated equipment is introduced, a training program will be provided for present office workers.

A joint committee comprised of seven unions, namely, Teamsters, Chemical Workers, Painters, Carpenters, Electricians, Plumbers and the OEIU negotiated the agreement with Day & Zimmermann, Inc.

Mr. G. L. Glover, Teamsters representative, acted as chairman for the joint negotiating committee, with Mrs. Dorothy King, President of OEIU, Local 303, acting as co-chairman.

**Kaiser Pact**

(Continued from page 1)

ees of the Health Plan, Oakland Hospital and other Kaiser Medical offices, the negotiating committee won wage increases for 1963 and 1964, plus improvements in fringe benefits.

Local 29 members who served on the negotiating committee and who rendered valuable assistance toward settlement of the agreement which provides for wage increases of 7.2 cents and 7.5 cents an hour were: Linda Hayward, Josephine Gage, Wilma McGuire, Lois Harley, Dorothy Haltrup, Gwyn Arnold, JoVanna Luque, and Helen Platt, assisted by Joe Nedham, Local 29 Business Representative and John Kinnick, OEIU International Vice President.

In addition to the wage increases won by the Local, additional gains were also made in fringe benefits—this included improved vacations, improvements in sick leave, increased shift differential payments, improved call-in pay language and life insurance coverage for all employees working 20 hours a week or more.

**New Uniforms**

Members of OEIU Local 15, Vancouver, are shown sporting new uniforms with the Credit Union insignia on them. These members are employed at the Alberni and District Credit Union office, Port Albernia, British Columbia.





# CANADIAN FILE

## Saskatchewan Top Level Labor-Management Conference

As an experiment in top-level consultation for economic co-operation a conference was convened in Regina, Saskatchewan, on April 30, 1963, by the Saskatchewan Government, to which top-ranking Canadian officials of unions in nine crown corporations in the province were invited.

The government was represented by Premier W. S. Lloyd, Hon. J. H. Brockelbank, Provincial Treasurer and Chairman of the Government Finance Office, along with ministers in charge of or acting as directors of crown corporations and a number of senior staff. Twelve union officials attended, representing unions in all corporations. The OEIU was represented by Vice-President William Lowe. The Saskatchewan Government Insurance Office is a crown corporation and approximately 400 employees are members of the Saskatchewan Insurance Office and Professional Employee's Union, Local No. 397, OEIU.

The following joint statement

was approved by the conference:

1. A higher degree of consultation between government, management and labour is necessary and desirable if a program of planning for economic development and full employment is to be successful.

While the crown corporation represent a limited sector of the provincial economy, they provide a unique opportunity for testing the merits of joint consultation between union and management, which in this case involves the government as an employer as well.

2. The government as an employer in the crown corporations has responsibilities to see that the operations of these public enterprises contribute to sound economic and social development, and in doing so produce maximum benefits, shared equitably by consumers of the product or service performed, employees of the corporations, and the general public who are in effect the shareholders.

3. The unions have responsi-

bilities to their members to see that labour's aims of full employment and the highest possible standard of living are advanced through every legitimate means including collective bargaining and participation in planning for economic growth.

4. Economic co-operation can be achieved when the philosophy and responsibilities of both parties are recognized and respected.

5. To be effective, the will for co-operation must exist at all levels, but particularly among employees and management on a day-to-day basis.

6. There is room for improvement in communications on both sides, and agreement that government and unions will use the lines of communication open to them to promote a free flow of ideas so that government and management may make their decisions intelligently.

7. A number of board areas for study and discussion at various levels were advanced and will be pursued at future conferences.

On death of the insured, the widow will not be entitled to the benefits, but will get the husband's share of the pension credits plus interest at three per cent.

An Ontario Pension Commission will be established to administer the legislation and to insure the solvency of the plans adopted.

### Objective Listed

While welcoming the portable pension plan as a step in the right direction, the labour movement's objections were voiced on the following grounds:

- The retirement age should

be 65 instead of 70.

- No provisions are made for employees in firms with fewer than 15 employees.

- The basic pension of \$2 a month for each year of service is much too low.

- There should be no waiting period for full vesting rights.

### A Forward Step

Despite its shortcomings in details, the new portable pension legislation is considered a forward step in Social Security. The pressure is now on the federal government to make portable pension plans available and effective throughout Canada.

## Local 378 Signs Excellent Agreement

An agreement which is believed to be the best in Canada with a public utility was negotiated by Local 378 with the B. C. Hydro and Power Authority.

The contract which was concluded for the first time without the services of a government conciliation officer contains the following improvements:

- Three per cent general increase effective January 1, 1963; and, an additional three per cent general increase effective January 1, 1964.

- A further three per cent increase each year to female employees, compounded on the general increase and a commitment by the Authority to progress to equal pay.

### Quicker Progression

- New salary scales with quicker progression to the maximum. Merit rating has almost been eliminated as a means of determining salary progression.

- All employees will transfer to the new scales either on May 1st or November 1st of this year. The effect of the new scales and general increases is that male employees will receive between four per cent and six per cent increases each year

of the agreement and female employees between six and a half per cent and eight and a half per cent each year.

- Improved annual vacations:

Three weeks in the fifth year of service.

Four weeks in the 22nd year of service in 1964.

Four weeks in the 20th year of service in 1965.

### Sick Leave Increased

- New sick leave and salary continuance plan providing for full pay for one month and half pay for two years (or age 65 if employee is unable to work).

- Improvement in severance pay provisions.

- Job Rotational Training Plan designed to enable members to acquire wider experience and higher skills which will better qualify them for lateral moves and promotions.

The Negotiating Committee consisted of Ron Bone, President of Local 378; W. Swanson, Business Manager; V. Daykin, 1st Vice-Pres.; E. King, 2nd Vice-Pres., R. Freethy, Executive Board Member, and J. Twells, Ex-Power Commission Employees' Assn.

## Ontario's Portable Pension Plan

Premier John Robarts last month announced the details for a portable pension plan for Ontario.

Coming exactly six months after the Ontario Federation of Labour presented a brief to the Committee on Portable Pensions of the Ontario Legislature, the bill proposed by the Ontario government met with general approval by the labour movement, qualified by criticisms of specific details.

Intended to become effective January 1, 1965, the legislation provides minimum pension benefits to employees of all firms with 15 or more on their payrolls, based on a maximum annual wage of \$4,800.

This minimum standard will provide benefits of \$80 a month after 40 years of service and

## Labour College of Canada

OEIU Local Unions in Canada are to be commended for their spirit of brotherhood and solidarity for their financial contributions which they voluntarily made to the Labour College.

The contributions made it possible for the Labour College of Canada to open its doors of learning on June 3, 1963.

The establishment of this Labour College is the realization of a long cherished dream of the Canadian labour movement.

\$70 a month after 35 years of service. The pension plan is to start at age 30.

The weekly cost of a pension for an employee age 30 to 45 and earning \$4,800 a year would be \$1.39; for an employee age 45 to 55, it would amount of \$1.84; for an employee over 55, \$2.75 a week. The employer may pay the full

cost or charge half of it to the employee.

The money paid into the fund, by the employee cannot be withdrawn, but will be saved for the worker until age 70 and retirement.

After 10 years of service, payments made by the employee are vested into the account of the employee.

## As Erie Educational Conference Met in Wolverine Hotel, Detroit, April 20, 1963







*from the desk  
of the*  
**PRESIDENT**

## Equal Pay

In the recent hearings before the Subcommittee on Labor of the Committee on Labor and Public Welfare of the United States Senate, testimony was taken of proponents and opponents of S. 882 and S. 910 which call for equal pay for equal work for women.

Among the organizations which testified for the enactment of this legislation was the Office Employees International Union, AFL-CIO, represented by J. Howard Hicks, secretary-treasurer.

Brother Hicks, in calling for the passage of S. 910, emphasized the fact that numerous employers throughout the United States are using women to perform tasks at low rates of pay when their male predecessors receive substantially higher wages for the same classifications. Secretary-Treasurer Hicks also pointed to the increasing number of women workers in the United States and stated that a large number were the mainstays of families. He further stated that paying women lesser wages than men for comparable work was both unfair and uneconomic.

The average person in the United States, when apprised of the proposals to legislate equal pay for equal work for women would probably think that there would be little or no opposition to such a proposal.

Representatives of some of our major corporations, the United States Chamber of Commerce, and the National Association of Manufacturers are, however, vigorously opposed to the aims of the proposed legislation. In doing so, most of these groups are consistent. They also opposed workmen's compensation, social security, unemployment insurance, and subsequent improvements in those programs.

These objections very seldom indicate the true sentiments of the opponents, but rather stress technicalities which are found in all proposed legislation on any subject. For example, the American Retail Federation which through its affiliates employs about five million workers, said that the need for this legislation has not been clearly demonstrated.

This same organization opposes the enforcement powers of the Secretary of Labor. It raises the technical question of how the Secretary of Labor may interpret equal work. It also points out that the proposed legislation gives the Secretary of Labor too much latitude and discretionary power.

The American Retail Federation raises the bug-a-boo of the Secretary of Labor conducting fishing expeditions to determine whether or not the law was abridged. It stated that wage differentials between the sexes should not be considered as a legal violation when a seniority system, a merit system, a job classification system and a system which measures earnings by quantity and quality of production are in effect.

If the objections of the American Retail Federation were taken into account in the language of the bill, the final proposal would be innocuous.

Other opponents of the measure, in effect, contend that federal legislation is not needed. They feel that the states could provide a more effective method of dealing with the problem. The fact remains, however, that only 22 states have enacted equal pay legislation. These are Alaska, Arizona, Arkansas, California, Colorado, Connecticut, Hawaii, Illinois, Maine, Massachusetts, Michigan, Montana, New Hampshire, New Jersey, New York, Ohio, Oregon, Pennsylvania, Rhode Island, Washington, Wisconsin and Wyoming. If we checked the history of the

legislation enacted in these states, we would find that the same organizations which opposed these measures at the federal level also opposed the enactment of such laws in these states.

Other companies openly state that to pay females equally with males would place them in a poor competitive position.

Some companies go so far as to state that an equal pay law would interfere with collective bargaining. This is similar to stating that our minimum wage law interferes with collective bargaining. Obviously, we all know that a federal statute would supersede the terms of a collective bargaining agreement.

An equal pay bill passed the House last year and another measure was tacked on to a proposal not related to equal pay in the Senate. Conferees representing both the House and the Senate did not meet for purposes of working out a final measure. As a result, a federal statute calling for equal pay was not enacted in 1962.

There is a good chance that such legislation can be approved and signed into law this year.

All labor organizations should make known their sentiments to members of Congress. We should insure the fact that this sorely needed legislation, long overdue, is enacted into law during the present session of Congress.

## Local 12 Wins New Wage Hikes and Fringes

Contract settlement, covering OEIU members of Local 12, has been negotiated with General Trading Company. The negotiations on behalf of Local 12 were headed by Business Manager and OEIU Vice President Donald R. Hilliker.

The General Trading Company is a wholesale distributor of automotive and industrial supplies employing OEIU members. The renewed contract with Local 12 is for a two-year period, effective April 5, 1963.

As a result of these negotiations, the settlement package amounted to 16 cents an hour

increase including improvements in fringe benefits the first year of the agreement.

The settlement the first year of the agreement includes: an additional paid holiday, three paid days off for emergency leave or death in the family, sick leave cumulative to 24 days, company financed hospital and surgical insurance, and also, a 50 per cent reduction in the cost of weekly wage insurance.

On the first anniversary date of the agreement, 35 OEIU members will receive an across-the-board wage increase of seven cents an hour.

## Sizeable Wage Increase and Pension at Mohawk Motors

OEIU Local 17 members employed by Mohawk Motors, Inc., Cleveland, Ohio, have ratified a renewal collective bargaining agreement calling for hourly increases of 25 cents over a three year period.

The agreement became effective in the early part of May 1963.

Highlights of the renewal agreement guaranteed the office and clerical employees of this company a 10 cent per hour increase the first year, 10 cents the second year, and 5 cents the

third and last year of the agreement.

In addition to the wage increases, the agreement also calls for an increase in hourly wages—based upon a cost-of-living index.

Through the collective efforts of the negotiating committee, consisting of Alice Keene and Cecelia Vansach assisted by Jim Sleeth, OEIU Int'l. Rep., the company has also agreed to contribute \$17.50 a month for each member into the Office Employees International Union Welfare Plan.

## Local 204 Wins Arbitration

In a case heard by Dr. Langston T. Hawley, Dean of the School of Commerce and Business Administration of the University of Alabama, O. U. Johnson a member of Pasagoula Local 204 employed by Ingalls Shipbuilding Co. was ruled eligible for 100 hours of vacation in the year 1962.

The company had contended that May 1 was the eligibility date for all employees in view of the language of the previous contracts which made reference to that date. The Union, however, took the position that subsequent agreements and the existing agreement provided that the employment anniversary date was the eligibility date for vacation determination.

In ruling for the Union, the Arbitrator agreed with the position taken by J. O. Bloodworth, OEIU Vice president, H. H. Robbins, Business Representative of Local 204, and a committee consisting of Nolley Byrd and Mildred Newell.

## Kennedy Praise

*(Continued from page 1)*

with the labor movement today in the United States, as they may find faults with so many things in our country, need only to look abroad—in Latin America, in Europe, in all parts of the world—and see labor unions controlled either by Communists or the government, or no labor un-

ions. And when either of these three conditions prevail, inevitably, poverty or totalitarianism is to be found."

## Delegates to North Central Educational Conference



The case study method was used to discuss and analyze both the grievance and arbitration procedures by the North Central Educational Conference, convened in Madison, Wisconsin, April 27-28. The assem-

bled delegates to the Conference are officers and members from various OEIU Local Unions. These Locals are located in the States of Nebraska, Minnesota, Iowa, Wisconsin, Illinois and Indiana.