



WHITE COLLAR

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

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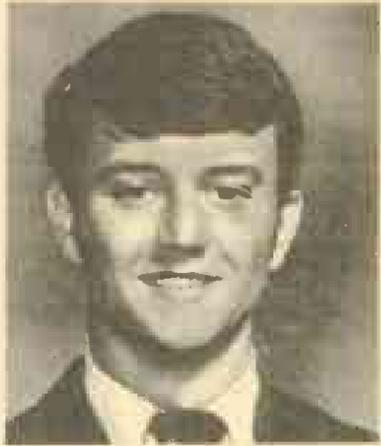
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Son of Local 233 member wins AFL-CIO scholarship

Michael L. Martin, an OPEIU member's son, is one of six winners awarded college scholarships under the AFL-CIO National Merit Scholarship Program. It provides each winner up to \$6,000 for four years of study at a college chosen by the student.

Joseph T. Martin, the father, is an accountant with International Paper Co., and a member and past president of Local 233 in Georgetown, S.C. A graduate of Winyah High School in Georgetown, Michael will study physics at the California Institute of Technology, Pasadena.

He played junior varsity football and basketball, is president of the French Club, and a member of the governing board of the South Carolina Young Episcopal Churchmen.



Michael L. Martin

Union road brings 26% hike, 35 hr. week to Turnpike unit

A first contract negotiated by Boston Local 6 with the Massachusetts Turnpike Authority has secured a 35-hour week and wage gains averaging 26.33% for the newly organized unit of 75 clerical employees, Business Manager C. Nelson Armitage reports.

Retroactive to Jan. 4, it calls for an 11.9% boost in the first year; 7.29% in the second, and 7.14% in the third. A union shop with dues deductions is included.

Other gains are 10½ paid holidays, and 15 days sick leave per year with unlimited accumulation. The pact also provides seniority and grievance procedures and specifies that all new jobs be posted for bidding.

Chief Steward Richard A. Brennan, Steward Albert Diehl and Business Manager Armitage comprised the negotiating team.

Organizing progress

NLRB order sets election at 4-branch Tampa bank

The intensive organizing campaigns being conducted by the OPEIU among bank employees across the nation are starting to show results. Regional Director J. Oscar Bloodworth reports that the National Labor Relations Board has ordered an election in Florida for the main office and three branches of Tampa Federal Savings & Loan Association.

The NLRB issued the election order on May 14. It will be held within 30 days of that date. The unit comprises 45 to 50 employees and includes tellers, clerks, machine operators, secretaries, bookkeepers, switchboard operators, loan closers, stenographers, assistant comptrollers, and regular part-time employees.

Director of Organization Art Lewandowski says that cities where other campaigns are well advanced include St. Louis, Mo.; Toledo and Akron, Ohio; New Haven, Conn.; Baltimore, Md.; Portland, Ore.; Newark, N.J., and Royal Oak, Mich.

Favorable responses also are being received to the suggestion that all OPEIU members volunteer two hours per month to assist the bank campaign by handbilling and phoning prospective members, Lewandowski disclosed.

Local 13 in St. Louis plans

to handbill 75 to 100 banks in that area, according to Business Representative Tom O'Brien, who is asking the support of two labor councils in St. Louis and Belleville (Ill.) in the campaign.

O'Brien has submitted to the two councils for adoption the resolution by the AFL-CIO Executive Council supporting the OPEIU's nationwide effort to organize banks and urging labor union members and labor bodies to patronize union banks with their business.

Resolutions helpful

Lewandowski strongly urges all OPEIU Locals to submit this AFL-CIO resolution to Labor Councils in their areas to make their bank campaigns fully effective. He reports that similar resolutions will be filed with all AFL-CIO state federations. The New Jersey, Arizona and Ohio state bodies already have the resolutions before them.

Elsewhere on the organizing front, five successes are reported.

Mid-Canada Council Representative Emil Stencer sends word that a new 30-member unit has been certified for office employees of Cochran-Dunlop Hardware Co., in Ontario, Canada.

In Vancouver, B.C., Business Representative Bill Swanson reports that Local 15 has been certified for office employees at Coral Cabs, Ltd.

In California, Local 3 was chosen by a 6-to-4 vote in an NLRB election as bargaining agent for a unit at Converse Rubber Co., in South San Francisco.

Sr. Business Representative Joe Nedham reports that in a State Conciliation Services election Local 29, in Oakland, was chosen to represent a 38-member unit at the Credit Bureau of Alameda County.

In an NLRB election in Berkeley, Local 29 was chosen to bargain for 14 office employees at Tenneco Chemicals Co. by an 8-to-5 vote.

From the desk of the President

Labor offers program to halt inflation

By Howard Coughlin

The President of the United States paid a surprise visit to the Executive Council of the AFL-CIO on Tuesday, May 12th.

During the meeting, which lasted about 35 minutes, AFL-CIO President George Meany handed President Nixon a Council Statement which called for the establishment of a four-point program to "take America out of recession and end inflation."

The Statement analyzed the condition of our economy and found that unemployment was at 4.8% of the labor force, or 4,000,000 workers. In four months since last December, 1,100,000 workers were added to the ranks of the unemployed. The jobless rate for Negroes jumped to 8.7%. Teenaged jobless stands at 15.7%. Despite the fact that industry is operating at less than 80% of its productivity capacity, living costs have continued to rise. Interest rates are the highest in 100 years of our history.

The AFL-CIO's four-point program urged:

1. The Congress to direct the Federal Reserve System to establish selective credit controls, maximum interest rates on specific types of loans, and the allocation

of available credit to where it will do the most good for America. The Council noted the President's failure to use the authority on credit voted him last year by Congress.

2. The requirement that a portion of tax exempt funds, such as pensions, college endowment and foundation funds as well as bank reserves, be invested in government-guaranteed mortgages to meet the ten-year housing goal of 26,000,000 new and rehabilitated units.

3. Action to curtail the continuing high rate of business mergers, a major factor in the price raising ability of the dominant corporations.

4. Examination of the specific causes of costs of doctors' fees, hospital charges, housing costs and auto insurance rates to develop sensible measures to dampen these pressures on living costs.

President Meany stated that the administration's policies were not working in terms of checking inflation or rising unemployment and had brought the housing industry to a dead halt.

He further stated that if the President, after exercising the authority already granted him by Congress on credit controls, determined that he needs additional authority to impose other restraints, the AFL-CIO will cooperate as long as such restraints are equitably placed on all costs and incomes.

President Meany also said that the labor movement is prepared to sacrifice as much as anyone else and as long as anyone else, as long as there is equality of sacrifice.

The AFL-CIO is greatly concerned with the condition of the economy in the United States. All indicators point to a cooling off of the economy and increased unemployment. At the same time, principally because of our expenditures in Vietnam, prices continue to rise in the United States. The wage earner in this country must face the specter of unemployment and rising prices.

To make things worse, multinational firms, 60% of which are owned by United States interests are producing more and more goods in low wage areas throughout the world. While these goods are produced by cheap labor they are sold exclusively in the United States at high prices. This has produced a further drag on the economy and is resulting in loss of jobs in such industries as shoes, textiles, transistors, electrical components, television sets and toys.

The organized labor movement, represented by the AFL-CIO, is supporting Senator Muskie's "Orderly Marketing Act of 1969" which will limit imports based on the average of the imported products in the previous five years. The proposed legislation also provides for formulas which will increase or decrease imports based on economic conditions in the United States.

The effects of low wage imports on the economy of the United States have reached the point where more than 700 bills have been introduced in the Congress of the United States dealing with these subjects. Actually, however, the AFL-CIO continues to be the only spokesman for working people in the United States in the halls of Congress.



WHITE COLLAR

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

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Europe proves OPEIU point

Recently published surveys clearly indicate that average American office earnings are now far below blue-collar wage scales, reversing their traditional positions at the turn of the century. Primarily, this is due to reluctance of white-collar employees to unionize.

This is a hangover from the 19th Century Horatio Alger folklore that individual effort is the sole key to success. European office employees were never exposed to such mythology. Consequently, they didn't hesitate to join unions. The realized they had to unionize if they hoped to maintain their social and economic status. Which of the two philosophies was realistic?

A European Economic Community wages and salaries survey in the six Common Market countries reveals that one hour of a clerical employee's time is valued at 1.9 hours of a manual worker's time in France and Italy; 1.7 in Belgium and Luxembourg; 1.6 in the Netherlands, and 1.4 in Germany.

The opposite prevails in the U.S. Here the unionized blue-collar worker tops the wage scale, with the non-union office employee at the bottom.

If American office employees are ever to regain their lost status, they can do so only by unionizing on as massive a scale as European office workers.

All odds favor unionism

Apropos the above, it's surprising how many non-union American office employees still entertain delusions based on Horatio Alger's fiction.

Alger's popular heroes were all young "rugged individualists." Through self-sacrifice the hero became an empire builder, raked in millions, and married the boss's beautiful daughter. Sometimes a poor orphan was the hero. This made his upward climb to success even more exciting for romantic readers.

Today one's chances of becoming a millionaire are 1,250,000-to-one and of drawing a Royal Flush 649,000-to-one. If it's any consolation, one does have a 44,000-to-one chance of winning the Irish Sweepstakes.

On the other hand, the odds become favorable once a white-collar employee joins his fellows and becomes a union member by signing an OPEIU designation card.

Not rugged individualism but collective bargaining efforts are the way forward. Non-union office employees are betting against themselves.

Is unionism dignified?

Sometimes white-collar employees balk at unionism as "beneath their dignity." This issue of *White Collar* reports that a Local 3 member in San Francisco (a former U.S. Ambassador to New Zealand) has been named Secretary-Treasurer for California's AFL-CIO State Federation of Labor.

This issue also tells of Col. James J. Walsh, a Cincinnati Local 388 member, retiring after 44 years of active and reserve military service. Both are proud of their OPEIU membership and didn't lose any dignity.

NLRB finds for N.Y. local on issue of commissions

If salesmen wish to guarantee commissions and terms of employment, the best solution to their problems is to unionize and bargain collectively.

This is the essence of a National Labor Relations Board ruling which orders Pinelawn Cemetery Corp., in Farmingdale, N. Y., not to change its method of commission payments or any other term of employment without consulting Local 153.

The order stands as long as the OPEIU is statutory bargaining representative for all outside salesmen at the employer's cemetery in Farmingdale. The NLRB order says that the employer shall bargain with the union, upon request, on rates of pay, hours, and other terms of employment, and embody such understanding in a signed agreement.

Bargaining in the 1970s: AFL-CIO projects trends

Wage and salary increases will dominate collective bargaining in the 1970s, as workers try to make up for their failure to secure real gains in the late 1960s, is the prediction of Rudolph A. Oswald, an AFL-CIO Department of Research economist. Anticipating a reversal of the trend in the previous decade when many cost-of-living escalator clauses were curtailed or dropped from union contracts, he expects not only their revival but also their expansion to other areas outside wages and salaries, such as an escalator on pension payments, long-term disability benefits and the like.

Oswald says that to overcome the massive housing shortage, unions will demand that pension, life insurance, profit-sharing, and similar funds be used for expanded housing for those employees in whose names these funds are held. He adds:

"Unions in the future will be looking not only toward the level of benefits provided by those funds, but also toward the use of such funds for social purposes. The accumulated reserves of these funds are expected to more than double in the next decade."

New bargaining areas

Job training and education are other areas that combine a mixture of individual, employer-union, and public programs, Oswald points out. Massive outlays by the federal government in the 1960's to enhance job training and educational opportunities, he says, "indicate a shift toward federal involvement in this area that will be expanded in the 1970s."

Although child-care centers are still in the embryonic stage of development, he notes that a few union contracts already call for employer contributions, and the trend will be accelerated by the 1969 Taft-Hartley Act amendment allowing voluntary union-employer negotiation of trust arrangements for child-care centers. (President Coughlin's Feb. column was devoted to this new aspect of collective bargaining.)

Cooperative child-care and nursery schools have also developed in various parts of the country, he continues, and a beginning has been made in pro-

viding public child-care centers to allow "welfare" mothers with minor children to enter the work force. "All of these approaches are likely to grow in the decade ahead," Oswald predicts.

Subcontracting is another area that will receive increasing attention in the 1970s, he says. Restrictions will be sought on contracting out jobs either domestically or abroad to workers not enjoying equal pay and benefits. The development of conglomerate and multinational firms highlight the urgency of this issue, Oswald emphasizes.

Foresees 4-Day Week

He predicts that unions will continue to press in a number of areas for shorter work hours to provide additional job opportunities and increased leisure for workers, citing the trend toward longer vacations of the last few decades.

The 8-hour day has already given way to the 7-hour day for millions of office and white-collar workers, Oswald declares. "Union bargaining will spread

the 7-hour day to workers in other occupations." He adds:

"Moreover, unions will demand shorter workweeks, although in some cases the shorter workday will be sacrificed for shorter weekly hours. For example, the workweek may consist of four 9-hour or four 8-hour days, or one of those schedules may be used only during summer months. The number of 4-day weeks is already substantial, due to the rising number of holidays."

(The May issue of *American Management* magazine features an interview with President Coughlin who predicts: "A 4-Day Work Week is Inevitable." A second installment appears in the June issue.)

Oswald predicts that pension plans will provide survivor as well as increased individual benefits as living costs continue to rise. In addition, portability and vesting will be stressed so that workers will not lose their benefits because of a change in jobs, he says.

U.S. Price Index

U.S. Bureau of Labor Statistics	
1969	
April	126.4
May	126.8
June	127.6
July	128.3
August	128.7
September	129.3
October	129.8
November	130.5
December	131.3
1970	
January	131.8
February	132.5
March	133.2
April	134.9

Canadian Price Index

Dominion Bureau of Statistics	
1969	
April	124.6
May	124.9
June	125.9
July	126.4
August	126.9
September	126.6
October	126.8
November	127.4
December	127.9
1970	
January	128.2
February	128.7
March	128.9
April	129.7

Bank says union boosted morale

Montreal City & District Savings Bank management, whose first contract with Local 434 expires this month, agrees that the bank has benefited appreciably from OPEIU unionization of its 1,200 employees.

In an interview with John Rolfe, *Globe & Mail* Reporter staff writer, General Manager F. X. Guerard said that mutual management-union cooperation has improved communication with the younger members of the staff, adding:

"I would say that if you are good managers you adapt to changed circumstances. And that's what we have done. The union has noticeably reduced our personnel turnover and, with it, has improved the morale of our employees and their on-the-job performance."

The bank's president, E. Donald Gray-Donald, also voiced complete satisfaction with the unionized staff. He said:

"We are negotiating toward a contract renewal

right now, and have been for some time. There were no precedents to go by when the original agreement was drafted so, inevitably, problems arose. But we've been working at these on a continuing basis and have satisfactorily worked out most of them. When the technical or mechanical clauses are dealt with, we'll move into wages and other clauses.

"Unionization is a good thing in itself. It's only when it goes off the track that it gets bad," Mr. Gray-Donald concluded.

The Montreal bank is the first one unionized in Canada. The initial OPEIU contract won wage gains ranging from \$1,250 to \$2,750 for its employees, making them the highest paid bank clericals in Canada.

The contract covers all head office and bank branch employees up to and including the level of assistant accountants. Altogether, the bank has some 1,300 employees, with 1,200 in white-collar banking activities.

Local 15 contract writes \$7,140 computer base

Wage increases totaling 15.6% over the next 12 months were won in a new two-year contract signed by Vancouver Local 15 and National Datacentre Corp. Ltd., one of the largest computer firms in Canada, Business Manager Bill Swanson reports.

The first 7½% raise is retroactive to April 1, and the second becomes effective April 1, 1971. Other gains are three weeks' vacation after three years' service, increasing by one day per year to four weeks after eight years. The pact also includes a Dental Plan with the employer paying 60% of the premium costs.

Swanson says the contract will provide for an annual minimum salary of \$7,140 for computer operators, with a maxi-

mum of \$9,084, and a minimum scale of \$9,672 for programmers and a \$12,492 maximum.

In a letter to the staff announcing the agreement, Executive Vice-President J. G. Bartlett of the company said: "From management's view, we have enjoyed the mature and realistic attitude taken by the union and only wish that labor-management discussions in other companies and industries might be conducted in the same context."

Gwyn Arnold picked for union leadership course

Long-time Local 29 leader Gwyn Arnold has been selected to fill one of 22 highly-coveted slots in the Minority Union Leadership Training Program to be conducted at the University of California's Center for Labor Research and Education. There were 200 applicants from the Bay area.

The class will undergo an extensive six-month training program geared toward future labor union work, taking courses in labor law, contract negotiations and research, public-speaking, grievance handling, and a variety of other union-oriented subjects.

Miss Arnold was recently elected a Local 29 delegate to the Central Labor Council and is now serving on its Political Committee. She previously served on its Executive Board and was a steward while employed at Kaiser several years ago.

She had her first taste of union leadership when she chaired

Local 29's committee to fight the passage of the Right-to-Work law in 1958. She is currently employed by IBEW No. 1245 which is giving her a six-month leave of absence and continuing all her fringe benefits during the period.



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Local 11 pair named editors

William J. Lecomte and Elizabeth G. Schiller, members of Portland's Local 11, have been promoted to managing editor and assistant managing editor, respectively, of *The Union Register*, a West Coast weekly labor newspaper. Both were editorial staff members prior to their new appointments.

The newspaper is published by the Western Council of Lumber & Sawmill Workers for all Local Unions chartered by the United Brotherhood of Carpenters & Joiners of America. The appointments were announced by Hugh Allen, executive secretary of the Western Council.

Australian bank union backs women on equal wage issue

News of the OPEIU's drive to organize a million bank employees in North America has reached "Down Under," where the Australian Bank Officials' Association is reprinting items from *White Collar*, including the Dina Merrill column.

The association's official newspaper reveals that the Australian bank union has now taken up the fight to win equal pay for women in banks doing the same work as men.

"Like most other employers," said an editorial, "banks enjoy the benefit of cheaper female labour and are only too glad to capitalize on present injustices meted out to the girls through the present wages system.

"These same girls are also denied equal opportunity with male staff in the area of promotions. Both these situations are wrong so they must be corrected."

In short, the same problems haunt bank employees everywhere but in other countries they are becoming unionized and fighting to correct social injustices.

1st pact at glass company brings pay jumps, 35 hrs

A 35-hour week, full union shop, and pay increases ranging from \$1,728 to \$4,692 per individual over a two-year period were gained in an initial contract negotiated by Local 378 in Vancouver, B.C., for its new office unit at Dominion Glass Co., Ltd.

The settlement followed a three-week strike during which 350 members of United Glass & Ceramic Workers respected the OPEIU picket lines, "aiding significantly" the office employees' victory, according to Local 378 President Ron Bone who led the negotiations. He was assisted by Business Representative Fred Trotter and an employees committee comprising Betsy Murchie, Dave Janzen and Ed Loos.

Other gains are:

- Employer pays 80% of M.S.A. and Extended Health Benefits Premiums.

- 10 statutory holidays or days off instead.

- 3 weeks' vacation after five years (was six).

Sample monthly salary improvements are shown in the table at the end of this article.

An excellent Automation and Technological Change clause was written into the contract as follows:

"Should the Company intend to introduce automation, new equipment or procedures which would result in the displacement or redundancy of employees, such employees shall be retained at their current salaries in the employment of the Company for a period of two (2) weeks per year of service with a minimum of one (1) month. This period shall be measured from the date

that the Union is informed in writing of such intention. During this period the Company shall endeavour to place the employees in equivalent positions or provide training to enable them to assume new positions. Should the Company be unable to place or train an employee for an equivalent position then such employee, providing he has two (2) years' service, shall receive severance pay equal to two (2) weeks pay for each completed year of service."

Sample step-ups at Dominion Glass

	Pre-Union	April 1, 1970	April 1, 1971	April 1, 1972
Junior Clerk	\$270	\$330	\$375	\$414
Typist	298	380	435	480
Payroll Clerk	325	435	500	552
Records Clerk	385	510	580	640
Mould Technician	465	690	775	856

White-collar union potential rated high by labor board head

The potential for organizing activity among white-collar workers in Ontario is enormous, according to Chairman G. W. Reed of the Ontario Labour Relations Board who discusses the problems of office unionism in a booklet entitled, "White-Collar Bargaining Units."

He says that the board's latest stance is that office employees should be placed in a bargaining unit separate and apart from other employees. However, he points out that any union, whether a local or a parent, may be certified for both plant and office employees of the same employer provided such union makes a separate application for each unit.

Chairman Reed lists potential developments in the field of white-collar unionism as:

1. Demands for extension of collective bargaining to some professionals and to employees

at the junior management and supervisory levels.

2. A continuing reappraisal of the appropriateness of the office, clerical, and technical unit as the increasing number of technical employees voice demands for separate bargaining units.

3. An attempt by the trade union movement to organize civil servants.

4. Demands for accessibility to a wider bargaining unit than exists at present.

Summarizing his findings, Chairman Reed says that "it

must be made clear that the determination of the appropriate white-collar unit will continue to grow more and more complex."

He concludes: "As all jurisdictions can expect an upsurge in organizational activities among white-collar workers, they must assist today in the quest for practical solutions to the problems that will arise tomorrow." The booklet, priced at \$3.50, is published by the Industrial Relations Centre, Queen's University, Kingston, Ont.

Women PhDs lag by third in pay, new government survey reveals

Even when women hold Ph.D. degrees in science and have equal scholastic standing with men, they are discriminated against because of their sex when it comes to equal pay.

This fact is brought out in a government study of science manpower based on a computerized survey of 298,000 men and women listed in the National Register of Scientific and Technical Personnel.

The figures show that women lag behind men in pay scales by as much as one-third, taking educational attainments and years of experience into account. Despite the Equal Pay Act of 1963 banning pay discrimination because of sex, no employer—including the federal government itself—seems to give the

female sex an equal shake.

Roughly 9% of the nation's registered scientists are women. Their 1968 median income was \$10,000. The median annual salary for all scientists was \$13,200. There was no separate breakdown for male scientists.

But since women were included in the "all scientists" reckoning, it is clear that the median salary for men was considerably higher than \$13,200.

Non-profit organizations such as foundations were farthest out of line in sex discrimination: \$10,00 vs. \$14,700.

Industry was almost as bad as the non-profit organization, paying women \$10,300 and men \$14,700. Educational institutions paid \$10,200 to women and \$13,500 to men, while the

federal government payrolls showed a smaller spread—\$12,000 vs. \$13,500.

Within individual scientific specialties there were glaring disparities up to 35% between salaries paid men and women with Ph.D. degrees.

The figures prove that every female—from the office girl to the woman with a Ph.D. degree—belongs in the white-collar union movement if she hopes to realize her legal rights.

Your tax burden

The average American in 1970 must work 2 hours, 43 minutes of each 8-hour work day to pay his federal, state and city taxes. This is nine minutes more than last year.

Insider makes case for bank employee unionism

Welcoming the OPEIU's drive to unionize the banking industry, a veteran Baltimore, Md., bank employee has written to International Representative Dan McShain summarizing reasons why all bank employees should now heed the call of unionism:

1. Although banks recently have slightly upgraded pay scales, they "neglect to improve benefits such as vacations, health and life insurance." He doesn't mention pension.

2. The word "seniority" is never heard as "it has no meaning in large financial institutions."

3. There have been "cases of promotions and demotions entirely at the whim of management." He concluded:

"As you can see, I would welcome a labor organization in

the financial institution where I am employed."

The OPEIU platform for bank employees aims precisely at solving those very problems this veteran employee complains about. (Name and address withheld on request.)

Incidentally the Federal Reserve Bank of New York in its Monthly Review for May points out that there is a "noticeable scarcity of qualified bank personnel." By unionizing now, qualified bank personnel for the first time will be able to bargain collectively and set a proper value on their services.

Local 3's Henning elected to state federation post

John F. Henning, a member of San Francisco's Local 3, has been elected secretary-treasurer of the California Labor Federation which represents 1.5 million AFL-CIO members. He was administrative assistant to Thomas L. Pitts, who retired from the post because of medical disability.

Henning served as U.S. Ambassador to New Zealand between 1967 and 1969. He was U.S. Under Secretary for Labor between 1962 and 1967 and was Director of the California Department of Industrial Relations between 1959 and 1962.

President Howard Coughlin



sent him a congratulatory telegram on his appointment.

Arbiter backs local 281 in seniority rights case

When the Chicago Pneumatic Tool Co., in Utica, N. Y., promoted an office employee who had not bid for the vacancy and passed up another with greater seniority who did, the company violated its OPEIU contract, Arbitrator Joseph Shister ruled. He ordered that Sandra J. Arrigo, of Local 281, the grievant, be reclassified and given the promotion.

Miss Arrigo had more than a year of greater seniority than the other employee. Although the latter had some previous service with the company and had briefly filled the job in her prior employment, this was irrelevant because the grievant had "significant seniority" under the contract, the arbitrator

ruled. Both had scored equally in previous machine tests.

In handing down his decision, Shister cited the company's admission that Miss Arrigo "was qualified," and said that "there has been no instance in the past where a non-bidder was awarded the promotion when there were also primary and consideration bidders."

International Representative Justin F. Manning and Chief Steward F. Dockstader handled the case for the union.

Archdiocese clericals advance

A new three-year contract covering Local 11's 25-member bargaining unit in the administrative office of the Catholic Archdiocese of Portland, Ore., establishes a \$100 a week minimum starting wage with an 8% increase in the first year, plus a 2% cost-of-living allowance in the second and third years, reports Secretary-Treasurer Walter A. Engelbert.

New clauses call for an employer contribution of \$10.38 per month for each employee into Local 11's Dental Plan, increasing to \$13.84 on Feb. 1, 1971. On that date, the employer will contribute \$2.80 per month for each employee into

the Local's Vision Plan.

The archdiocese will also furnish flu and cold shots, or any other preventive shots, that may help eliminate absenteeism, as well as \$4 per month per employee into OPEIU's Western States Pension Plan.

A generally similar agreement was signed by Local 11 for its office bargaining unit at the Catholic Truth Society.

Local 153 wins raises double average in area

A 35.3% wage boost and heftier fringe benefits plus a vacation cash bonus highlight a new 39-month contract covering 51 office employees of Bilkay's Express Co., members of Local 153. Operating 400 trucks, Bilkay's is one of the largest Eastern trucking concerns.

Business Representative Charles A. Ponti, who headed the employee negotiating team, says wage gains are cumulative—15% in the first year; 9% in the second, and 8% in the third. The first-year boost is more than double the average 1969 wage gain of 7.1% for non-union office salaries in the Jersey City-Newark area, recently reported by the U.S. Department of Labor. This was the highest jump in a decade.

The pact calls for a \$100 minimum starting salary, and 1972 will see a nearly \$14,000 annual maximum in the highest office grade, Ponti disclosed. Before unionization three years ago, the prevailing salary in the

lowest office grade was only \$68 a week. This will be doubled by the new pact which sets a \$135.38 weekly maximum in 1972, a \$3,504 gain in the six-year period.

The top office grade by 1972 will gain \$6,343 in salary, without counting fringe benefits, Ponti said. He values the fringe benefits package at a minimum of \$30 a week in the lowest grade, averaging about \$50 a week for the higher classifications. Five in the unit were upgraded.

The contract calls for four weeks' vacation (was two in pre-union days), plus a bonus of five hours' pay for each vacation

week; sick leave cumulative to 60 days, with option of cash for unused time or letting it accumulate. Employees also gain two extra paid holidays over their pre-union allowance.

The employer also agreed to give an extra 38% for Health & Welfare benefits, and to increase the contribution into Local 153's Pension Fund to \$6 per week for each full-time employee. They had no pension plan before the union.

The employee negotiating team included Chief Steward Ray Flagg, Carman Tato, Frank DePinto and Edna Kiederling.

NLRB strengthens successor ruling

The National Labor Relations Board in Washington, D.C. has ruled that when a company is purchased, the new owner must abide by any existing union contracts negotiated by the previous management. By a 3-1 vote, it held that unless the new owner and the unions voluntarily agree otherwise, both are bound to any unexpired collective bargaining agreements if operation of the company is continued essentially unchanged.

The ruling, in four separate cases, specifies for the first time the rights involved in labor-management agreements where a

company is sold.

The majority opinion was based in part on a 1964 Supreme Court decision. That ruling held that a company absorbed in a merger was obligated to arbitrate any disputes where collective bargaining contracts survived the merger.

The NLRB stated that a "successor employer is obligated to recognize and bargain with the union duly selected by the employees—albeit prior to the change in ownership."

"The obligation to bargain imposed on a successor employer includes the negative injunc-

tion to refrain from unilaterally changing wages and other benefits established by a prior collective bargaining agreement even though that agreement has expired," it said. "In this respect, the successor employer's obligations are the same as those imposed on employers generally during the period between collective bargaining agreements."

Chicago contract brings \$1,331 to unit of 980

A wage increase totaling \$1,331 per individual over a three-year period was won by Chicago Local 28 in a new contract covering 980 employees at Automatic Electric Co., International Representative Bill Adams reports.

The pact calls for a 24¢ an hour across-the-board raise in the first year, with 20¢ in each of the two following years. The company estimates it will increase its office payroll by 20%.

Additionally, the employer agreed to increase hospital insurance contributions for single employees to \$10.50 per month and, for the first time, will insure families as well—starting with \$15 per month in the first year, going to \$22 in the second, and to full payment of \$28.85 in the third. Should rates escalate, the employer agreed to pay a \$33.12 maximum.

The retirement plan benefits were boosted to \$5 per month for each year of service, with no time limit. Previously there was a 35-year maximum. Other improvements call for a fifth vacation week after 30 years, and a 10th paid holiday—the day after Thanksgiving.

Adams was assisted in the negotiations by Business Representative Clyde Brzezinski and the bargaining committee: Chairman Ray Soberski, Ken Spear, Guy Iiter, Charlotte Parnell, Anne Razonski, Gene Corcoran and Walter Clark.

Portland pact hikes minimum

A minimum starting salary well above the OPEIU goal of \$100 per week was won in a one-year contract signed between Public Utility District 1 of Clark County, Washington, and Local 11 in Portland, Ore.

Local 11 Secretary-Treasurer Walter A. Engelbert reports that file clerks, messengers and receptionists in the lowest office

grade now have starting minimum salaries of \$5,540, rising to a \$7,620 maximum.

The top office grade calls for a starting salary of \$11,664 per annum, escalating to a \$13,104 maximum. In addition the contract calls for longevity payments of \$10 per month for 10 years' service; \$15 for 15 years, and \$20 for more than 20 years.

Local 388's Walsh retires

Local 388 member and Cincinnati's oldest active army reservist, Colonel James P. Walsh, has retired after 44 years of military service.

Col. Walsh entered World War II as first lieutenant and



ended as a lieutenant colonel, in Berlin, where he was chief of the manpower division, Office of Military Government.

He holds the Army Commendation Medal with Oak Leaf Cluster, and 14 letters of commendation.