



WHITE COLLAR

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

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17

From the Desk of the President

The bank job crisis: Unionism is the urgent answer as robots threaten to replace tens of thousands

BY HOWARD COUGHLIN

Today we are on the verge of a complete revolution as far as work techniques in banks are concerned. The banking industry is seeking to bring about a checkless and cashless society at the earliest possible date. It doesn't require too much imagination to understand that banks want to do away with the mountains of paperwork involved in processing checks which totaled a staggering 17 billion in 1972 and reached an astronomical 26 billion last year. As a result, tens of thousands of traditional bank jobs are now jeopardized.

As far back as 1955, I testified before the House of Representatives Banking Committee, headed by Wright Patman, on the future effects of office automation. I stated then that it would have the same effect on white-collar employees in the United States and Canada as the bulldozer had on the construction industry.

Despite supporting testimony by numerous national experts, we were unable to bring this message to office employees of both countries in time to prevent vast job dislocations caused by the computer and numerous other sophisticated Electronic Data Processing machines. In too many cases, displaced employees came to us—after the damage was done—requesting union representation.

More than one million employees in the banking industry now face a similar problem. For example, more than 2,000 cash-dispensing machines were installed by the end of 1973. It is estimated that 40,000 will be in operation by 1980.

These machines allow customers to make withdrawals in amounts of up to \$100 from their accounts through the simple process of inserting a specially-designed bank credit card. Banks are finding it cheaper to set up their machines in public places than to purchase or lease property for new bank branches. In addition to real estate or rental savings, there is also a great saving in the number of personnel required.

For example, one employee operates three cash-dispensers recently installed in Grand Central Station in New York City. However, a disadvantage is that cash-dispenser customers in some areas have been the target of muggers waiting for their victims to make withdrawals before pouncing on them to relieve them of sizeable amounts of cash. While it is true that only \$100 may be withdrawn at a time, it is also possible to withdraw much greater sums in units of \$100.

Another new development

Another machine designed to eliminate bank personnel is known as an Automatic Teller. The first of

its kind (probably the Model T of the series) has also been installed in Grand Central Station by the Chase Manhattan Bank. Presently it is limited to deposits, somewhat similar to a night depository, except that in this instance the automatic teller issues a receipt for deposits made.

Thus, a combination of the automatic teller and the cash-dispensing machine can do away with countless tellers ordinarily found in commercial banks, mutual savings banks, and savings and loan associations. And these machines can function around-the-clock—24 hours a day, seven days a week.

The First National City Bank in New York recently issued tens of thousands of special cards which automatically guarantee the credit of those presenting them for check-cashing purposes at its branch offices. However, this is only the beginning. There are 1,500 terminals in the bank's branches which, in turn, are directly connected with 1,200 terminals in Master Charge retail establishments. The cards, encoded with colors outside the human visible spectrum, are automatically read at the terminal. It doesn't take very much in the way of new automation to provide for both bank deposits and withdrawals at these various retail store establishments. A Nebraska bank already has done this.

The First Federal Savings and Loan Association in Lincoln, Neb., recently opened computer terminals at two Hinky Dinky grocery stores in that city allowing customers to make bank deposits and withdrawals. It works this way: The customer hands to a grocery store "teller" a magnetically-coded plastic card that gives him access to a central bank computer. If a deposit is made, the grocery store accepts the money; the bank computer credits the customer's account and debits the Hinky Dinky account.

Similarly, if a withdrawal is made, the store hands the customer cash while the computer credits the store's account with the amount and debits the customer's. This system allows the customer to shop without cash, with the bank's computer simply transferring funds from one account to another.

U.S. Treasury's future plans

Recently, the U.S. Treasury announced that under a new law the Social Security Administration will make supplementary payments to the needy elderly, blind or disabled, a function previously performed by state and local governments. But instead of issuing the usual checks, credits will be transferred electronically into bank accounts of individuals eligible for such supplementary income.



President Coughlin

Within the next couple of years, the Treasury plans to handle in the same way all Social Security checks for some 26 million individuals, pensions for veterans and the entire federal payroll. Needless to say, this giant step toward the cashless society will also be followed in time by large and small corporations.

These technological changes, in addition to others in the works, will not only eliminate bank jobs by the thousands but will also prevent the normal increase in traditional bank positions.

Unattended banking stations, or robot banking, is the wave of the future. These electronic robots will bring about the elimination of checks as we know them today, and at the same time will provide new techniques for paying utility bills, insurance premiums and related obligations, including payrolls and dividends. Thus, advancing technology is now rapidly revolutionizing not only the banking industry but also numerous other industries which can be serviced by card-activated computer terminals.

Consequently, the only recourse for banking employees today is to unionize now and, through collective bargaining, negotiate contracts designed to protect them against arbitrary layoffs with clauses also guaranteeing that their employers will use attrition, and retrain those employees made redundant. With union protection, they can be retrained for new technical occupations required in the transition to the new system of electronic data transmission being applied increasingly to banking and related industries.

OPEIU gets first units in Delaware, Wyoming

For the first time, the OPEIU has established bargaining units in the states of Delaware and Wyoming, according to late reports from the field. These show that more than 250 clerical and professional employees were added to OPEIU ranks in six new bargaining units in the United States and Canada.

Vice President Romeo Corbeil reports that Montreal's Local 57 has been certified by the Quebec Labour Relations Board for a 90 member office unit at Vachon, Inc., and another 40 member unit at Somerville Industries Ltd., both companies located in Montreal. The local also has requested certification for a third unit of 70 members at the Montreal City District Trustees Ltd.

International Representative Gene Dwyer reports that the first OPEIU unit was established in the state of Delaware when Philadelphia Local 14 won a 65 member unit at the Delaware Housing Authority in Wilmington by a margin of almost 7 to 1. The campaign

(Continued on page 4)

D.C. bank unit moves ahead again

A 7% across-the-board pay boost, a 5% shift differential, improved sick leave, a wage progression schedule to be implemented on October 1 and improvements in fringe benefits were won in a 15-month contract negotiated by Local 2 for its 560-member unit at the National Bank of Washington, D.C. It is the second contract at the bank, which became unionized a little more than a year ago.

Local 2 Staff Rep. Jim Sheridan, who led the OPEIU negotiating team, says that the 7%

wage increase is retroactive to January 1. Both parties agreed to develop a wage progression program which will provide differentials equal to 12% to 20% of the current minimum rates, with the maximum rates to be reached after 18 to 36 months, depending on what is finally agreed upon.

Sick leave will be earned at the rate of 1½ days per month, instead of 1¼ days, the bank agreeing to advance 18 days sick leave at the beginning of each year. Unused sick leave will be cumulative to 120 days

(was 90), and upon retirement will be considered as time worked for the purpose of computing service for retirement benefits.

Employees working shifts beginning between 4 p.m. and 6:59 a.m. will receive a 5% shift differential. Compensatory time off may be taken in lieu of pay but, if not used within 30 days, employees will be paid overtime.

The old contract was revised so that when an employee is promoted to an "officer position" (Continued on page 3)

WHITE COLLAR

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affiliated with the AFL-CIO, CLC

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COAST STEWARDS STUDY: Nearly one-half of the stewards of growing Local 3 attended a recent day-long training and study session held at the Townhouse in San Francisco. Stewards are pictured with Local 3 staff members and officers. Seated from left are Business Representatives Jerry McCool and Lucille Marshall; President George Davis, guest speaker John F. Henning, Executive Secretary-Treasurer of the California State Federation of Labor, AFL-CIO; Business Manager Phyllis Mitchell; Vice President Marygail Shaffer, and Rec.-Sec. Elsie Lisle. The session was so successful that another is planned for the near future.

The time is now

A nationally-recognized authority on office automation, President Howard Coughlin in this issue graphically describes the coming impact of robot banking on bank employment. From the picture he outlines in detail, it is obvious that countless bank jobs have become very insecure.

Some 20 years ago he gave expert testimony before the House Banking Committee on the dislocating effects that the advent of the computer and other electronic devices would eventually have on office work. But in those days office employees failed to grasp the menace to their jobs. They sought union representation only "after the damage was done."

We hope bank employees don't make a similar mistake as technology swiftly revolutionizes the banking industry. Please pass along this issue to a friend or acquaintance working in a bank. These employees urgently need to get OPEIU's message to organize now before it's too late.

Solidarity in action

Although some people are inclined to believe that white-collar employees hesitate to strike and lack solidarity with other unions who walk out in disputes to gain better contracts, OPEIU members in various parts of the country have given ample proof to the contrary in recent months.

Even though other unions initiated these strikes, our OPEIU members at great personal sacrifice refused to cross their picket lines. In doing this, they invoked a special clause important in OPEIU contracts which asserts that they do not violate their own agreement when honoring the legitimate picket lines of other unions. But our members do forfeit their regular pay checks in such circumstances.

In several recent strikes called by the International Association of Machinists at companies where OPEIU Locals also have bargaining units, our members scrupulously honored IAM picket lines although not involved in the dispute.

These include the recent strike at the Trane Company in La Crosse, Wis., where Local 44 members invoked the picket line contract provision; another at the Sperry Rand Corporation where Local 84 members in Durham, N.C., supported the IAM, and a third where Local 95 members observed the picket lines at Preway, Inc., a stove manufacturer in Wisconsin Rapids, Wis. In New York, Local 153 members are currently supporting a Teamsters strike at Metro Foods.

When the chips are down, our OPEIU members give loyal support to other unions in a worthy display of union solidarity. In fact, down through the years our union has an enviable record in this respect even though in similar circumstances some unions don't fully reciprocate.

Check the 1040 box

OPEIU members and their families along with other concerned Americans can play a major role in cleaning up presidential politics and it won't cost them one cent. When you make out your 1973 income tax return next month, you can do this by using a little line on the front of your 1040 tax form.

This line simply enables you to authorize that \$1 from the tax you owe be deducted and put into a presidential campaign fund for 1976. You can direct the \$1 into a fund for a specific party's candidate, or into a general fund to help major party candidates equally and other candidates on a sliding scale basis.

In recent months money in politics has become a national disgrace. We have been shocked by exposures of huge sums virtually extorted from big corporations, revelations of bagmen carrying briefcases stuffed with \$100 bills, laundered funds coming through foreign banks to President Nixon's campaign committee, all exposing the corrupting influence of big money in national politics.

Remember, by checking the appropriate box on your 1040 Form you will help drive out the dirty money and replace it with an honestly administered "citizens fund" without cost to yourself.

\$26,700 floor won by Local 9

A starting minimum annual salary of \$20,000, rising to \$26,700 at the end of three years, is set in a new contract negotiated by Milwaukee Local 9 for an all professional unit of optometrists employed throughout Wisconsin by the Kindy Optical Company of St. Paul, Minn.

Local 9 Business Manager Edward J. Kubicki says the pact calls for \$1,100 annual increases in each of the first two years and \$1,200 in the third. It provides two weeks vacation for those employed one to four years; three weeks after four years, and four weeks after eight years of service.

The new agreement runs from Nov. 1, 1973, to Oct. 31, 1976.

Advances in many areas mark express unit pact

Wage gains of more than \$2,000 per individual, supplemented by two cost-of-living increments, an additional paid holiday and improved vacations were won by Oakland Local 29 for its 40-member office unit in a 33-month contract negotiated with Pacific Intermountain Express terminals in San Jose and Emeryville, Calif.

Local 29 Business Representative Frank Mullany, who led the OPEIU negotiating team, reports that in the final year the pact calls for a starting monthly minimum of \$897.85, rising to a \$923.85 maximum. It sets a starting minimum of \$1,140.51 in the top classification, rising to \$1,253.18.

A cost-of-living allowance with an 8¢ per hour minimum and an 11¢ maximum will be paid next October 1, and again on the same 1975 date. The agreement also provides for a night pay differential of 10 percent.

An additional paid holiday, to be decided later, will be provided in the third year. The

Three province paper pact brings 23 1/2% wage advance

Wage gains totaling 23 1/2% over three years, an additional paid holiday and improved insurance and pension plans were won in a new agreement negotiated with Canadian International Paper Company jointly by five OPEIU Locals representing office and technical employees at company mills in three Canadian Provinces.

Montreal Local 57 Business Representatives Marc Boulard and Jacques Leboeuf, who assisted the OPEIU negotiating team, say the pact calls for a 7 3/4% across-the-board wage hike in the first year with a \$53.63 per month minimum, another 7 3/4% raise on May 1, 1974, and an 8% boost on the same 1975 anniversary date.

Overtime in future will be paid after 37 1/2 hours, instead of 40 under the old agreement.

When an employee temporarily replaces another in a higher grade, the company agreed to pay an 8% premium as of the first day (was 10 days). Substantial improvements were negotiated in the seniority clause, as well as that related to work done by individuals outside the bargaining unit.

The company also agreed to increase its contribution for employee insurance coverage by \$5.25 per month for the duration of the agreement, in addition to the improved pension plan.

The joint OPEIU negotiating team included representatives from Local 110, Gatineau, Que.; Local 114, Dalhousie, N.B.; Local 165, Hawkesbury, Ont.; Local 265, Three Rivers, Que., and Local 438, La Tuque, Que.

U.S. Price Index

U.S. Bureau of Labor Statistics
New Base 1967=100

1973		
January	127.7	
February	128.6	
March	129.8	
April	130.7	
May	131.5	
June	132.4	
July	132.7	
August	133.1	
September	135.5	
October	136.6	
November	137.6	
December	138.5	
1974		
January	139.7	

Canadian Price Index

Dominion Bureau of Statistics

1973		
January	144.5	
February	145.3	
March	145.7	
April	147.3	
May	148.4	
June	149.7	
July	151.0	
August	153.0	
September	153.9	
October	154.3	
November	155.5	
December	156.4	
1974		
January	157.6	

Lengthy maternity leaves are unfair to women, top court says

Public school systems cannot force female teachers to take maternity leave months before they expect to give birth, the U.S. Supreme Court has ruled. Although the Court did not carry its reasoning beyond the public school situation, the ruling almost certainly will affect other public employees as well, and gave strong support to the likelihood that such reasoning would also be applied to private employers.

By a 7-to-2 vote, the high court held that such mandatory leaves cannot begin until "some firm date during the last few weeks of pregnancy" because longer periods of time "unduly penalize a female teacher for deciding to bear a child."

The decision represented a significant victory for advocates of women's rights, who have long argued that forced pregnancy leaves and long delays in permitting new mothers to return to work are unconstitutionally discriminatory.

Justice Potter Stewart, writing for the majority, said: "By acting to penalize the pregnant teacher for deciding to bear a child, overly restrictive maternity leave regulations can constitute a heavy burden" on freedom to bring a family into being.

Two 8½% increases mark Abitibi Papers contract

Wage gains totaling 17% across-the-board, with a \$57 per month minimum boost in the first year, increased pension benefits and an improved vacation schedule, highlight a new two-year agreement renegotiated jointly in Toronto by seven OPEIU Locals representing office clericals, technical employees, camp clerks and scalers employed by Abitibi Papers companies in three Canadian Provinces.

Vice President Romeo Corbeil, who led the negotiations, says that the pact, which is retroactive to May 1, 1973, calls for an 8½% general wage increase in the first year with an additional 8½% on the 1974 anniversary date.

The vacation schedule was improved to three weeks after five years (was 8), and a new provision was inserted calling for six weeks' vacation after 27 years of service. The pension plan was greatly improved by a 25% increase in benefits ac-

crued to employees at December 31, 1972.

Improvements were made in the sickness and long-term disability plan, which will be fully paid by the companies. They also agreed to increase the overtime payment for scalers. Various other non-monetary clauses, including that covering seniority, were also improved.

The OPEIU negotiating team included Mid Canada Council Representative Emil Stencer and some 18 officers representing Local 151, Iroquois Falls, Ont.; Local 161, Smooth Rock Falls, Ont.; Local 191, Beauport, Que.; Local 214, Sault Ste. Marie, Ont.; Local 216, Pine Falls, Manitoba; Local 236, Port Arthur, Ont., and Local 282, Sturgeon Falls, Ont.

\$3,000 over three years gained in N. Carolina pact

Wage increases approximating \$3,000 per member over three years, an improved vacation program plus other fringe benefit gains, were won in a new contract renegotiated by Local 354 for its unit at Weyerhaeuser Company's pulp and paperboard and fine paper plants in Plymouth, North Carolina.

OPEIU Vice President J. Oscar Bloodworth reports that the pact calls for a 30¢ an hour across-the-board wage increase retroactive to November 1; another 6½% effective November 1, 1974, and an additional 6¼% effective on the same 1975 date. In the final contract year, it sets a starting weekly minimum of \$120 per week in the lowest office grade rising to a \$135.20 maximum. In the top grade, it sets a \$197.60 minimum, rising to a \$230.4 maximum.

The differential for the sec-

ond shift was increased to 6¢ an hour (was 5¢), and to 10¢ for the third shift. In the second year, the figures will be further increased to 7¢ and 12¢ per hour.

The vacation program was improved to provide 21 consecutive days after eight years of service (was 10). Funeral and sick leaves were also liberalized.

The employer agreed to provide a weekly indemnity benefit of \$55 (was \$50), and to increase its contributions for health-welfare insurance for dependents to \$7 per month in the first year (was \$6); to \$10 in the second, and to a total maximum of \$20 in the third year.

Local 354 President Marsha S. Anderson and Vice President Billie H. Alexander comprised the OPEIU negotiating team. The pact runs to November 1, 1976.

Increases plus cost-of-living clause gained at Stock Exchange

Increased job protection in the event of automation or technological changes, a 7% wage boost in the first year retroactive to November 3, 1973, and a 6½% boost in the second year plus a cost-of-living adjustment, were gained by Local 205 in a renegotiated two-year contract covering 2,200 floor employees at the New York Stock Exchange and its subsidiary, Securities Industries Automation Company. The latter firm operates the computer center.

The settlement was reached after Local 205's membership rejected a previous offer to replace the old contract which expired last November 3. Its terms were turned down as inadequate in view of rising living costs. The old contract was extended for 90 days automatically.

International Representative Justin F. Manning was assigned by President Howard Coughlin to assist newly-elected Local 205 officers when negotiations were resumed; the Exchange also called in representatives from the Federal Mediation & Conciliation Service before the settlement was reached.

Manning says the new pact calls for the retroactive payment of the annual Christmas bonus and makes the employees eligible for a cost-of-living adjustment up to a maximum of 3% in the event that the Consumer Price Index rises at least 10% from November 73 to November 74.

D.C. bank unit moves forward

(Continued from page 1) tion" a vacancy will be created automatically. Formerly no vacancy was created if the employee continued to perform all of his or her previous functions.

Senior job applicants who are not selected for vacancies must be informed of the reasons and the employer may, in the absence of a fully-qualified applicant, select a promising employee to perform a job for a 90-day trial period.

The bereavement leave clause was improved to provide three days off with pay in event of the death of a sister-in-law, brother-in-law, grandparent or grandchild. Employees also gained three personal days off with pay each year upon prior notice to the bank.

The bank also agreed to discuss a compressed workweek for data processing employees and, upon agreement, to implement it for a 90-day trial period. The new pact runs to March 31, 1975.

The OPEIU negotiating team assisting Sheridan included Lemuel Beall, James Bolton, William Dent, Nancy Knight, Sandra Kyle, Jane Peden and Carmen Pow.

The Exchange agreed to inform Local 205 of any contemplated technological changes 90 days in advance. The parties will then negotiate wage rates for any newly-created jobs. It also agreed to provide a training program for displaced employees and to rehire them for newly-created positions upon successful completion of training programs.

If a displaced employee chooses not to be retrained, the Exchange must offer the position to employees within the bargaining unit before attempting to fill the job from outside.

Under the old agreement, the Exchange was obligated to provide up to \$300 for each employee displaced because of technological change for use "in a course of study for the purpose of retraining himself in other skills or occupations (whether or not such skills or occupations would qualify the employee for a job with the Exchange)."

Three increases totaling 26% benefit unit of 70 in St. Paul

Wage increases totaling 26% across-the-board and improved fringe benefits were gained in a three-year contract negotiated by Twin Cities Local 12 for its 70-member office unit at Group Health Plan, Inc., in St. Paul, Minn., Business Manager H. R. Markusen reports.

The settlement calls for a 13% wage boost retroactive to December 1, 1973; another 7% increase on December 1, 1974, and a 6% increase on the same 1975 date. In the final year, it establishes a starting monthly wage of \$455 in the lowest office grade, rising to a \$536 maximum, and \$701 in the top classification, rising to an \$855 maximum.

Unions given exemption from federal controls

Non-profit, tax-exempt organizations—including labor unions—have been exempted from the federal economic controls program. The Cost of Living Council said its decision affects those organizations that are exempt from federal income taxation, generally listed in Section 501 (c) of the Internal Revenue Code.

Besides labor unions, the exemption includes such organizations as civic leagues, trade associations, non-profit schools, non-profit social clubs, credit unions and religious, charitable and literary organizations.

In making its decision, COLC said it took into consideration the fact that organizations that qualify for federal tax-exempt status are "basically non-commercial and non-profit in nature."

However, the old contract provided that "the agreement to reimburse such employee for successful completion of such course does not obligate the Exchange to continue the employment of the recipient."

Fringe benefits under the new agreement include increased medical coverage and an expanded tuition program.

The original Exchange proposals offered a 5½% increase for NYSE employees and a reduction in the workweek to 37½ hours from 40 with no change in pay for SIAC employees.

On January 31, the Exchange revised its proposal, offering a first-year increase of 6% for both units. Still dissatisfied with management's proposal, Local 205 officers scheduled a strike vote for February 1 and 2, but the settlement was reached before the strike vote took place.

The pact runs to November 3, 1975.

The employee's birthday was made a paid day-off. Vacations henceforth may be taken throughout the year. Unused sick leave days are now totally accumulative.

The three-day bereavement clause was changed to include grandparents, and to provide a one-day leave for attendance at funerals of parents-in-law. A new section was added to spell out definitions and employment terms covering temporary and part-time employees. Job titles were also brought up-to-date.

The bargaining team assisting Markusen included Chief Steward Linda Laughren, Linda Larson, Judy Leshovsky and Tom Bilder.

Many of them are already exempt from the stabilization program because of their small size, or because wages paid to a large number of their workers are less than \$3.50 an hour, the COLC noted.

The Council said that although tax-exempt employee pension trust fund organizations are removed from wage and price controls by this new exemption, employer contributions to such funds remain subject to wage controls.

The exemption does not apply to tax-exempt health organizations, or to rate increases made by insurance companies, COLC said. Some health-care providers were exempted from controls on Jan. 16 when the Phase-4 health regulations were issued. These providers remain exempt, COLC noted.

Joan Haug, Local 410

We deeply regret to announce the recent death of Joan Haug, 40, president of Buena Vista Local 410, who passed away in her sleep at her home in Leadville, Colorado. She was employed as a statistics clerk in the Engineering Department of the Climax Molybdenum Company.

A graduate of the University of Wyoming, she taught elementary grades in Rock Springs before coming to Leadville in 1961. An active member of Local 410, she held various union offices before being elected president.

She took a particular interest in politics and was a member of the Lake County Democratic Central Committee, a post which required her to attend numerous caucuses and committee meetings.

She is survived by a daughter, Kris, and a son, Jamie, to whom we offer our sincerest sympathy in their bereavement.

Wages and fringes improved for cannery unit in San Jose

Across-the-board wage hikes of some \$2,500 per member over three years, an additional paid holiday, and improved health-welfare and pension benefits are the highlights of a new contract negotiated by Oakland Local 29 for its office unit at Contadina Foods' cannery in San Jose, Calif.

Sr. Business Representative Louis A. Celaya says the pact calls for a \$39.50 per month increase in the first year, \$34 in the second, and \$36 in the third. In the final year, it sets a \$613 starting minimum in the lowest grade rising to a \$657 maximum, and \$750 in the top classification rising to \$850.

Veterans Day becomes a paid holiday, bring the annual total to 10.

The employer agreed to pay \$55.60 per month (was \$51.60) for each employee and dependents to cover full costs of premiums for hospital-medical and major medical coverage, including dental, prescription drugs and vision care plans, a \$7,000 life insurance benefit (was \$2,500) is part of the package.

It was also agreed to increase contributions per employee into the Western States OPEIU Pension Fund to \$40.63 in the first year (was \$39); \$45.50 in the second, and \$50.38 in the third year.

Two states get 1st units

(Continued from page 1)

was led by Local 14 Business Manager Jack McCusker, assisted by Dwyer.

Vice President John B. Kinnick reports that Denver's Local 5 has organized a unit of 25 office employees working in trade union offices in Casper, Wyoming, making this the first OPEIU unit ever formed in that state. He adds that Local 3 in an NLRB election in San Francisco won an all-professional

unit of 22 chemists employed at Fuller-O'Brien, Inc.

International Representative Brian Fahlman reports that Vancouver, B.C., Local 15 has been certified as bargaining representative for a 15 member office unit at Nelson Laundries Ltd., in that city.

International Representative Jay Porcaro reports that office employees of the James R. Laird & Co. in Appleton voted three to one for the OPEIU in an NLRB election.

Retiring Memphis member awarded \$880

Upholding Local 367, arbitrator John F. Sembower ruled that the Textile Workers had violated its OPEIU contract when it failed to give severance pay to Mrs. Clarke, the sole secretary-clerk in the TWUA Memphis office, when she gave notice that she wished to retire at age 71. She was awarded \$880 in severance pay.

The employer union contended that Mrs. Clarke had quit and so was not entitled to severance pay because retirement was never mentioned in any negotiations for a contract going back as far as 1958.

Testifying for Mrs. Clarke, Local 367 President Jennie Lee Murphy said the OPEIU negotiators always recognized that

it was financially infeasible to provide for a pension or retirement plan and that, therefore, severance pay was supposed to cover this. She said that in the history of this particular office, five other office employees terminated their employment prior to Mrs. Clarke but two were only part-time employees and the other three ostensibly quit to take other employment.

Reviewing the testimony, Arbitrator Sembower observed that Mrs. Clarke "announced in writing to her employer that she intended to retire on a certain date, and he did not demur to this. If he had done so and indicated that in his view she would not be entitled to severance pay, the decision of the grievant might have been dif-

Texas Local 277 fights 'right to work'

Forth Worth Local 277 is joining other Texas unions in an effort to defeat a proposal to put a so-called "right-to-work" provision into the new state constitution. Delegates to the Constitutional Convention in Austin are being bombarded with heavy amounts of mail on the subject, the result of a massive campaign launched by the National Right-to-Work Committee.

At a meeting of 60 stewards and committeemen from Local 277, Vice President Ronnie Jones declared: "We must undertake our own letter-writing campaign, the likes of which have not been seen in our state. If the 'right-to-work' proposal gets into the final document submitted to the voters for approval, it will probably get approved because most people do not understand what the issues related to the provision mean."

Vice President Jones offered the meeting a three-point program:

(1) Encourage the families of members to write letters now to the state legislators urging them to vote against inclusion of the "right-to-work" clause in the constitution.

(2) Organize letter-writing sessions during lunch breaks and coffee breaks during the



PREPARING FOR BATTLE against "right-to-work" clause in constitution are Vice President Ronnie Jones of Local 277 and, looking over his shoulders from left, Trustee Dorothy Horn, Sec.-Treas. Norma Martin and Rec-Sec. Mary Ann Henry.

work day, and

(3) Encourage other groups which cooperate with labor—students, Democratic clubs, church bodies and others to join in this important effort.

Wages and vacations improve at Borden

A packet valued at more than \$2,000 per unit member in wage raises and fringe benefits was gained in a three-year contract negotiated by Local 225 for its office unit at Borden Company in Ottawa, Canada, Sec.-Treas. Pierrette Gour reports.

The pact calls for a \$10 per week across-the-board wage boost in the first year with settlement pay of \$325 at the date of ratification, and another \$11 per week raise effective Feb. 1, 1975. The agreement is retroactive to Aug. 1, 1973, and

runs to July 31, 1976.

Other gains are improved vacations providing three weeks after six years (was 7) and four weeks after 16 years (was 17). Supper money was increased to \$2 (was \$1.50) for those required to work overtime in excess of 1½ hours. The probation period was reduced to 40 working days. Under the old contract the period was three months.

Salt Lake City member wins municipal post

Salt Lake City Local 31 is jubilant over the recent victory of one of its members, Glen N. Greener, who was elected to the five-man municipal Commission at age 27, giving the city fathers a decidedly youthful cast. He had heavy support from youthful voters in addition to an endorsement by former Salt Lake City Mayor J. Bracken Lee.

A native of Southern Utah, Greener attended Snow College and the University of Utah where he graduated in 1969 with a degree in political science. Since graduation he has worked on the regional staff of Sen. Frank E. Moss and served as a clerk in the Utah House of Representatives.

Between 1971 and 1973 he was employed by Salt Lake



Glen N. Greener

County as a federal grant coordinator, canyon impact study mission Chairman Ralph T. coordinator, and aide to Com-McClure.

If you move, send your old and new address, including zip code to:

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