

Garbage Talk Swings Back To Wage Rate

The union seeking to represent Memphis garbage men has laid on the line its conditions for ending a strike which entered its second week today—and the demands included pay hikes.

This was the first time talk had swung back to money since early in the strike, when union officials agreed to delay that part of their demands until other issues were settled.

Meanwhile, city and union officials met until 5 a.m. today, and planned to get together later in the day for more discussions. The talks are being sponsored by the Memphis Ministers Association, with Dr. James A. Wax acting as moderator.

Shortly after Jerry Wurf, international president of the American Federation of State, County and Municipal Employees (AFL-CIO) arrived in Memphis last night, new conditions for ending the walkout were listed.

TURNED DOWN

They were rejected by Mayor Loeb, who insists that the strike is illegal, and that nothing will be settled until the men go back to work.

Another union proposal, which has yet to be accepted or rejected, is a suggestion that the credit union be allowed to make a dues check-off for the union.

AT CATHEDRAL

Wurf's arrival in Memphis came during a confrontation between Loeb and union international field director P. J. Ciampa at a meeting called by the Ministers Association at St. Mary's Cathedral (Episcopal).

A 45-minute recess began at 11:15 p.m., so union officials who have been handling the strike could meet with Wurf. The new proposal was made when they returned to the meeting.

WAGE REQUEST

The new offer called for those now making from \$1.55 an hour to \$1.60 to get a base pay of \$2. Those making \$1.85 would go up to \$2.25; and those making \$2.10 would get \$2.50 an hour.

Also included in the proposal was a 10-cent night differential, time-and-a-half

Pictures of meeting at cathedral on first page, second section.

overtime in excess of eight hours a day, and double time on weekends and holidays.

19 TRUCKS

On a normal off-day Sunday, about 100 men manned 19 trucks in the Southeast Memphis area. Through the weekend, a total of 127 new men had been hired to replace strikers, who number more than 1,000. At full strength, the Sanitation Department operates on 180 routes.

Charles Blackburn, director of Public Works, said he expected to have 32 trucks operating today. Operations were shifted from the Sanitation Department's Driver Street barn to one on Democrat Road because routes in the Southeast section of the city were still being covered.

Memphians continued to get rid of their garbage the best way they could.

Some violated the law by just dumping it out along

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the roadside, leaving un-
sightly piles in county fringe
areas just outside the city.

Others took theirs to Sanitation Department dumps and did their own dumping in the absence of regular garbage pickups. Others bought extra garbage cans. They were selling like hot cakes Saturday.

Charles Woodall, superintendent of sanitation, said a number of citizens are getting "quite angry" when route collectors refuse to pick up garbage which has been burned.

TWO BLAZES

There were two fires in garbage trucks yesterday, Woodall said, and refuse had to be dumped out to get it extinguished. For this reason, the Fire Department has warned crews not to pick up anything which has been burned.

Woodall said there is always a chance that burned trash or garbage still contains smouldering ashes. He pointed out that it is a violation of city ordinances to burn garbage.

Plans for NAACP-sanctioned blocking of garbage trucks this morning were cancelled, but an all-night "vigil" at City Hall was still on for tonight in support of the strikers.

The Shelby County Young Democrats Association board of directors passed a resolution in support of the

strikers.

After hours of futile conversation last night, Loeb said in the interests of a "breathing spell" he had a proposal.

He said that with new garbagemen being hired, a point would soon be reached where there wouldn't be enough jobs to provide work for the men out on strike even after agreement is reached.

The city is willing, he said, to cease hiring any more men — thus preserving the jobs of the strikers — if the union would commit itself to no violence.

The mayor said from five to 20 trucks could be placed around town so people could bring their trash to the vehicles.

FREE

"We'll go you one better," said Ciampa. "You take the scabs off the streets and we'll collect the garbage at hospitals and schools, and we'll do it free."

Loeb said the city is in position now to keep the new garbagemen on the payroll and keep the strikers, too, should the union commit itself to a non-violent policy.

William Lucy of Washington, the union's associate director of the department of legislation and community affairs, took issue with this.

"We meet every day," he said. "The confrontation produced these exchanges on four major points:

• On the issue of exclusive recognition of Local 1733 American Federation of State, County and Municipal Employees, AFL-CIO.

Loeb: "We deal with everybody. We can't deal with only one group. I feel we should go by the law."

Ciampa: "In some states laws say employers must bargain. Some Tennessee cities have laws whereby bargaining is provided. Why is Memphis an exception?"

"TOUGH LUCK"

Loeb said the fact that Memphis was different in this respect made him proud.

"This is the other cities' tough luck," he said.

• On establishment of meaningful grievance procedure with the right of union representation at all steps where day to day problems can be resolved in an orderly manner with arbitration as a final step.

Loeb said the Civil Service grievance procedure, already in use, and his "open office" policy was the answer to this.

Frank Gianotti, city attorney: "In connection with arbitration as a final step — that you can't do. That

would be turning over that part of city government responsibilities to the union. Other cities that have done this have done it counter to law."

Ciampa: "Civil service is an arm of management."

He said the federal government, which has a model Civil Service system, provided under the John F. Kennedy administration for grievance machinery beyond civil service.

Loeb called such agreements "immoral."

• On establishment of a "decent" wage for the employees involved, Loeb pointed out that the new administration hoped to raise city employees generally by five per cent.

ON DEDUCTIONS

• On payroll deductions for union dues:

Loeb: "The union would like for us to reach in the men's pockets."

Lucy said other deductions are made from workers' checks. "Why not union dues if the men request it?" he asked.