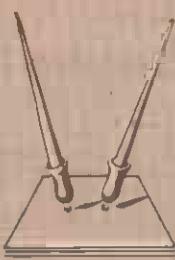


WHITE COLLAR

Official Publication of the

Office Employes International Union



No. 224

September, 1964

17 CENTS

OEIU LEADS THROUGHOUT FIRST HALF OF 1964

Major Provisions Of \$947 Million Anti-Poverty Bill

Here are the major items in President Johnson's big anti-poverty package—providing \$947 million in economic opportunities for those in want:

UNEMPLOYED YOUTH

Job Corps. To provide a basic education and job skills for needy young people at training centers. Purpose: To attack school drop-out problem with total change in environment.

Work-Training. Part-time and full-time jobs for impoverished youths, through state and local channels. Purpose: Cash plus counseling to help needy youths complete or resume schooling.

Work-Study. Government aid to colleges to keep students from poor families in school, through part-time work on campus.

COMMUNITY ACTION

When requested, Federal funds would be pumped into community action programs. Purpose: A federal-state coordinated attack on causes of poverty at the local level.

RURAL POVERTY

Loans up to \$2,500 to low-income rural families to improve their farm operations and, among other things, to establish housing, sanitation, education and child day-care programs for migrant farm families.

INCENTIVES

Employment and investment incentives would be provided through loans up to \$25,000 to small business on more liberal terms than now possible under existing programs.

SPECIAL AID

Training and subsidies for jobless heads of families, poor farmers, small businessmen, migrant workers, adult illiterates, Indians, the mentally ill and retarded.



These men negotiated the first contract between Local 277 and Chicago Pneumatic Tool Company. Seated, left to right, are: Local 277 members Dale Worthington and Cherry Hubbard; J. B. Moss, president, Local 277; Howard Snyder, industrial relations director, New York; and Dale Snyder, labor relations, Fort Worth. Standing, left to right, are: Local 277's Buren Terry, chairman; F. E. Morton, OEIU vice president; C. L. Lane, company vice president, Fort Worth division; and Ken Jessup, office manager, Fort Worth.

Chicago Pneumatic Tool Signs Pact With Local 277

Local 277 recently ratified its first agreement with Chicago Pneumatic Tool Company, Fort Worth, Tex., by a unanimous vote. The benefits contained in this first contract are as follows:

1. An average of 26 cents per hour wage increase during the first year of the contract.
2. Three-year agreement, with

a one-year reopeners on wages and all fringe cost items.

3. Seven paid holidays per year.

4. Five days per year sick leave, cumulative to 30 days, with employees having the right to take sick leave for dentist and doctor appointments or to take care of sick wife, husband, or children.

5. Automatic progression from the minimum to the maximum of each job classification and labor grade. In Labor Grades 1 through 6, employees

(Continued on page 2)

The Office Employes International Union led all other unions in the organization of office and clerical employees through National Labor Relations Board elections conducted during the months January through June, 1964. The OEIU participated in a total of 36 elections involving 1,405 employees. Of these, 24 were won, bringing 800 newly organized office and clerical employees into the OEIU.

MacMillan, Bloedel Strike Settlement Brings Improvements

The 53-day strike against MacMillan, Bloedel and Powell River, Ltd. by Office Employes International Union, Local 15, has been brought to an honorable conclusion.

The office employees involved voted by secret ballot and accepted the terms of settlement. This successful strike has resulted in several improvements in salaries and working conditions.

Below are some of the major points to be incorporated in this first agreement in the pulp and paper industry in British Columbia:

1. **Work Schedule.** The work week is reduced to 37½ hours for all office employees. Some employees were working a six-day week. This has now been reduced to a five-day week. Meals are to be provided by the Company for employees working overtime, together with premium pay.

2. **Holidays.** All employees are to receive nine statutory holidays with pay, and holidays falling on a Sunday are to be

(Continued on page 3)

This number does not include the hundreds of employees organized through card checks, affiliations, state labor relations board elections and certifications in Canada.

The 800 new members surpasses the total number of workers organized during the entire year of 1963, and a comparison of midyear gains with that year show a substantial increase of almost 50%.

The independent International Brotherhood of Teamsters came in second behind the OEIU, although they participated in considerably more than double the number of elections.

The impressive increase in the number of white collar employees desiring OEIU representation is based on several major factors. Automation's rising toll has led many non-union office and clerical employees to reappraise their weak job security.

There is an increasing awareness that dignity, improved working conditions, and security can only be achieved in a collective bargaining relationship.

The OEIU is the only international union which is dedicated exclusively to the white collar employee. Our consistent and determined leadership in this field clearly points out that white collar workers resent being lumped together with manual workers, and seek unions of their own.

Who Is Obsolete?

Computers may make human beings obsolete one day—but not quite yet. The Saturday Review tells the following story:

There was a power failure one weekend in a German city. The automated machine that ran the electric generator did its duty, and its taped voice automatically called the engineer's home to notify him.

Another taped voice answered with the message that the engineer's number had been changed, and instructed the first taped voice to call "Information" for the new number.

Unfortunately, the machine, while it could speak, couldn't hear. It paid no attention to the instructions. It kept phoning the old number, and the power stayed off until humans got back into the game.



The Southwestern Educational Conference was held recently at Little Rock, Ark.

WHITE COLLAR

Official Organ of
OFFICE EMPLOYEES INTERNATIONAL UNION
affiliated with the AFL-CIO

HOWARD COUGHLIN
President
J. HOWARD HICKS
Secretary-Treasurer

Room 610
265 West 14th St.
New York 11, N. Y.

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Governor Romney Opposes "Right To Work" Laws

Governor Romney of Michigan told the Republican National Convention: "So-called 'right to work' laws are not the answer to the problem of industrial relations and the economy." Romney further stated that these laws, whether passed by the federal or state government, are not the answer to economic problems because they deny to workers the same organization rights exercised by stockholders who own corporations.

In business firms, management and its policies are chosen and directed as a result of majority votes of stockholders. The minority may not like it, but once the majority has spoken, minority stockholders must accept the will of the majority or sell.

So-called "right to work" laws deny the majority of workers in a collective bargaining unit the right to negotiate a union shop security contract with an employer, even though the employer may be perfectly willing to agree to such a contract.

"In the American economy and political system," said Romney, "workers must have the same rights of organization as corporation stockholders."

Medicare—Possible

The Medicare bill, which would provide hospitalization for the elderly through the Social Security system, was recently withdrawn from House consideration because of the failure of the proponents to get majority support in the House Ways and Means Committee. Hospital care for the aged was bypassed temporarily for increased cash Social Security benefits.

The Senate, however, with President Johnson's strong support, by a vote of 49 to 44 passed an amendment to the Social Security law which would provide an increase in Social Security benefits and hospitalization and nursing care for the aged. It is anticipated that this bill will again face strong opposition in the House. It is imperative that all Americans interested in alleviating the medical plight of the aged forward messages of support for Medicare to all members of the House of Representatives.

Justice?

Three dairy companies were fined \$110,000 and five company officials a total of \$16,000 in Boston after pleading guilty to charges of antitrust violations and conspiracy to fix prices on the sale of milk to military bases in the New England area.

The government charged that the conspiracy to fix prices from 1956 to 1959 raised milk prices in eastern Massachusetts by \$3 million to \$4 million.

The heaviest fine imposed was \$5,000 against the president of one of the firms. The judge did not impose a single jail sentence despite the fact that there was an evident conspiracy to defraud the federal government.

We cannot help but wonder what the sentence would have been if a couple of labor leaders had pleaded guilty to the same offense.

VOTE

Now more than ever, in this crucial election year, contributions to OEIU's V O T E program are needed. Senators and Congressmen in their respective States and districts friendly to labor are facing strong opposition.

There are those who would turn the clock back a hundred years and nullify the progress made by working men and women in the way of improved wages, hours, and working conditions.

V O T E is the OEIU's political arm. Through V O T E, we can assist in electing our friends and defeating our enemies.

V O T E offers an opportunity to have the voice of the OEIU heard in the legislative halls of our country through a voluntary contribution of \$1 per member.

George Meany Reports

Membership Gains Reversing Trend

Chicago—The AFL-CIO has shown a gain of more than 360,000 members in the first six months of 1964, AFL-CIO President George Meany reports, commenting that the figures indicate "a reversal of the trend that has existed for the past few years."

The federation president told reporters at a news conference here during the executive council meeting that the average per capita membership reported at the 1963 convention of the AFL-CIO was 12,469,000. From the convention through June 30 of this year, the average per capita figure has risen to 12,830,000.

Along with the report on the membership gain, Meany said the council had received a report from the director of organization, John W. Livingston, that in the 12 months ending June 30, 1964, AFL-CIO unions had participated in 4,900 National Labor Relations Board elections and had won 2,600 for a 53% average. About 204,000 workers were involved in the union victories.

He also told reporters that the coordinated organizing drive in Los Angeles, which was set up two years ago, has done "reasonably well" and that the national participation in the program will now be phased out and the local groups will carry on the campaign. The AFL-CIO will continue the current Washington, D. C.-Baltimore area campaign and is planning to mount another campaign in the Atlanta, Ga., region.

Meany said that the figures on the Los Angeles campaign showed a gain of 46,000 members, which was not as great as had been hoped for. The important things, he stressed, was that the technique for joint cooperative organizing was perfected, and the proper atmosphere was created favorable to future organizing drives.

Unanimous Victory At M&T Company, A NASA Contractor



These two unidentified employees at M&T Company were among those returned to their jobs with back pay for all time lost.

International Representative Thomas M. Buzbee reports a unanimous victory in an NLRB election conducted at the M&T Company, a security contractor for the National Aeronautics Space Administration.

The overwhelming victory was the result of a campaign which began last April with the Midwest Building Service Co., also a security contractor for NASA. In the initial month of the campaign, five employees were discharged. Charges were filed against the firm, and after two months of negotiating the discharged employees were placed back on the job with back pay for all time lost.

In June, Midwest lost its NASA contract to the M&T Company, and the OEIU had to petition for another election. The resulting landslide vote was proof of the strong OEIU loyalty.

Assisting Brother Buzbee in the successful campaign were Alma Herring, Local 129 business representative; and Joe Fatta, Houston Metal Trades Council secretary-treasurer.

Japanese Seek Perfection of Novel Typewriter



International President Howard Coughlin and Vice President Frank Morton recently visited Dr. Sakai (center) on the campus of Kyoto University in Japan. Dr. Sakai is the co-inventor of the phonetic typewriter.

The nearly perfected phonetic typewriter, known as "Sonotype," will automatically type from the spoken word. President Coughlin stated that "if this machine were to be perfected in the United States—which is not inconceivable—it could eliminate the jobs of over 1,500,000 secretaries, stenographers and typists."

Dr. Sakai and his colleague Dr. Dosita, estimate that Sonotype will be perfected within two or three years and be ready for marketing within five to seven years.

Unemployment Drops to 4.9%

For the first time since 1960, the nation's unemployment rate has dropped below 5%, the Department of Labor has announced.

President Johnson has recently cited the figures on the nation's unprecedented period of full-scale economic activity and pledged his administration to continuing warfare on the remaining pockets of poverty.

The most recent figures show a drop in the jobless rate from 5.3% to 4.9%, according to the Labor Department.

14. A hiring hall for the Union and an irrevocable check-off.

15. Twenty-four months' recall for employees with one or more years of seniority, and 12 months' recall for employees with less than one year of seniority with the company.

16. Thirty-day probationary period.

17. Severance pay up to a maximum of eight weeks.

1964 FALL SCHEDULE OF EDUCATIONAL CONFERENCES

Oct. 10-11	North Central	Joliet, Ill.	Manor Hotel
Oct. 17-18	Erie	Pittsburgh, Pa.	Sherwin Hotel
Oct. 24-25	Canadian	Montreal, Que.	Grand Motor
Oct. 31			
Nov. 1	Southeast	Lexington, Ky.	Phoenix Hotel
Nov. 7-8	Northeast	New York, N. Y.	Roosevelt Hotel
Nov. 14-15	Western	Denver, Colo.	Denver Hilton
Nov. 21-22	Northwest	Seattle, Wash.	Roosevelt Hotel
Dec. 5-6	Southwest	Houston, Tex.	Rice Hotel



CANADIAN NEWS



53-Day MacMillan Bloedel Strike Settlement Brings Improvements

(Continued from page 1)



"Miss Wicket, are you sure this was one of the terms of the strike settlement?"

observed on Monday.

3. **Vacations with pay:** Two weeks up to five years' employment; three weeks after five years; and four weeks after 20 years.

4. **Leave of absence to be granted to employees for purpose of union business.**

5. **Detailed procedure to be adhered to on the matters relating to seniority, promotions, lay-off and recall.**

6. **Technological changes.** A clause has been made part of the contract protecting employees in the event of technological changes or changes in office procedure.

7. **Employer to construct new and adequate washroom and lunchroom facilities.**

8. **Grievance and arbitration procedure** has been set up to resolve any differences between union and employer.

9. **Union Security.** All employees who are members or who become members of the union are to remain members. All employees are to pay an amount equivalent to union dues, and the company is to remit such dues deducted to the office of the union each month. It is guaranteed that there will always be a majority of employees in the union.

10. **Salaries.** All employees have received an average increase of 10.9%, retroactive to February 1st. A further increase is to be determined by a Board of Arbitration, and such decision to be made no later than September 30, 1964. Salary scales incorporated in the agreement provide automatic increase to the maximum rate within a two-year period.

The office employees at Port Alberni have a contract they can be proud of. Vice President Bill Lowe, who headed the strike, reports that after seven

weeks, all the unions involved—representing over 4,000 members respecting our picket lines—were as strong or stronger than the day the strike started. The members and officers of the unions directly involved were the International Woodworkers of America, the Pulp and Sulphite Workers, the Papermakers, International Brotherhood of Electrical Workers, and the Longshoremens Union. They are to be congratulated on their magnificent display of trade union courage and principle.

Not once during the strike did a member of any union try to cross the picket lines or even complain about the situation. It is significant to note that not one incident occurred either on the picket line or off during the entire strike. This is a tribute to all of the people involved and speaks well for the cities of Alberni and Port Alberni.

The Canadian Labour Congress and the B. C. Federation of Labour gave their full support to the strike. The officers of the Canadian Labour Congress and the B. C. Federation of Labour were most co-operative and spent many days working with the unions involved and giving assistance whenever required.

The officers and members of Local 15 and 378 have clearly demonstrated their determination to improve the working conditions and salaries of all office workers. Local 378, while not directly involved in the strike, assisted its sister local at all times. This not only involved financial assistance in excess of \$4,000.00 but also the active participation of the officers and several members. Ron Bone, president, and Bill Swanson, business manager of Local 378, spent many days working with Vice-President Bill Lowe, both in Alberni and in other areas in order to assure the success

of this strike. They displayed the type of leadership so necessary during a strike of this magnitude.

OEIU Delegates Discuss Future

A recent week-end seminar of OEIU delegates in the Fort William area unanimously approved in principle immediate formation of an association for office, technical, and professional people in Northwestern Ontario.

They viewed a film in which Howard Coughlin, Office Employes International Union president, was questioned on the subject of automation. Meetings were held in the Prince Arthur Hotel; and chairman Dan Dacey, president of Local 236, Port Arthur, was instructed to draft a model constitution and call a founding convention.

The conference expressed satisfaction that existing legislation guarantees the right of any individual to join a union of his choice, without fear of discrimination, and undertook to be alert to any attempt to disregard this right.

The growing trend of employers to claim exemption from the bargaining unit of employees with titles was viewed with disfavor, and determination to resist extension of alleged supervisory functions was expressed with the view, that members should seek to enlarge scope of units.

Recommendations included the shorter work week expressed in terms of 30 hours in four days; refinement of seniority clauses to provide a trial period to determine fitness; split season vacations to provide more holidays; and improvement in automation clauses to provide training and retraining.

The possibility that American corporations could shift their accounting complex for Canadian subsidiaries across the border electronically, disturbed the dele-

gates, and they examined the residual rights of employers in detail.

Western Canada Progress Report

By WILLIAM A. LOWE
International Vice President

Office and technical employees in Western Canada, as in other areas, are fast becoming aware that they must be represented through a union if they are to secure salary increases and working conditions similar to those gained by so many other organized workers. A comparison of the salaries and conditions applying to those office and technical employees working under OEIU agreements with unorganized offices leaves no doubt of the advantages to be gained through collective bargaining.

For example, OEIU contracts in the shipbuilding industry provide benefits that are far superior to those in unorganized shipyards. For this reason we have been able to develop several contacts in this industry with expectation of early organizing successes. This same condition exists in other areas in which we have agreements—such as trucking, finance, engineering, construction, and pulp and paper.

The pulp, paper, and lumber industry employs several thousand office and technical personnel in Western Canada. Until this year, the employers were successful in their efforts to keep their offices unorganized. As a result the office salaries were steadily falling behind their counterparts in Eastern Canada, where the OEIU has been a major part of the industry organized. We now have successfully negotiated our first contract in the pulp and paper industry in Western Canada and are confident that this will soon result in the same high percentage of organization as applies to this industry in Eastern Canada.

The example of the pulp and paper industry makes it abundantly clear that only through organization can office and technical employees ever expect to receive fair salaries and working conditions. The plant workers in this industry are well organized throughout Canada, and we find that in British Columbia their wages are approximately 7% higher than in Eastern Canada. And yet the office workers, because they are not generally represented by a union in Western Canada, are paid salaries that are considerably less than their Eastern counterpart.

In some cases this salary differential exceeds \$100 a month. It is no wonder that an ever-increasing number of office and technical employees are looking to the OEIU for guidance and leadership.

the cost of the experience.

A suggestion that the group organize employees of law offices was tabled for future action. Progress of the white collar movement in British Columbia was reported.

G. Russell Harvey, Canadian representative of the Office Employes International Union, addressed the group, representing employees of Thunder Bay and Lakehead Woodlands Divisions, Abitibi Power and Paper Company Limited, Northern Wood Preservers Limited, Great Lakes Paper Company Limited, Canadian Car Division of Hawker Siddeley Canada Limited, McKellar Hospital, National Drug and Chemical Company of Canada Limited, Marathon Paper Company, Dryden Paper Company, and Domtar Newsprint Limited.

Local delegates included Dan Dacey, Eric Boegh, Alf Fournier, S. Hakala, D. Sawatzky, Walter Milne, G. Hietanen, E. Rydberg, E. Sideen, Bill Case, L. R. Gorr, J. E. Johnson, A. A. Albertson, Frank Revell, E. M. Stener, George Seagris, Alan McDonald, Ralph Bean, O. E. Olynyk, C. Innes, R. McAv and George Hayes.



*from the desk
of the
PRESIDENT*

G.O.P. Candidate

The Office Employees International Union and most International Unions of the AFL-CIO have shied away from endorsing political candidates or political parties. However, most unions like the OEIU have consistently called the attention of their membership to proposed legislation which may either benefit or injure working men and women.

It would be difficult under normal circumstances for the OEIU to endorse one Presidential candidate as opposed to another without injuring the feelings of a substantial number of members who may be committed to another candidate or another party. We do not, under any circumstances, support one political party against another. We continue to think in terms of issues as they relate to workers.

The 1964 Republican Party Convention caused most unions to reconsider their political positions. For the first time in our history, a major Party nominated a candidate for the Presidency of the United States who opposes everything that trade unions stand for.

Barry Goldwater, the Republican nominee, opposes the union shop and favors the enactment of compulsory open shop laws. He feels that unions should be brought under the coverage of anti-trust laws. In a Senate speech on September 24, 1962, he stated: "The immense and ever-growing power of labor unions constitutes a grave danger to our economy."

If the average working man and woman separated his union from his own needs, he may not consider the Goldwater position to be detrimental to his own. However, Mr. Goldwater is also opposed to our social security system which provides pension incomes for almost 17 million retired workers.

The same man, in his book "Conscience of a Conservative," wrote: "The government must begin to withdraw from a whole series of programs—from social welfare programs, education, public power, agriculture, public housing and urban renewal." If one were to take Mr. Goldwater's objections to these programs lightly, then he would have to face up to Mr. Goldwater's opposition to health care for the aged because he says it would "destroy freedom." How anyone can oppose medical assistance for the aged under the guise that it would "destroy freedom" is a mystery to those of us who try to understand both sides of a particular question.

Mr. Goldwater is also opposed to the graduated income tax. In accordance with a quotation printed in the *Washington Star* on December 3, 1961, he stated: "The government has a right to claim an equal percentage of each man's wealth and no more." In practice this means a man making \$50,000 would be taxed 50% or \$25,000 and a man making \$5,000 would be taxed 50% or \$2,500.

Goldwater, on September 16, 1960, was quoted as stating: "I fear Washington and centralized government more than I do Moscow."

In commenting on the unemployed and the poor, he is quoted in the *New York Times* on July 19, 1961 as stating: "I'm tired of professional chiselers walking up and down the streets who don't work and have no intention of working."

We were horrified when watching the televised Republican Convention to note that Mr. Goldwater refused to repudiate the Communists, the Ku Klux Klan, and the John Birch Society.

The same man voted against the Civil Rights bill but voted for the right to allow government agencies to arbitrarily fire career employees. He voted against an increase in unemployment insurance and the establishment of 26-weeks coverage in all States. He voted against a postal pay increase and a proposal to grant social security benefits to the totally disabled at the age of 50. He also voted against changing the Senate rules to limit filibusters.

It is difficult to conceive of a working man or woman or a union supporting Mr. Goldwater—who also voted against federal aid to school construction, housing loans for moderate income families, and retraining of the unemployed.

If anything, for the first time in the history of the United States, organized labor and working men and women should be completely united against this man whose record in the Senate of the United States is consistently in opposition to the will of the people.

OEIU Local 13 Settle with ORT

As a result of a contract dispute between OEIU Local 13 and the Order of Railroad Telegraphers, AFL-CIO President George Meany appointed E. C. Glazener, executive vice president of the Iron Workers International Union, to mediate the dispute.

The OEIU was represented by International Representative Arthur Lewandowski. Local 13 President Julia Riggle hailed the settlement arrived at through the mediation efforts of Brother Glazener.

The new contract called for a 5¢-an-hour increase, retroactive to December 1, 1962; an additional 5¢ retroactive to December 1, 1963; and a third increase of 5¢, effective December 1, 1964. Additional inequities ranging from \$3.75 to \$8.75 per week for certain classifications were also straightened out.

The contract also provides that fringe benefits received by the Brotherhoods from the railroads in their new agreement will also be incorporated in the coverage.

Local 225 and Borden Company Renew Agreement

A two-year renewal of the collective agreement between Office Employees International Union, Local 225, and the Borden Company Limited was signed recently in Ottawa. The contract covers 20 office employees in the company's Ottawa Dairy Division.

A wage gain of \$6.00 a week was won, payable in two stages. The vacation clause was improved, to provide three weeks' vacation after 10 years' service (formerly 11 years), and four weeks after 20 years' service (formerly 25 years). The Company agreed to pay the increased cost of the Ontario Hospital Services Plan at the rates effective on July 1, 1964.

Members of the union negotiating committee were Marjorie Robertson, president of the local, Reta McGillis, Claire Tosh and James Blakeney, assisted by William England of the CLC staff.

The company was represented by R. W. Sidey, general manager, and J. F. Corbett, assistant secretary-treasurer.

Local 29 Renews Six Agreements

Six new contracts have been negotiated, bringing new wage increases and a wide variety of fringe benefits to a large number of Local 29 members.

Milk Companies

A \$5 per week wage increase to all classifications effective June 1, 1964, and a \$4 per week increase the following year highlighted the new agreement covering over 200 members in the Alameda County milk companies. Additional increases go to key punch operators, tabulating machine operators, and data processing operators.

The employers also agreed to bring all employees and their dependents under the Local 29 Dental Plan beginning next year. Also on that date, the contribution to the pension plan will be increased to a total of 15 cents per hour.

A special clause on employment agency fees was added to the contract providing that the employer will pay the agency fee in the event the union and the state employment office are not given the opportunity to refer applicants.

Other provisions in the two-year contract improved the seniority clause, and permitted advances on vacation pay.

Durkee Foods

Office employees at Durkee's will receive a monthly increase of \$20 on August 1, 1964; \$15 one year later; and \$13 on the anniversary date in 1967, along with some improved classifications.

Fringe benefits include the addition of a permanent holiday the day after Thanksgiving; three weeks vacation after seven instead of ten years service; and an increase in the health and welfare contribution from \$9.25 to \$12.08.

A severance pay clause was added, in the event the company shuts down the operation of one or more departments. Employees permanently terminated

New FMCS Form

The Federal Mediation and Conciliation Service has recently revised and simplified the dispute notice form, FMCS F-7.

The form is designed to help labor organizations and employees fulfill their obligation under Section 8(D)3 of the Labor Management Relations Act to provide the federal and applicable state or territorial mediation agency with 30-day advance notice of intention to modify or terminate a labor agreement.

Supplies of the new form are available at all FMCS regional offices.

would receive from $\frac{1}{2}$ month to $\frac{1}{2}$ months of salary, depending on length of service.

International Paper

The new two-year agreement was reached at International Paper Company in Weed, covering 22 office clericals. The settlement called for an average wage increase of approximately \$12.50 per month the first year and an additional $2\frac{1}{2}\%$ wage increase the second year. The new union Dental Plan goes into effect the second year. In addition, about half the employees will receive seniority increases during the two-year period.

Sherwood Swan

Members at Sherwood Swan business office ratified a three-year agreement calling for wage increases of \$2.80 per week the first year, \$2.80 the second year and \$2.00 per week the third year. Pension premiums were increased from 5 cents per hour to 10 cents per hour, and the third year the union Dental Plan goes into effect.

Oakland Sheet Metal

The Oakland Sheet Metal Company and Local 29 reached agreement on a two-year contract just prior to press time. The contract provides for wage increases of \$15 per month each

year, an additional paid holiday and a vacation improvement of three weeks after $7\frac{1}{2}$ years service.

Album News

A three-year contract was signed at Album News Agency, Vallejo. Members ratified the agreement calling for wage increases of \$2.00 per week each year, improved vacation of 4 weeks after 17 years service, and the union Dental Plan the third year.

Local 3 Signs 58 New Bakery Employees

Fifty-eight employees from seven new bakeries have signed up with San Francisco Local 3, reports Secretary-Treasurer Phyllis Mitchell.

The following are the bakeries and number of new members:

Continental Bakery Co.	19 employees
Kilpatrick's Bakeries, Inc.	6 employees
Parisian Bakeries, Inc.	6 employees
Langendorf United Bakeries, Inc.	16 employees
Stempel's Quality Donut Shops	4 employees
Larraburu Bros., Inc.	7 employees

Local 3 now has a total of 84 employees under the Bakery Industry contract in the San Francisco area.

Local 3 Wins at Bakke Steamship

Office and Professional Employees Union, Local 3, won a recent National Labor Relations Board election at the Bakke Steamship Corporation, by a vote of 9-7. The total bargaining unit numbers 20 office and clerical employees. The union also received two additional ballots, but these were challenged by the company.