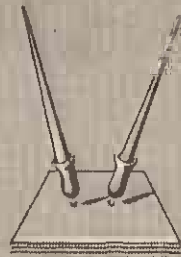




WHITE

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COLLAR

Office Employees International Union



No. 203

SEPTEMBER, 1962

17

Local 378 Wins Election At B. C. Hydro

Local 106 Signs With Sub Builder

Members of OEIU Local 106, along with majorities of all crafts in the New London Metal Trades Council ratified a new 3-year contract settling a strike at the Electric Boat Division of the General Dynamics Corporation, Groton, Conn.

The Groton vote totaled 4,775 in favor of the settlement to 1,485 against. Ballots were cast by 6,260 of the more than 8,000 employees at the shipyard, where 11 nuclear submarines are under construction.

The agreement was reached with the aid of federal mediators at negotiations in Washington, where the talks had been shifted at the request of Labor Sec. Arthur J. Goldberg. The walkout began July 19; workers returned to their jobs starting with the third shift July 31.

Among the gains won by the council's bargaining team were:

- Across-the-board hourly wage increases of 7 cents effective July 1, another 7 cents effective next July 1 and 9 cents as of July 1, 1964.

- Improved seniority provisions governing layoffs and rehires.

- Full union shop.
- Improved job security and grievance procedure.

- Payment of vacation pay as a percentage of total earnings, including overtime and shift premiums, with a maximum of 120 working hours of vacation after 15 years of service.

- An immediate \$10 increase in weekly accident and sickness benefits and \$5 more effective July 1, 1964.

- Improvement in overtime provisions, including four hours recall pay in place of two.

Earlier two-year settlements reached tentatively by union and company negotiators had been rejected twice by the membership before the strike.



OEIU Vice Presidents John Kinnick, left, and Bill Lowe, right, confer with Otto Nordenskiold, President of Sweden's 430,000 member Central Organization of Salaried Employees in Stockholm, Sweden. The meeting took place during the course of a trip sponsored by the Organization of Economic Co-operation and Development in which participants studied "The Role of Office Employees, Technicians and Engineers in Social and Economic Development." The OEIU Vice Presidents discussed mutual problems with white collar union representatives in the United Kingdom, Netherlands, Sweden and France.

2,000 White Collar Employees At TVA Win 3% Wage Increase

Annual negotiations between the Tennessee Valley Authority and the Tennessee Valley Salary Policy Council representing four OEIU Local Unions in the Council have been concluded, according to Business Manager A. R. Carson.

The overall wage increase gained in this year's negotiations was 3 per cent. TVA also agreed to increase their contribution to the cost of the employee health insurance from \$3.10 to \$3.60 per month for individual coverage and from \$8 to \$9.60 for family coverage.

The OEIU represents approximately 2,000 white collar employees through the TVA Salary Policy Council.

The newly negotiated annual salary schedule along with the key positions in the schedules are as follows:

Schedule SA:

Accountants, administrative officers, data processing ana-

lysts, payroll officers, property and supply officers, purchasing agents and traffic officers.

SA-1	.....	\$5,575-	\$ 6,925
SA-2	.....	6,425-	8,150
SA-3	.....	7,575-	9,800
SA-4	.....	8,800-	11,450

Schedule SB:

Accounting clerks, calculating machine operators, clerk-stenographers, clerk-typists, computing equipment operators, payroll clerks, store clerks, bookkeeping machine operators and secretaries.

SB-1	.....	\$3,440-	\$4,100
SB-2	.....	3,800-	4,700
SB-3	.....	4,380-	5,440

(Continued on page 2)



President Ethel Rose of Local 215, Lexington, Kentucky, and wife of Kentucky amateur golf champion Wally Rose, looks over some of the trophies won by her husband along with daughter Sheila. A consistent Kentucky tournament winner, Wally Rose qualified for the U. S. Open in 1959. In addition to serving as President of Local 215, Golf Widow Ethel Rose was recently elected President of the Southeastern Conference of the OEIU.

Vancouver Local Gets Overwhelming Majority (1265-173) After Long Fight

Local 378, Vancouver, British Columbia, has been certified to represent all the office, clerical and technical employees of the newly formed B. C. Hydro Authority following a stunning election victory in which the OEIU was favored by a 1265 to 173 vote count.

Prior to the merger of the privately owned B. C. Electric Company with the B. C. Power Commission by the British Columbia Provincial Government, Local 378 had represented the employees of the B. C. Electric Company.

Following the expropriation of the B. C. Electric Company by the Provincial Government and the formation of the B. C. Hydro Authority, the legal status of Local 378 as bargaining agent was threatened until the

passage of the Hydro Merger Bill which restored the bargaining rights to the employees of the merged B. C. Electric Company.

(Continued on page 3)

Local 395 Signs Model Contract

Significant gains were scored by Local 395 in their first negotiations with the Puerto Rican Industrial Development Company—PRIDCO.

A model three year contract has been signed containing numerous outstanding benefits for approximately 120 clerical employees in Pridco's offices in San Juan.

The Company administers the

(Picture on Page 4)

Island's economic development program.

A wage increase of 40% over the three year life of the agreement will be achieved with an 18% increase during the first year, 10% during the second, and 12% during the final year. All Saturday, Sunday, holiday and overtime work is paid with double time.

A Union Shop clause, check-off, and paid time for union officials on union business are included.

In addition to 19 paid holidays, first and second year employees receive a vacation of 24 working days, which is in-

creased to 30 days for employees with 3 years or more service. Sickness occurring during vacation is charged to sick leave, which is earned at the rate of 18 days per year with pay, cumulative without limit. Time off for medical and dental examination or treatment is also chargeable to sick leave.

Eight weeks maternity leave is granted at 75% of regular pay, with an added four weeks, if necessary, at 50%.

Other fringe benefits are: a hospitalization-medical plan, pension plan, \$5000 life insurance coverage, and \$100 Christmas bonus.

In the event a lay-off becomes necessary due to lack of work, seniority will govern the order of lay-off. Further, the Company has agreed to attempt to find comparable employment for those laid off. If comparable employment is not found, then the Company will pay 3 months severance pay.

Signing for Local 395 were President Enrique Coto, Secretary Mary M. Cuadra and International Representative Heriberto Ortiz.

OEIU Wins Election At U.S. Book Exchange

President Cahill reported that OEIU Local 2 has been successful in an election involving approximately 43 employees at the U. S. Book Exchange in Washington, D. C.

This election was conducted by the National Labor Relations Board. The Book Exchange is a private organization that provides books, pamphlets and other information to libraries, colleges, and other similar insti-

tutions. It can provide any book published anywhere in the world.

A Committee has been selected and the Union's proposals for a first contract have been submitted to the employer.

Staff Representative Philip J. Daugherty conducted the campaign and is working with the committee in the formulation of the proposals, and will negotiate the contract.

Schedule of 1962 Educational Conferences

September 29-30	North Central	Minneapolis
September 29-30	Southeast	Atlanta
October 13-14	Northeast	Elmira
October 20-21	Canadian	Ottawa
October 20-21	Erie	Cincinnati
November 10-11	Northwest	Portland
November 17-18	Western	San Diego

WHITE COLLAR

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

HOWARD COUGHLIN
President

Room 610
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J. HOWARD HICKS
Secretary-Treasurer

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Quick Work

The Ninth Convention of the Office Employees International Union went on record for legislation to provide tax exemption for the full cost of child care for working mothers. Immediately thereafter, the OEIU notified all members of the House of Representatives and the Senate of all actions taken by the Convention including the request for full tax relief for child care for working mothers.

We are pleased to note that Congressman Herbert Zelenko of New York introduced such a bill, known as H. R. 12549. This bill has been referred to the House Ways and Means Committee.

We would suggest that every interested member of the Office Employees International Union make his or her thoughts known to members of Congress regarding this very important piece of legislation.

The Defeat of Medicare

We constantly hear of the strength of organized labor in the newspapers of our country. Certain writers rant and rave about the fact that labor unions are alleged to be too powerful.

While every labor union in the United States was on record in favor of medical care for the aged through Social Security, a couple of hundred thousand doctors through the American Medical Association were able to defeat the Medicare program. This program, which would have provided hospitalization for 14,000,000 men and women over the age of 65 through the Social Security program, was at least postponed for one more year by virtue of the efforts of the American Medical Association.

We wonder if the same newspapers which constantly referred to the power of organized labor should not now condemn the power of organized medicine.

More Under Kerr-Mills

As a result of the defeat of the medical care for the aged program through Social Security, our elderly Americans in need of such care must obtain it through the Kerr-Mills Act.

In some States which have adopted Kerr-Mills, a recipient of such medical care must put his home up for security. After he and his wife die, the State will get its money back from the sale of the house before relatives can claim the estate.

In other States using the Kerr-Mills program, the applicant must not only go through the degrading means test, but his relatives have to go through it too. If his relatives have enough money by the State's standards, the applicant cannot qualify for Kerr-Mills medical aid.

After two years of operation, only 88,000 senior citizens, who represent one-half of one per cent of the over-65 population received aid under the program.

Equal Work-Equal Pay

The bill calling for equal pay for equal work for women, which received the unanimous endorsement of the Ninth Convention of the Office Employees International Union has been approved by the House of Representatives.

It will require rank-and-file support in order to insure its final passage. The membership of the OEIU is urged to write their Senators for purposes of insuring the enactment of this vitally needed legislation.



Shown are the joint committees, representing Management of International Paper Company, Southern Kraft Division and OEIU Locals 71, Mobile, Alabama; 80, Panama City, Florida; 209, Kreole, Mississippi; and 233, Georgetown, South Carolina. Spokesmen for their respective committees were F. J. Vandillon, Manager of Industrial Relations and J. O. Bloodworth, OEIU Vice President.

4 Southern Locals Sign One-Year Pact

A one year agreement has been negotiated by the International Paper Company, Southern Kraft Division and OEIU Locals 71, Mobile, Alabama; 80, Panama City, Florida; 209, Kreole, Mississippi; 233, Georgetown, South Carolina. Wage rates were increased

3% with the new rates made retroactive to June 1, 1962.

Other modifications were made in the seniority, overtime and leaves of absence provisions.

Representatives on the Negotiating Committee were Perry C. Mann, Ruth C. Brown,

Frankland E. McLeod, Local 71; Prentiss E. Wilson, Travis F. Whitman, Local 80; W. Carl De Angelo, Leo R. Trehern, Macston R. Kelly, Local 209, Kreole, Mississippi; A. V. Moore, M. T. Williams, Local 233 and OEIU Vice President, J. O. Bloodworth.



Members of the TVA Salary Policy Council Executive Board, left to right, are: Robert Woods, Jesse Harris, Willard Staples, James Rains, Thomas Wingo and Business Manager A. R. Carson. See story on page 1.

TVA Members

(Continued from page 1)

- SB-4 4,900- 6,255
- SB-5 5,520- 6,925
- SB-6 6,125- 7,620

Schedule SC:

Messengers, blueprint operators, duplicating machine operators, telephone operators, photostat operator, reproduction unit supervisor.

- SC-1 \$3,650-\$4,350
- SC-2 4,080- 4,900
- SC-3 4,530- 5,550
- SC-4 5,395- 6,750
- SC-5 6,335- 7,835
- SC-6 7,415- 9,075

The OEIU was represented on the Salary Policy Council by Thomas Brown, George Jacobs, F. Allan Dill, James Whitson, T. W. Gaston, Carl E. Mauk, Russell Bailey, James Hammond, James Rains, Harold Neville, L. H. McMinn, James Polk, George Armstrong, John O'Kelley and A. R. Carson.

Local 277 Still "Unscored Upon"

Two recent arbitration decisions have added to Local 277's record of never having lost an arbitration case.

In the first of two cases against Gillette Motor Transport Inc., Dallas, Texas, the company sought to deny a premium rate of pay to Amos M. Lozano, a rate clerk, when he successfully bid on a rate clerk's job on an earlier shift.

The Union conceded that the



Members of Salary Committee Schedule SB comparing notes during Eleventh Annual TVA salary negotiations are, left to right: T. W. Gaston, Carl Mauk, Russell Bailey, James Hammond, James Rains, Harold Neville, L. H. McMinn, James Polk and George Armstrong. Four OEIU local unions were represented.

contract provided that an employee would lose his red circle rate if he voluntarily changed his "classification," but that Lozano had not changed his "classification."

The conclusion of Arbitrator Lennart V. Larson sustained the position taken by Local 277. He, therefore, awarded a back pay award to Brother Lozano retroactive to April 30, 1962.

The second case involved a deduction made by the company from the pay check of Margie L. Giles, an Assistant Cashier. The company, in effect, attempted to reimburse itself for money paid to Sister Giles under a sickness benefits insurance policy maintained by the company for its employees, contending that it had this right since the employee had received sick leave pay from the company under the terms of the contract.

The Arbitrator directed that the company repay the deducted

wage to the aggrieved employee. He observed that the company action may have been permissible before the employees were organized when sick leave pay was a matter of company generosity, but since the employees now have distinct contract rights to both sickness insurance benefits and sick leave payments, the employer was prohibited from making the deduction.

L.U. 6 Wins Election

Office clerks of the Tenneco Oil Company, Revere, Massachusetts, voted unanimously in favor of OEIU, Local 6, in a representation election conducted by the NLRB on July 6th.

This is the first organized unit of office clericals among the Boston areas over 100 oil tank farms. Local 6 Business Agent, Don Hull, intends to maintain the campaign to enlist other tank farm clerical employees.



CANADIAN FILE

Canadian White Collar Workers Nears 40% Mark; Organization Need Seen

The Canadian labor movement, in common with union organizations of other countries, is being confronted with rapid changes in the labor force. The trend toward an increasing percentage of white collar jobs is offering an increasing challenge.

Half a century ago a major share of the Canadians at work were on farms; in 1901 agriculture occupied more than 40 per cent of the country's work force. Now agricultural employment accounts for only 11 per cent and predictions are that the figure will drop considerably lower still.

The so-called blue-collar occupations—industrial workers and the trades, etc.—have, on the other hand, changed their position very little. Back in 1901 just under 28 per cent of Canadian workers were in that category, now it is just over the 28 per cent mark.

The big difference has come in the groups classed under the white collar heading—clerical, commercial, supervisory. While this division accounts for about 15 per cent in 1901 it is now nudging the 40 per cent mark and is expected to keep on rising.

The problem that this poses for Canadian unions is that organizational success in the white collar field has been quite limited. Civic employees are fairly

highly organized in the recognized trade union movement; government employees have their own associations not affiliated with other groups and not enjoying normal collective bargaining rights. Little impact has been made on such institutions as banks, insurance companies and most offices.

With a view to meeting the challenge the Canadian Labor Congress has been taking initial steps to increase its activity in the white collar field.

"The great occupational shifts within the Canadian labor force are likely to continue at an even more rapid rate in the decade ahead," Dr. W. Donald Wood of the Industrial Relations Centre, Queens University, forecast recently.

Overtime for Meals

The Arizona Chemical Co. has reached a one year agreement with OEIU Local 80, Panama City, Florida, calling for a 3% wage increase across the board.

Numerous other improvements include changes in the seniority provisions, paid time off for meals during overtime and an agreement on leaves of absence for Union business.

Negotiating for Local 80 were President Prentiss Wilson and Travis Whitman, assisted by OEIU Vice President, J. O. Bloodworth.

One Clerical Union Proposed in Britain

Mr. Keith Hindell, a senior member of Political and Economic Planning, an independent research organization, suggested that white collar unions merge in order to achieve strength and savings.

Mr. Hindell proposed that the Clerical and Administrative Workers Union, the clerical section of the General and Municipal Workers Union, and the National Association of Clerical and Supervisory Staffs combine together to form one large white collar union in private industry and commerce.

One such clerical union, he argues would eliminate the need for three representatives on joint negotiating bodies and would save staff and money and needless competition.

Miss Ann Godwin, General Secretary of the Clerical and Administrative Workers stated that she would welcome reasonable amalgamation as long as the union retained its identity as spokesman for white collar workers.

The report, which forms part of a three-year study of trade unions in a changing so-

ciety, also discusses the upsurge of white collar unions and criticizes banks that refuse to recognize the National Union of Bank Employees in favor of company-unions.

The Union membership in Great Britain approximates 9,800,000 workers. The working population is 22,000,000.

Like the United States in recent years, unions have not dramatically increased their ranks. Since 1948, there has been a total increase of approximately 500,000 workers.

Charter to Local 389

An OEIU charter has been granted to Local 389, La Tuque, Quebec, following the successful organization of some 80 office and camp clerks employed in the Woodlands Department of the Canadian International Paper Co. by International Representative Romeo Corbeil.

This is the second Woodlands Department of CIP organized in Canada. The OEIU has 12 agreements covering employees of the company throughout Canada.

Election Victory

(Continued from page 1)

After winning this legislative victory assuring their continued representation rights, Local 378 then petitioned the British Columbia Labour Relations Board to be certified as representative for all the white-collar employees of the new Hydro Authority.

This was necessary since Local 378 had been certified to represent only Hydro Authority employees formerly employed by B. C. Electric, excluding the former employees of the B. C. Power Commission.

The B. C. Labour Relations Board ordered an election to be held among all the office, clerical and technical employees of the Hydro Authority as an appropriate single bargaining unit.

The executive offices of Local 378 swung into action to assure an election victory in the enlarged unit.

A Steering Committee was appointed consisting of International Vice President William A. Lowe, Local 378 President Ronald Bone, Business Manager William Swanson and Assistant Business Manager Everett King.

The Steering Committee proceeded to draft a program designed to inform all eligible voters of the gains to be made by voting in favor of OEIU representation in collective bargaining with the Hydro Authority.

Effective Campaign

The Committee implemented its action program through close constant cooperation with Councillors and other key leaders among the Hydro Authority personnel.

By means of periodic meetings and printed bulletins furnished to the Councillors and other key personnel, eligible voters were kept informed of developments and the need to vote for OEIU representation.

The effectiveness of the campaign conducted by the Councillors and their adjuncts was borne out by the margin of the OEIU election victory.

They conducted a relentless "Vote YES" campaign through a variety of means including leaflets, mailings, ribbons and meetings with the voters.

Every effort was made to make certain that every eligible voter cast a ballot at the Hydro Authority polling places or by means of a mail ballot.

In addition to the work of the Councillors, vital roles were also played by Local 378 Vice Presidents Vic Daykin, Marion Shirley, Secretary-Treasurer Art Broomhall, Recording Secretary Miss Eva Lopuszanski, and Executive Board Members Art Foreman and Ralph Freethy.

Added help was furnished by Harry Hamilton, former officer of Local 378, who was recalled from retirement by Local 378

Local 57 "Pep Talks" Nets 200 New Members

Close cooperation on the part of the officers of Local 57, Montreal, Quebec, Business Agent Gilles Beauregard and International Representative Romeo Corbeil, paid off with three newly organized groups, bringing nearly 200 new members to Local 57.

As a result of organizing efforts among the 95 employees of Lariviere Inc., Local 57 has presented a petition for certification as bargaining agent to the Quebec Labor Relations Board. The Company is a wholesale distributor of hardware.

The campaign was led by Business Agent Gilles Beauregard, who was assisted by a very able organizing committee of company employees during the early stages.

International Representative Corbeil also was effective in explaining the advantages of OEIU membership at meetings with the employees. After most of the employees indicated their

desire to be represented by the OEIU the petition for certification was filed.

The Montreal local was also successful in enlisting 25 salesmen and representatives of the Quebec Hospital Association Service, the Blue Cross plan for the Province of Quebec.

This was a significant victory for the OEIU in Montreal since it is felt that the organization of these sales personnel will be an inducement for all the office-clerical employees to seek improved working conditions through the OEIU.

The final organizational accomplishment was scored among 70 employees of the Building Trades Joint Committee. Business Agent Beauregard brought this campaign to a successful conclusion following up leads furnished by Representative Corbeil. Also active in this campaign were Local 57 President Roger Jeanneau and Secretary Phil Lamoureux.

10% Wage Gain For Local 392

After being certified as collective bargaining agent for the clerical employees of the Sea-Land Services, Inc., in Puerto Rico, the OEIU has negotiated an outstanding agreement covering these 55 new members of Local 392.

The OEIU was certified to represent the Company's employees at Ponce, Mayaguez and San Juan after winning an NLRB election by an overwhelmingly favorable vote count.

The bargaining unit employees won a general wage increase of 10% as of July 7, 1962.

Other features of the agreement include 19 paid holidays and a health and welfare program.

The contract will remain effective until a successor agreement is negotiated covering all the Sea-Land Services, Inc., clerical employees represented by the OEIU located at Port Newark, New Jersey, New York City, N. Y., Houston, Texas, and Puerto Rico.

The OEIU was represented by the AFL-CIO Regional Director Agustin Benitez, International Representative Heriberto Ortiz and Shop Steward Carlos Gonzalez

to lend valuable assistance during the campaign.

Eighty-eight per cent of the voters cast their ballots for the OEIU—a remarkable tribute to the resourcefulness and competence of all those who worked diligently to guarantee effective representation through collective bargaining for the over 1500 employees in the expanded bargaining unit.

Rutger's Awards First Labor Unionism Degree

The first certificate in Labor Unionism ever awarded has been bestowed by Rutger's University to Secretary-Treasurer and Business Manager Nicholas Juliano of Local 32, Newark, New Jersey.

The certificate is the culmination of a four-year program of evening classes conducted by Rutger's, during which the graduate missed only one night's classes.

Brother Juliano was instrumental in formulating the course of study as a member of Rutger's Labor Program's Trade Union Consulting Committee, which devised a curriculum for development of Union leadership.

The courses included in the program deal with the American political system, economics, history, and English.

Standard Oil's Assets 7 Times That of Labor

According to Secretary of Labor Arthur Goldberg, labor organizations in the United States have net assets of approximately \$1.3 billion. This estimate is based on reports filed by these organizations as required by the Landrum-Griffin Act.

This total contrasts sharply with the total assets of the 20 largest industrial corporations of \$65.8 billion.

In fact, Standard Oil of N. J. had assets in 1960 nearly seven times the combined assets of the country's labor movement.

The Department of Labor reported the typical U. S. local union had an income of \$3,600 for the year, a net worth at the end of the year of \$2,276 and paid its officers an average of \$767 for the year.

from the desk
of the
PRESIDENT

HOWARD COUGHLIN



The Time Is Ripe

THE headline of the post-Convention edition of "White Collar" was "9th Convention Calls For More Organizing." The Ninth Convention of the OEIU recently held in Kansas City passed numerous resolutions calling for intensified organizational work throughout the United States and Canada. All OEIU Local Unions were urged to work with city central bodies, state federations of labor, and Provincial organizations for purposes of insuring the rapid growth of our organization.

It was agreed that we have just passed through a most difficult organizational period due to the McClellan Committee hearings and the enactment of the Landrum-Griffin Act in the United States. It was also felt that prospects for organization are brightening and that we should make substantial gains in the immediate future.

Coincidental with our Convention and the attendant enthusiasm for concentrated organizational work was a publicized poll of Michigan business concerns re the same subject.

It was noted that 30 per cent of the managers of 85 Michigan business concerns believed that white collar employees will turn to unions in larger numbers in the future than in the past. Thirty-seven per cent of the managers said they did not believe that white collar unions would gain strength. Seven per cent had no opinion and the rest did not reply to the poll conducted by the University of Michigan's Bureau of Industrial Relations.

It is interesting to note that the managers questioned represented companies located in 29 Michigan cities with a total of 320,000 employees. Of that total 89,000 workers were in white collar categories.

The program direction of the University of Michigan's Bureau of Industrial Relations stated that "major factors encouraging unionization of white collar workers are poor supervisory practices, inadequate salary administration and advancement, refusal to honor past service in establishing pension programs, lagging fringe benefits, arbitrary hiring and layoffs, and poor communications relative to fringe benefits."

The results of this poll taken in the State of Michigan would indicate that a large percentage of businessmen and labor leaders are in agreement that white collar workers will turn, in the near future, to unionization. OEIU leaders in the United States and Canada have reported an appreciable interest in representation by the OEIU on the part of unorganized office and clerical employees.

The reasons given by the program director of the University of Michigan's Bureau of Industrial Relations represent a large number of the factors behind the increased interest in white collar unionization. In addition, however, is a much more important factor and that is the impact of automation in the office. The impact of automation in the office is of such major concern today that we have been informed recently that the Bureau of Labor Statistics of the U. S. Department of Labor is in the process of conducting a survey concerning this same subject.

It is already indicated that where collective bargaining exists, an entirely different approach to the introduction of electronic data processing equipment is used as opposed to offices where collective bargaining is non-existent. In such offices lacking organization, there is usually a flagrant disregard for length of service, the rights of employees to be retrained in the operation of automative equipment and the refusal of the employer to allow attrition to take care of the resultant cutback in the size of his office staff.

We are in agreement that white collar unionization is on the rise and the Office Employees International Union will do everything in conjunction with its Local Unions to expedite the organization of unorganized white collar workers.

Local 395 Signs First Pact with PRIDCO (See story on front page)



Present at the ceremony marking the signing of the first agreement between Local 395 and PRIDCO were: Standing, left to right, are: Mr. Pedro Rivera, Vice President of Local 395; Mr. Abad Ramos, Treasurer of Local 395; Mr. Rafael Orama, Executive Board Member; Mrs. Pedra C. de Rivera, Sub-Secretary; Mr. Roberto Avila, Negotiation Committee Member; and Mr. Jose R. Ramos, Seated, left to right, are: Mr. Ademar Toro, PRIDCO Comptroller; Heriberto Ortiz, OEIU Representative; Mr. Gaspar Roca, Jr., President and General Manager of PRIDCO; Mr. Enrique Coto, President of Local 395; and Mrs. Mary M. Cuadra, Secretary of Local 395.



O.E.I.U., Local 251, and Sandia Corporation reached an agreement on a wage increase of 2.5 per cent effective July 6, 1962, and will expire July 6, 1963. The Bargaining Committees for the Union and Management are as follows: Sitting, left to right, Ernie C. Peterson, Labor Relations Manager; Paul J. Cruz, Local 251 President; Byron L. Stewart, Chief Steward, Local 251; Albert M. Mares, Chief Steward, Local 251. Standing, left to right, Peter J. Cook, Chief Steward, Local 251; Bill Martin, Labor Relations Representative; David Tarbox, Labor Relations Director; Don R. Weldon, Labor Relations Representative.

Local 251 Signs

With the assistance of Federal Mediator Fred Ferguson, Local 251 has reached an agreement with Sandia Corporation, Albuquerque, New Mexico, an atomic energy installation.

Negotiations were conducted by Local 251 jointly with the Metal Trades Council pursuant to a wage reopener clause contained in a two-year contract signed last year with Sandia, a Western Electric subsidiary.

Effective July 6, 1962, the 1,255 employees represented by Local 251 will receive a 2.5% general wage increase. Weekly salaries will now range from the

BILL WOULD GIVE WORKING MOTHERS \$1,200 TAX BREAK

After discussions with International President Howard Coughlin concerning the OEIU's recent International Convention action on the subject of tax relief for working mothers, Congressman Herbert Zelenko of New York, has proposed such legislation which would benefit working mothers.

Congressman Zelenko announced that he is introducing a bill to increase from \$600 to \$1,200 the amount allowable as an income tax deduction to working mothers for their childcare and babysitter expenses while they are on the job.

Congressman Zelenko said: "The present laws are unjust and unfair. Since businesses can deduct the entire salary of a warehouse caretaker or night watchman, the law should allow the same benefit to protect our most priceless asset—our children."

The New York Congressman added: "The present deduction of \$600 is unrealistic. It does not permit the working mother to pay for the proper kind of care and protection for her children while she is working as a breadwinner for the family.

"This additional tax deduction will benefit the community, for working mothers are neces-



Cong. Herbert Zelenko (D-N. Y.)
To the aid of working mothers

sary as teachers, nurses, police-women, and in countless other occupations. It will encourage other mothers to seek employment in those occupations where there is a great shortage of qualified women.

"The bill will also remove a restriction, under the present law, whereby the full \$600 deduction is allowed only in the case of families earning up to \$4,500. The new legislation will allow the full deduction of \$1,200 with earnings up to \$6,000."

The Zelenko tax proposal has been designated as H. R. 12549 and was referred on July 16 to the Committee on Ways and Means of the House of Representatives.

lowest grade at \$71.90-\$80.95 to the top grade at \$136.50-\$154.50.

Paul J. Cruz headed the Local 251 Negotiating Committee and was ably assisted by OEIU Vice President Frank Morton.

D.C. Local 2 Signs

President John P. Cahill, Local 2, Washington, D. C., announced today that the labor agreement with the Continental Baking Company was renewed and provides for a 10¢ per hour wage increase retroactive to May 1, 1962, and an additional 10¢ per hour on May 1, 1963.

In addition, improvements were made in holiday provisions, a new sick leave program was inaugurated, and the company likewise has agreed to study the health and welfare program with a view to liberalizing certain benefits under the program.