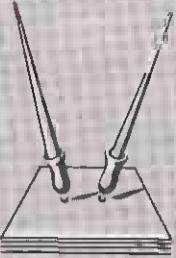




# WHITE COLLAR

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# COLLAR

Office Employes International Union



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## OEIU ORGANIZATION DRIVES PAY OFF IN MONTREAL, OAKLAND, AND BOSTON



**Local 153-Sponsored Manhattan Band Concert ...**

**... Hailed As "Contribution" by Gov. Rockefeller**



In tiny Bowling Green Park at the lower tip of Manhattan, an "oasis" surrounded by the hustle and bustle of noon-time New York City, the 42-piece George F. Seuffert Band recently entertained the strolling multitudes of lunch-break office workers with a delightful program of music.

The concert, sponsored by OEIU Local 153, was an instant success for thousands of normally busy people, peacefully enjoying an hour of relaxation. The highlight of the afternoon came when Gov. Rockefeller accepted Conductor Seuffert's baton and led the band in "The Stars and Stripes Forever."

Gov. Rockefeller stated, "Local 153 of the Office Employes International Union is to be commended for its sponsorship of this concert series, which is in the best tradition of organized labor's contribution to the public interest."

Following the concert, Brother Cohan said, "Local 153 is very pleased to have the opportunity to bring an enjoyable program of music to the noon-time crowds that frequent Bowling Green Park."

Within a period of several days, Romeo Corbeil, International Representative in Eastern Canada; Vice President John Kinnick of Oakland, Calif., and Don Hull, Business Representative of Boston, Local 6, reported organizational successes. Brother Corbeil announced the receipt of certification for 40 office and clerical employees of the Borden Corporation at Montreal, Quebec, and 50 clericals of Canadian International Paper at Maniwaki, P. Q.

### Credit Union "In" In Connecticut

Local 106 has just completed its first agreement with the newly organized Groton Shipbuilders Federal Credit Union at Groton, Conn.

The new initial contract provides for a Grade-I pay increase of \$6.20 per week, Grade-II increase of \$11.40 per week, and a Grade-III increase of \$6.20 per week. All grades provide for an increment of \$5.00.

Overtime will be computed after eight hours. Double time will be figured for Sundays and holidays, with triple time paid for Christmas Day.

The contract also includes eight paid holidays, jury duty, funeral leave, seniority protection, sick leave cumulative to 30 days, a check-off, and unionshop provision.

Vacation schedules allow for two weeks after six months' employment, until five years. Five to eight years of service entitles an employee to 12 days. After eight years of service, three weeks' vacation time is provided for.

The Local 106 committee was President Quentia DeSimone, Beverly Main, and Joan Pearson.

Vice President Kinnick reported an overwhelming NLRB election victory at the Tri-Valley Growers Association in San Jose, and another NLRB success at Technicolor, Inc., in Oakland.

Despite the fact that Local 29 had won the vote of the membership of an independent union at Technicolor, the employer refused to recognize our union as the legal successor, and the NLRB subsequently was asked to conduct an election. In the secret-ballot election conducted by the NLRB, the employees of Technicolor again reiterated their firm determination to go OEIU.

The success scored by Boston, Local 6 at the Schlitz Company emphasized the need for continued contact by OEIU local unions in areas where we have previously lost elections. The unanimous vote of the Schlitz salesmen at Boston followed two previous unsuccessful campaigns. In each of the previous campaigns the OEIU lost the elections by one vote.

The third and successful campaign, which reflected a unanimous affirmative vote, proves once again that employers' promises cannot satisfactorily replace wages, hours and working conditions gained through signed collective bargaining.

### Chicago Pneumatic Tool Company Signs With Local 281 in Utica

A new three-year contract has been completed by Local 281 with the Chicago Pneumatic Tool Company at Utica, N. Y.

The contract provides for improvements in the vesting provision of the pension contract. Full vesting rights are now available after 10 years. An employee leaving the company will now take with him a deferred pension if he has more than 10 years of service. An additional \$1,000 of life insurance has been added and the disability benefit increased to \$55.00. The day after Thanksgiving has been added as a holiday.

The three-year wage offer amounts to a maximum of 18¢ per hour—2% the first year with a minimum of 35¢ per hour, 5¢ the second year, and from 5¢ to 9¢ the third year. An automation clause was added to the contract, as well as changes in other areas.

**WHITE COLLAR**

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affiliated with the AFL-CIO

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**States Rights**

When we listen to the exponents of states rights, such as Governor Wallace of Alabama, Governor Faubus of Arkansas, and Senator McClellan of Arkansas, we get the distinct impression that these gentlemen would fight to the death any attempt by the federal government to infringe on the autonomy of the states. We also get the impression from these men that the federal government should never interfere in any way with the rights of states to conduct their own affairs.

Recently, in the *Congressional Quarterly*, we were told that the government distributed 10¢ of every tax dollar collected to the 50 states. We were also told that 35 states received back from the government more money than these states paid to the federal government in the way of taxes. These 35 states include all of the Southern states.

If the exponents of states rights were consistent, would they not also refuse to accept these overly generous federal subsidies?

**Automation vs. Unemployment**

There is a tendency among those in leading government positions to discount automation's effect on those displaced in a given industry or those who lose their jobs because of the effects of technological change. These authorities tend to look at the entire picture and point out that there are tens of thousands of job opportunities in the midst of high unemployment.

Gardner Ackley, a member of the Council of Economic Advisors stressed this point in a recent address.

This disregard for the individual who is dislocated because of automation or technological change is alarming. We would rather see Mr. Ackley present a program wherein those dislocated may be retrained and transferred from distressed areas to areas of labor shortage. More thought should be given to the financial inability of the unemployed worker to obtain retraining and assistance.

This cannot be accomplished when the retraining program does not provide for relocation of unorganized workers, and a majority of the states fail to appropriate matching funds for the retraining of workers.

**New Wage-Hour Requirements**

As of September 3rd, 1963, the minimum wage for most workers in the United States was increased to \$1.25 per hour. For workers, mostly in the retail and service fields, brought under the Act for the first time in September 1961, the minimum of \$1.25 will be achieved in 1965. As of September 30, 1963, the salary tests for workers other than in the retail or service fields, to determine whether such employees can be excluded from existing wage-hour requirements, are as follows:

Executive and administrative workers—\$100.00 per week. Prior requirements were \$80.00 per week for executives and \$95.00 for the administrative group.

Professional workers must receive at least \$115.00 per week as compared to the prior requirements of \$95.00 per week.

The new minimum wage laws and salary requirements for exclusion under the Wage and Hour Act were put into effect for all workers regardless of union affiliation, chiefly by virtue of the fight waged on their behalf by the AFL-CIO.

The Office Employes International Union was active in both struggles. Secretary-Treasurer Hicks testified before a federal government committee and urged an increase in the minimum wage standards of executives, professionals, and administrative employees.

Organized labor's effort on behalf of all workers, whether or not organized, should continually be brought to the attention of unorganized workers.

**WHITE COLLAR****Victory Over Subcontracting Is Hailed**

Local 329 is enthusiastically hailing a recent arbitration victory over the management of the Knights of Columbus National Headquarters which, in effect, forbids management from any further "loading up" of the payroll with temporary help obtained from such agencies as Manpower, Inc., Kelly Girls and Friday Girls.

By December of 1962, the number of so-called temporary help in the K. of C. office had reached almost 90, as opposed to some 300 employees in the Local 329 bargaining unit.

When the Local protested such loading of the payroll by temporary help as a contractual violation, they were informed by management that an emergency situation existed and that management intended to cope with such emergencies regardless of contractual restrictions. Local 329 grieved the matter and wired the International for assistance. President Coughlin responded by appointing Representative Manning to aid in solving the situation.

A tripartite panel was formed which included Professor Joseph Shister of the University of Buffalo, Keith Proutz of the U.A.W. and Joseph Lamb, Supreme Sec-

**San Francisco Local 3 Secures H. D. Lee Co.**

Business Manager Phyllis Mitchell reported the signing of the first agreement between the San Francisco OEIU Local and the H. D. Lee Company Inc.

The first agreement will span one year and allows for the following provisions:

- Inequity increased from \$20.00 per month to \$65.00 per month
- Eight paid holidays
- Ten days' sick leave
- Jury duty differential pay
- Employer paid health & welfare plan
- \$.05 per hr. paid by employer toward pension fund (maximum 40¢ per day after April 1st, 1964, 50¢ per hour for a maximum of 80 cents per day)
- A grievance procedure.

Additional contracts re-signed included the San Francisco Grocery Co. Ltd. and Simon Brothers Gourmet.

Under the San Francisco grocery agreement, member employees will receive \$6.00 per week increase September 1, 1963, and a \$4.00 per week increase September 1, 1964.

Amended and improved clauses cover (1) pro-rata vacation privileges, (2) notice of discharge and lay-off, and (3) accumulation of sick leave up to twenty (20) days.

New benefits for members employed by Simon Brothers Gourmet are 10¢ per hour raise September 1, 1963, and 7½¢ additional effective September 1, 1964. A new clause on leave of absence was also negotiated.

**Couple's Home Saved by Local 10**

Due to the effort and generosity of members of OEIU Local 10, an aged couple is still in possession of their modest little home.

The couple, Mr. and Mrs. Grady Thames of Ecorte, Mich., faced loss of title unless they raised \$694.00 in 60 days. The sum might as well have been a million dollars, for due to Mr. Thames' illness, the couple has been living on an \$82.00 a month disability check.

Hearing of the Thames' plight, Local 10 President Thelma O'Dell pledged her union's support and started the ball rolling with a personal contribution of \$25.00. Contributions began coming in from union members, employees, private citizens and union organizations.

In thanking President O'Dell and Local 10 for their successful campaign, Joseph J. Lozo, attorney for the Thames, stated: "It is most gratifying to know that you would take this case of poor people as your project. It certainly exemplifies the true spirit that you believe in extending a helping hand to your fellow man."

**New TVA Severance Pay Plan Provided For by Negotiation****Local 277 Bats 1,000 In Formal Arbitration**

Local 277 can be justly proud of maintaining its record of never having lost a formal arbitration case.

Under a recent "challenge," the Southwest Operators Association denied a previously awarded vacation car allowance of \$9 per week to S. J. Mansfield, an employee with 27 years' seniority.

The company had maintained that the \$9 car allowance was strictly private and outside the scope of the collective bargaining contract. However, at the hearing, the Impartial Arbitrator ruled in favor of the union by deciding the history of the car allowance indicates that it has been negotiated in substantial part as compensation for service rendered.

The company was directed to repay Brother Mansfield for the \$9 previously ordered refunded, and to continue the car allowance for each week of his vacation.

Full-time annual salary policy employees of the Tennessee Valley Authority whose employment is terminated through reduction in force after July 25, 1963, will receive a lump-sum severance payment of three days' pay for each full year of service, it has been agreed under the terms of a severance-pay provision negotiated by the Salary Policy Employee Panel on July 10, 1963.

The plan was approved by the TVA Board of Directors on July 25, 1963.

This negotiation resulted from a proposal made by the Panel during the 12th annual salary negotiations in May of this year. It was deferred at that time to allow the Panel and TVA to study the problem in more detail as it applies to TVA employees.

The basis for negotiating severance pay is found in prevailing practice, but the plan itself is tailored to the special needs of TVA employees.

Members of the Panel point out that in appraising the plan, TVA's liberal annual-leave provisions must be considered.



# CANADIAN FILE

## Local 57 in Two New Agreements —With Lariviere, London Shirt

International Representative Romeo Corbeil reported 80 office and clerical employees will enjoy benefits under the first OEIU collective bargaining agreement with Lariviere, Inc. of Montreal. At the same time, Local 57 Business Agent Gilles Beauregard states the three-year contract provides for a reduction of the work-week to 37½ hours plus, and overtime provision of time and one-half for service performed beyond the scheduled workweek.

The three-year pact provides for a \$7.00 per week increase distributed over the three-year period, with retroactivity of \$4.00 per week to March, 1963. Other benefits include grievance procedure, seniority protection, and a new sick-leave plan.

The local negotiating committee consisted of Henri Jacques, president, Armand Martin, and Rejeanne Grenier. The committee was assisted by Gilles Beauregard, Local 57 Business Agent.

Organization efforts again paid off in the signing of a first agreement covering 10 clerical employees of the London Shirt Co. The contract effective for 18 months provides for seniority rights, improved sick-leave benefits, and wage increases for all employees from \$3.00 to \$5.00 per week, effective April 1, 1964. Other provisions included the Rand formula and a grievance procedure.

The union negotiating committee was composed of Mrs. Suzanne Galarneau, Mrs. Beatrice Mercier, and Gilles Beauregard, business agent.

## Local 404, Atomic Energy Of Canada Pen 2-Yr. Pact

### Canadian Population Passes 19,000,000 Mark

Canada's population on July 1 this year amounted to an estimated 18,928,000—an increase of 328,000 over July 1 last year, and an increase of 690,000 since the June 1, 1961 census.

The Dominion Bureau of Statistics reported recently that in the second quarter of this year the population growth amounted to 82,000. Assuming that this quarterly rate of growth has continued since then, Canada's population will have reached the 19,000,000-mark by the first of this month (October).

Among the provinces, Ontario had the largest numerical increase in population in the last 12 months — 111,000, which was a 1.7 per cent increase. Quebec was next with 99,000, a 1.8 per cent increase. British Columbia was third with a rise of 35,000—or 2.2 per cent.

Alberta gained 34,000 (2.5 per cent), Manitoba 15,000, Nova Scotia 12,000, Newfoundland 11,000, New Brunswick 6,000, Saskatchewan 3,000, and Prince Edward Island 1,000.

### Record Membership Reached by Local 378

As of July 31, 1963, Local 378 officials proudly announced that membership was over the 1,800 mark, creating a new high in the local's listing.

Future organizational progress is expected with the advent of the large-scale Read Power Project operations.

## Government Set To Boost Pensions To \$75 per Month

OTTAWA—In a new move to raise the existing \$65.00 per month Federal Pension, the Canadian Government presented a plan for a \$10.00 per month boost. The revised higher rate will become effective October 1, 1963 if approved by Parliament.

Prime Minister Pearson said the cost of the \$10.00 monthly increase was estimated at \$115 million dollars annually, and that Parliament will be asked to raise additional revenue to counterbalance the cost.

Mr. Pearson did not pinpoint on how the money would be raised, but denied the government had already decided to increase old-age security taxes. The pension boost would be financed out of the Old Age Security Fund, which is financed by special 3% taxes on personal incomes, corporate profits, and sales. This Fund is maintained separately from the government's general fund.

The new proposal is a realignment of an earlier government position where authorities announced that the \$10.00 increase in the basic pension, paid to all at age 70, depended upon adoption of its proposal for a contributory Canada Pensions Plan. Under this plan the funds would come from levies on employers and employees, and the pension increase wouldn't have been effective until next year.

The contributory plan was designed eventually to raise all government pensions in Canada to \$175.00 a month on a pay-as-you-go basis.

## Delegate Reactions

As the first delegate of OEIU Local 389 to the Quebec and Eastern Canada Council of the Paper Mills Union's Convention held in Baie Comeau recently, Local 389 President Gabriel Nadon reports having experienced a sense of solidarity.

"Members of new-born local unions, after the first effervescence of organization has passed, are apt to feel abandoned and unsure of their ability to handle Local Union Affairs. This is the time for brotherhood."

Such was the occasion at the Council Convention in Baie Comeau.

"We found during these sessions that the OEIU locals enjoyed equal consideration in the group, and enjoyed a feeling of genuine unity."

The Council was founded 26 years ago to present a common front towards obtaining reasonable and uniform working conditions throughout the paper industry.

## Saskatchewan's Medicare Reports Booming Business

More than half the people of the Province of Saskatchewan have had medical expenses paid for them under the Medicare plan, according to the Saskatchewan Medical Care Insurance Commission's report on the working of the plan for the first six months of 1963.

Over 500,000 residents received benefits during this period. The total of medical bills paid on their behalf was \$10,500,000. X-ray and laboratory services were not included in the earlier part of the year, but they have been covered since June 24.

It is estimated that, for seasonal reasons, the calls for medical services is higher the first six months of a year than in the last.

## Canadian Labour Force

Employment rose during June and July by an estimated 207,000 to 6,742,000—an above-average increase for this time of year. A similarly large increase of 196,000 brought the labour force to 7,035,000. Unemployment declined slightly during the period—to 293,000.

The expansion of the labour force in June and July was characterized by a very large influx of students. During the period, an estimated 199,000 persons in the 14-19 age group entered the labor force and an equally large number got jobs.

The number of persons in the labour force 20 years of age and over remained virtually unchanged. Usually a sizable decrease occurs in this group at this time as a result of reduced participation by married women during the school vacation period. This year, however, the number of married women in the labour force showed little net change in June and July.

The estimated labour force in July was 158,000 higher than a year earlier. Employment was 173,000 higher, and unemployment 15,000 lower, than in July 1962.

## Consumer Price Index

Canada's consumer price index (1949 = 100) rose 0.5 per cent during June and July—from 132.8 to 133.5. The July index was 1.9 per cent above the July 1962 index of 131.0.

In the current period, the increase resulted almost entirely from a 2.2 per cent rise in the food index. The housing, clothing, health and personal care, and recreation and reading indexes were all down, while the transportation and tobacco-and-alcohol indexes were up 0.3 per cent.

The food index rose 2.2 per cent—from 129.7 to 132.5—reflecting substantial price increases for beef, pork, veal, chicken, and most vegetables. Higher prices were reported for bakery products, eggs, lamb, turkey, canned fruits and juices, grapefruit, soft drinks, chocolate bars, jam, and evaporated milk.

Sugar prices declined moderately—the first decrease since prices started to rise in December 1962. Prices were also lower for powdered skim milk, oranges, bananas, strawberries, and canned vegetables, among other things.

The housing index decreased 0.1%—from 136.0 to 135.9—as a decline in the household operation component offset a rise in the shelter component.

In household operation, higher prices for appliances, furniture, floor covering, utensils and equipment, and household services were more than balanced by a decline in the fuel index. This latter movement reflected a downward adjustment in domestic fuel-oil prices to take into account the value of oil heating service contracts offered free when oil is bought.

In shelter, rent and home ownership indexes were higher.

## P. E. I. Sets Male Minimum Wage Act

The Prince Edward Island Labour Relations Board has established its initial Minimum Wage Order, creating a minimum wage of 90¢ an hour for men. The Act has an additional provision for increases to 95¢ an hour on November 1 and to \$1.00 per hour on May 1, 1964.



*from the desk  
of the  
PRESIDENT*

If one were to seriously evaluate some of the editorials contained in the leading newspapers of the United States, it would be difficult to forecast the future position of the American labor movement in its relationship to the total work force of our country.

On one hand, we read that some of our leading professors are certain that the labor movement will eventually dissolve into nothingness. They point to our failure to grow in numbers substantially since the passage of the Taft-Hartley Act. Reference is also made to the restrictions contained in the Landrum-Griffin law. On the other hand, every time we read about a threatened national strike, such as the recent railroad dispute, we note that the newspapers point to the unrestrained power of the American labor movement and ask for more legal restraints.

We recently witnessed a co-author of the Landrum-Griffin bill introducing legislation designed to take decisions regarding unfair labor practices away from the National Labor Relations Board and place them in the hands of the federal courts. This latest maneuver was accomplished simply because Congressman Landrum felt that the present NLRB was giving too much of a break in the way of decisions to the employees of corporations found guilty of violations of the same law that Congressman Landrum co-authored.

It is difficult for the average reader to understand how, on one hand, the enemies of labor forecast its dissolution and, on the other hand, seek more stringent legislation to shackle organized labor. Possibly, the wish is father to the thought. In other words, those seeking the dissolution of the labor movement are active in sponsoring legislation designed to hasten that dissolution.

The truth of the matter is that the labor movement in the United States since the turn of the century has undergone spurts of growth and periods of decline. It is significant, however, that the year 1963 finds that the total number in labor unions at an all-time high—this despite the fact that organized labor has not kept pace in recent years with the growth in the total labor force and, conversely, its membership is at an all-time high despite the numerous legislative roadblocks thrown in its path by anti-labor politicians who sponsored the Taft-Hartley Act, the Landrum-Griffin law, and the "right-to-work" statutes in 19 of our states.

If we were to look objectively at the reasons for our failure to organize all workers subject to unionization in the United States, we would have to enumerate the following as some of the obstacles:

1. Labor's financial inability to overcome the opposition of mighty corporations which have used their great resources to prevent unionization.

2. Existing legislation which gives the employer a voice in determining whether or not his employees will organize. Prior to the enactment of the Taft-Hartley Act, a worker's right to join a union was his own business and the employer could not, in any way, interfere with such choice.

3. Under the guise of democracy and "right-to-work," the union shop was outlawed in 19 states. The same people who sponsored these "right-to-work" laws forget their democratic principles and call for compulsory arbitration when it appears that a major strike is inevitable.

4. Unfortunately, a larger number of members making up the total labor movement in the United States think only of the labor union in terms of an instrument to obtain immediate direct economic advantage. Actually, however, the organized labor movement which sponsored public school education, workmen's compensation, unemployment insurance, social security, civil rights, and other numerous social gains, is more than an instrument for immediate direct economic advantage, and is, in fact, the only major voice representing all workers in the United States and should be supported by the working people whether organized or unorganized.

A rededication of our membership and our leadership to the idealistic aims of the labor movement is imperative if we are to complete the job of organizing the unorganized in the next decade.

We must train our young prospective leaders not only in the science of organizational techniques and collective bargaining, but also instill in these young people the need for an unselfish career in the interests of all workers in the United States and Canada.

## Minneapolis Gas, Local 12 Settle For Three Years

Clearing the storm clouds of a threatened strike, the Minneapolis Gas Company and OEIU Local 12 signed a three-year agreement back dated to June.

Wage settlement includes a 9.6 raise over a three year period. The increase allows for a 10¢ per hour increase this year, 10¢ per hour next year and 11¢ per hour in the third year for top classification.

The settlement also upgrades male job classifications and allows employers with seniority bumping rights in the event of lay-off or discontinuation of jobs. Also employees in a department will be given first chance at a job opening before posting the job for bidding. Discharge and discipline in the new agreement are now subject to the grievance procedure.

## Local 192 Re-Signs Great Northern Paper Co.

### Local 11 and Grocery Chains Sign Agreement

Portland, Ore.—A renewal three year collective bargaining agreement was recently signed between OEIU Local 11 and the Retail Office Employers, Inc., an employer association of retail grocers.

The agreement covers 225 members of Local 11 who are employed by various retail grocers in Portland and vicinity.

Gains registered in the new contract include an agreement whereby the company will contribute \$5.00 a month for each employee into a health and welfare program.

Wage increases for certain occupational classifications were increased 13 cents and others were increased 19 cents an hour.

With the termination of negotiations, a new two-year agreement was signed between OEIU local 192 and the Great Northern Paper Company of Millinocket, Maine, one of the nation's leading paper producers.

Employees will benefit by an additional \$5,500 of life insurance to be paid by the company, a 5¢ wage increase effective July of 1964, shift differential of 8¢ and 11¢ per hour, and accumulative vacation time to two years, which can be taken at one time. This provision for employees will allow for up to 8 weeks' vacation time in one year.

Additional contract changes include protection for the union's right to set rates for new and changed jobs, and a seniority provision which is being planned to handle problems that could arise in the event of layoffs, if and whenever they might arise.

The local negotiating committee members are: Minnie McCann, president; Raymond Paoletti, vice president; Bertrand St. Germain, secretary-treasurer, and the following: William Vaznis, Owen Toussaint, Thomas Fernald, Stanley Nason, Dalton Corfin, George Bissonette, J. Albert Sweeney, Benjamin Raymond, Paul Amato, and Lowell Nason. They were assisted by Leo J. Wallace, Vice President of OEIU.



### Local 406 Receives Charter in Puerto Rico

OEIU Local 406 was recently organized at the South Puerto Rico Sugar Corporation in Ensenada, P. R., and has received its charter from New York.

Noting the happy day in this photo were (left to right) Juan A. Cintron, member; P. J. Martinez, executive board member; Jose A. Ocettaviani, president; B. Morales, member; F. Guzman, secretary-treasurer; S. Biaggi, member; Heriberto Ortiz, OEIU representative; R. Rosas, executive board member; and C. J. Comacho, recording secretary.

### Re-Signing of Southern Kraft and Arizona Chemical



Successful negotiations led to the signing of a two-year agreement between the Southern Kraft Division of the International Paper Company and Locals 71, 80, 209, 233 and 411. Included in the joint negotiations and settlement were the Arizona Chemical Co. and Local 80.

Benefits and amendments effective as of June 1, 1963, include:

1. A general increase of 2.75 per cent.
2. Amendment of the vacation plan to provide four weeks of paid vacation to all employees who, on reaching their anniversary date on or after June 1, 1963, have 20 or more years of creditable service.
3. An improved retirement and accident and health plan.
4. Continuation of the present Blue Cross-Blue Shield coverage at higher premium rates with the company paying the higher rates, effective June 1, 1964.
5. A general increase of 3 per cent.
6. Amendment of the vacation plan to provide for five weeks of paid vacation to all employees who, on reaching their anniversary date on or after June 1, 1964, have 30 years of creditable service.

The joint negotiating committee consisted of Jerry C. Mann, Charles D. Sullivan and Franklin E. McLeod of Local 71; Lewis D. Brubaker, Elisha R. Nix, Jr., and Travis F. Whitman of Local 80; W. Carl DeAngelo, Buck Trehun, and Louis E. Combest of Local 209; J. P. Wilson, Jr., and A. V. Moore of Local 233; and P. L. Brown of Local 411. Assistance was rendered by International Vice President J. O. Bloodworth.