WHITE COLLAR

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

No. 363 MARCH, 1977

AFL-CIO Lobbies New Congress on Union Needs

Organized labor will push vigorously to attain its goals now that it has Democratic majorities in the House and Senate and President Carter in the White House.

These include job creation, national health insurance, improved consumer protection, reduced interest costs, "tax justice based on the sound principle of ability to pay," and drastic changes in the 41-year National Labor Relations Act, likely to be the most controversial issue in the labor platform.

Rep. Frank Thompson (D.-N.J.), chairman of the House Subcommittee on Labor-Management relations, has already introduced union-backed legislation designed "to correct many of these deficiencies."

He proposes to expedite NLRB representation elections by requiring a vote to be held within 45 days of a union request, with any legal challenges to be reviewed after the vote. He aims his stiffest proposals at employers.

One would prohibit habitual labor-law violators from receiving federal contracts. Another would enable workers to sue such employers for treble damages.

Section 14(b) Repeal

The most acrimonious debate of the year, however, will center about union demands for repeal of Section 14(b) of the Taft-Hartley Act which permits states to forbid union clauses in contracts that require new employees to join the union.

Twenty states have such statutes, which unions view as a legal shelter for "freeloaders" — workers who avoid union membership but benefit from union representation and collective bargaining.

Unions seeking repeal of Sec. 14(b), including the OPEIU, are counting heavily on the new Senate Democratic leader, Robert Byrd of West Virginia, to help quell any effort to stall the measure through a filibuster.

Some union critics, such as the National Right to Work (for less) Committee, figure that repeal of 14(b) is labor's single most important legislative goal. The committee has announced it will spend over $55 million fighting its repeal.

Unions haven't made a serious effort to repeal the clause since 1966, when the late Sen. Everett Dirksen killed it with a filibuster in the face of an endorsement by President Johnson.

If the repeal bill escapes similar legislative snares this year, it will surely become law. Labor Secretary Marshall has endorsed the legislation, and Mr. Carter promised during the election campaign that he would sign such a measure.

Other Measures Sought

Labor also will fight for legislation to reverse the recent U.S. Supreme Court ruling that employers, who provide disability pay for a wide range of conditions, don't have to cover disability from pregnancy. However, this change may not be easy to achieve.

Organized labor wants to simplify administration of the 1974 pension law and clarify some issues left cloudy by current rules. The law has caused particular confusion for pension plans jointly administered by unions and employers.

Unions believe that responsibility for enforcement should be lodged solely in the Labor Department which is more receptive to union views, rather than shared with the Treasury Department.

Other union goals are increase from $2.30 to a $3 floor in the minimum wage law and a common-site picketing bill, vetoed by President Ford, after it was passed in the House and Senate. Construction unions are pressing for its prompt enactment. Secretary Marshall, for one, has endorsed it.

25 OPEIU Staff Members Join "President's 100 Club"

Sec.-Treas. William A. Lowe reports an "encouraging response" to his letter urging officers and staff representatives of the OPEIU at all levels to join the "President's 100 Club," authorized by the Executive Board to raise funds for VOTE (Voice of the Electorate).

Enrollment requires members to send $100 by check or money order, or an authorization to make payroll deductions by signing a check-off card. A gold membership card will later be sent to those qualifying. The following officers and staff members already have applied to join the Club:

Howard Coughlin
William A. Lowe
Jack Langford
Arthur P. Lewandowski
John Kelly
George V. Porcaro, Jr.
John D. Dunn
Gary D. Kirkland
Jerry Schmit
Joseph F. McGee
John W. Cropper, Jr.
Joyce L. Ziegler
J. O. Bloodworth
Billie M. Kirby
Charles H. Rader
Harvey R. Markusen
J. B. Moss
Norma Martin
Eugene J. Dwyer
Michael F. Kelly
Helen C. Wallace
Billie D. Adams
John B. Connolly

G. P. Putnam & Sons Again Thumbs Nose at NLRB Order

G. P. Putnam & Sons, Inc., nationally-known book publishers has again thumbed its nose at the NLRB in its anti-union campaign, New York Local 153 charged in a new complaint filed with the NLRB regional office.

The complaint said the publishers had ignored an NLRB order to supply Local 153 with the list of names and addresses of unit members; to bargain with the union on a retroactive contract and, to the best of its knowledge, had also failed to post a notice on its premises announcing that it would not in the future interfere with union activities by its employees.

The NLRB order resulted from an election held on October 1, 1974, among the publishing house's office employees and those of two of its subsidiaries, Coward, McCann & Geohegan, Inc., and Berkley Publishing Corp., in which Local 153 was defeated.

Following hearings on charges of "unfair labor practices" which included the firing of six union sympathizers, intimidation and other harassments, the Board set aside the election last December and ordered the publishers to rehire those fired with full back pay in their old positions and to bargain with Local 153 on request.

Hospital Pact Wins 24% Pay Hike

Cleveland Kaiser Unit Also Scores on Benefits

Across-the-board pay boosts totaling 24%, two additional floating holidays, more liberal vacations, and vastly improved fringe benefits were gained in a new three-year agreement renegotiated by Local 17 for its 500-member unit at Kaiser Community Health Foundation in Cleveland, Ohio.

OPEIU Vice President Bill Adams reports that it calls for a first-year 40¢ an hour raise (9.5%); another 7.5% in the second, and 7% in the third year bringing the average hourly rate to $5.30 in that period. Shift differentials are raised to 25¢ an hour in the first year, and 30¢ in the second.

Employees with five years' service get a 2% increase in the first year on top of the general wage boost, benefiting 60 employees when the contract took effect last January 1.

The first floating holiday became effective from the same date, with the second becoming effective on January 1, 1979, bringing the annual total to 10 paid holidays. Employees with 10 years' service are entitled to four weeks vacation on January 1, 1978.

Health-Welfare benefits were vastly improved, a new clause extending fully-paid health coverage by the employer to retirees with $2,000 life insurance added. AD&D coverage was raised to 60% at end of sick leave for a maximum of 26 weeks (was 50%). Life insurance for regular employees was increased to $3,000 in the first year; $4,000 in the second, and $5,000 in the third year. It was $2,000 in the old contract.

A large gain was an agreement that employees on future medical leaves of absence will receive payment for the period. Previously, if this coverage was cancelled the employee had to pay premium costs.

The dental plan was liberalized to defray 80% of dental costs in 1978, and 50% orthodontia in 1979. Hospitalization improvements include the addition of Medicare drug benefit in the first year, and dependent student to age 25 (was 22).

A big increase was gained in pension benefits. Under the old plan, the benefit was 1.25% times years of service multiplied by career average earnings. The new plan formula is 1% times years of service multiplied by the last 60 months of earnings. For example, under the old plan an employee with 36 years of service earning a $4.20 an hour average would retire at $429 per month. Under the new formula, the same employee would retire at $504 a month.

The OPEIU negotiating team assisting Adams and Local 17 Business Representative Irene Summerfield included Irene Audrey, Vivian Lane, Betty Sullivan, Jerry Carter, Judy Crenshaw and Chuck Hottois.

Stevens Guide Book

A pocketsize guide to J. P. Stevens brand names is available from the AFL-CIO Union Label and Service Trades Department. J. P. Stevens is the target of a national labor boycott because of its anti-union activities. Write to the department at 815 16th St., N.W., (Room 607), Washington, D.C. 20006.

"Right to Work" Law Study Worries Ontario Workers

Ontario Labour Minister Bette Stephenson has denied that Ontario was considering legislation to ban the closed shop or similar union security requirements in that Canadian province, according to the Canadian Labour Congress.

The Ontario Cabinet is "reviewing the right-to-work legislation for a number of jurisdictions," she explained. However, there has been no indication of the duration of the review, nor its possible outcome, she added.

Cliff Pilkey, president of the Ontario Federation of Labour, commented that low wages are prevalent in U.S. states which have so-called "right-to-work" (for less) laws.

"They have the lowest wages, poorest benefits, worse productivity and highest poverty levels of all the U.S. states," he found. "It would be ludicrous to have such legislation in Ontario, the greatest industrialized province in Canada," he added.

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HOWARD COUGHLIN, *President* WILLIAM A. LOWE, *Secretary-Treasurer*

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The Value of Unions

Every employee in the United States and Canada has the legal right to belong to a union of his or her choice. Without a union, the individual has no bargaining rights. But with a union, wages, fringe benefits and working conditions can be embodied in a written contract fully enforceable at law.

An article in the MONTHLY LABOR REVIEW, published by the U.S. Department of Labor, spells out the value of unions as follows:

"Unionism is necessarily a reacting institution; the major initiatives which affect the Union lie with the enterprise and the state. The major theme that runs through the 1960s and 1970s is the adaptation of collective bargaining and unionism to the increasing demands of public policy and public interests.

"The state regulates the results as well as the process of collective bargaining at job, industry and economy levels. Unionism has made great strides in this period. Lessening the tensions incident to employment, it eased the harshness of the hierarchical organization in industry by introducing rights, orderly procedures, and a measure of self-determination at work.

"It has made feasible higher standards of consumption for working people. Unionism's shock effect has prodded management in general, whether unionized or not, to assume a more human conception of its role and a more efficient management of its labor force."

We wish that every non-union white-collar employee could read and carefully study the above analysis of the value of unions to them. In simple terms, unions are legally authorized by the U.S. and Canada to protect the weak against the strong; or, in other words, to enable the individual employee to gain a voice over his or her conditions of employment.

All too often managements regard white-collar employees as "things," not as people, planting the idea that they are "traitors" if they join a Union. The truth is that by belonging to a union, these employees are merely exercising their basic rights as U.S. or Canadian citizens to better themselves.

More Facts About Stevens

We promised to keep OPEIU members informed on the J. P. Stevens boycott. Last month we published a list of brand names of the company's products. Sometime ago, a Portland, Ore., member asked for details of how the Stevens firm abuses its employees. Below are some of the facts:

It is the second largest textile firm in the U.S., operating 85 factories and employing 44,000 workers. In 1975, the company had profits of $36½ million before taxes.

- In its factories, the company pays its employees 31 percent below the average wage received nationally by factory workers.
- U.S. Department of Labor inspectors have found that the Stevens' plants in the Carolinas ignore minimum safety standards. Cotton dust levels are three times as high as minimum health levels required by law, disabling thousands of workers with brown lung or byssinosis. Noise level in the plants can also cause loss of hearing.
- J. P. Stevens has been found "guilty" of firing pro-union employees; threatening pro-union employees; coercing employees in interrogation; promising additional benefits to employees two days before an election, and refusing overtime work to pro-union employees.

While the employees are grossly underpaid, top officers of the company are riding a gravy train. In 1975, the Chairman of the Board made $254,000; the President $216,000, and 29 other officers and directors earned an average $75,000, plus expenses and a share of the profits.

- At the age of 65, officers and directors of Stevens can expect to retire on pensions as high as $75,000 a year.
- But under the present Stevens' pension plan, workers retiring in 1974 got a lump sum that averaged out at a measly $770.

The Stevens firm has been found guilty of violating the National Labor Relations Act 15 times since 1963, more than any other company in American history. As the only weapon left, the entire labor movement has joined in an unrelenting nationwide boycott of its products.

Labor Secretary Marshall Takes Oath

SWEARING IN CEREMONY: President Carter watches as Ray Marshall is sworn in as the 16th Secretary of Labor by Chief Justice of the United States Warren E. Burger. The new Secretary's brother, Thomas B. Marshall of Jackson, Miss., holds the Bible.

CLC Steps Up Wage Control Fight

Massive Lobby Efforts Seek End of Board

The Canadian Labour Congress campaign against wage controls has entered "phase three." Phase one of the campaign was the "Why Me?" program. Phase two culminated in the National Day of Protest last Oct. 14.

Phase three of the continuing program will bring pressure to bear upon individual members of Parliament, members of provincial legislatures and municipal government to convince them of the necessity of scrapping the Anti-Inflation Board.

"Phase three carries the fight into the provinces and the municipalities with the aim of convincing the provincial governments to refuse renewal of their controls agreement with the federal government when they expire March 31," CLC President Joe Morris said in a letter to provincial federation of labour, labour councils and CLC field staff.

The letter urged that approaches to government officials emphasize the detrimental effects of the control legislation on the country, the province and the community, their people and their economies.

Text of Letter

"These include the frightening growth of unemployment; the hardships resulting from cutbacks in social services and education, and the worsening regional disparities.

"It must be made clear to everyone approached during the campaign that Canadians are fed up with having become the victims of an ill-advised program imposed on the provinces by the federal government which appears to have had little other purpose than political expediency."

The new approach has been under consideration by the CLC Executive Committee for some time.

In Ontario, CLC Regional Director of Organization Ralph Ortlieb announced that labour council members will meet in a series of five regional meetings to be briefed on plans for continuation of the campaign against wage controls.

The CLC has designed a special pamphlet to assist trade unionists in their lobbying efforts with MPs, MLAs and municipal governments leaders.

Quebec Deals Body Blow

Meanwhile, the federal government's anti-inflation program received a major body blow in January when the Quebec government stripped the province's inflation Control Commission of its enforcement arm, making the commission no more than an advisory body.

The announcement was made by Quebec Finance Minister Jacques Parizeau, who added that the province has decided to hold wage settlements covering about 80 percent of the workers under the commission's jurisdiction, even though they are in excess of the government-imposed guidelines.

As a result, Administrator Camille Biler, who had wide authority to enforce the Commission's rulings, submitted his resignation which was accepted by the government.

The move caught federal Finance Minister Donald Macdonald by surprise and he was not pleased. He called the dismantling of the commission's enforcement arm an "unwise move."

Two days later, Quebec Premier Rene Levesque questioned the wisdom of the federal stance when he said: "It wouldn't be a bad idea" for Ottawa to end the federal wage and price controls as soon as possible.

John B. Connolly Named to Succeed Bud Manning

President Howard Coughlin announces the appointment of John B. Connolly, 39, former Business Representative for the Painter's Union, as an International Representative to fill the vacancy created by the retirement of Justin F. (Bud) Manning.

John B. Connolly

Married and the father of four children, he served for four years in the U.S. Air Force and is a veteran of the Korean War. Following his return to civilian life he entered the labor movement, and has wide experience in business administration.

He set up and administered the Painter's Health and Welfare Fund, and successfully completed two leadership seminars sponsored by that union. He studied for two years with the Catholic Labor Guild of Boston, Mass., and graduated after one year from the University of Massachusetts Institute for Labor Affairs.

He will be based in Boston, Mass., to serve Locals in the New England area.

Jobs Lost in 1976

Over 19 million Americans (one in six workers) applied for unemployment insurance during 1976.

OPEIU Member Photographs Carter Inauguration Parade

Bob Bailey, a member of Local 2's bargaining unit at Washington Gas Light Company, took the above picture of President and Mrs. Carter marching past the FBI Building in Washington, D.C., during the inauguration parade. In a note to Local 2 Business Manager John P. Cahill, Brother Bailey thanked him for obtaining the necessary identification that enabled him to make the picture. He also volunteered to photograph any future Local 2 events.

Sees Future Bright For Organizing

AFL-CIO Official Pins Hope on New Political Climate

The next several years hold the best prospects in a decade for union membership growth, both in total members and as a percentage of the U.S. workforce.

That appraisal was made by Director Alan Kistler of the AFL-CIO Department of Organization in a recent Labor News Conference interview, citing new leadership in the Congress and White House which should produce a more favorable political attitude and an awareness of economic realities.

He said that President Carter's "emphasis on jobs" as a key step to help "restore economic sanity to the nation" will cut back the severe unemployment rates and the "great reservoir of fear" that can be exploited by employers in resisting unionization.

Kistler said the recently formed AFL-CIO organizing coordinating committee will provide a regular mechanism in which federation affiliates can update and sharpen organizing skills and techniques, assemble information and background, and pool staff and other resources in concentrated organizing efforts.

Kistler acknowledged that the momentum of organizing has been slow over the last decade for both AFL-CIO unions and those outside the federation. He said that in addition to a weak economy and less favorable political climate, "the growth of the breed of professional labor-management consultants —union-busters in a very real sense—has been a major factor in that development."

He said these professional specialize in "thwarting workers as they attempt to organize —through the procedures of the National Labor Relations Board and the built-in delays of the law."

He called for "substantial, positive reform" of the National Labor Relations Act, coupled with "vigorous, intensive investigations and more effective remedies."

Dim Future Looms For Bank Tellers

93% of Banks Say Machines Will *Fill Jobs by 1980*

A recent comprehensive survey of financial institutions indicated that a significant majority of banks and similar organizations strongly favor the installation of automated teller machines (ATM's).

The survey covered the nation's 500 largest commercial banks, 200 largest savings and loan associations, 100 of the largest mutual savings banks, and 175 large credit unions.

Of those responding to the survey, 93% indicated their institutions would have automated teller machines by 1980. Although only 20% of the savings and loan associations and mutual savings banks surveyed have ATM's now, 86% forecast they would have them by 1980.

The survey also sought the views of respondents on the installation of terminals at retail store locations. A majority saw benefits attaching to such a development.

In Britain, the National Union of Bank Employees (NUBE) is expressing concern at the implication for its members of the introduction of fully automated banking services. The major banks in Britain have either introduced or are experimenting with various types of automated teller machines.

AUTOMATED TELLER: Picture shows a typical automated teller facility. It dispenses currency, accepts deposits and payments, transfers funds and more. Its manufacturers claim the ATM's perform all these services "within a format that's as natural as a conversation between a customer and a teller."

J. F. Manning Retires; Served OPEIU 22 Years

International Representative Justin F. (Bud) Manning, who serviced 23 Locals in the Northeast area, has retired after 22 years with the OPEIU in that capacity.

Justin F. Manning

He says he now plans to play some golf, take a trip abroad with his wife this summer, do some wrting, and "intends to keep a sharp eye open" for new organizing leads which he will funnel to the International.

During his OPEIU career, Bud assisted Locals in countless contract negotiations, arbitration cases, workmen's and unemployment hearings, and new organizing efforts. He had petitioned for 65 representation elections, including banks, health agencies, school secretaries, and other office units in the New England states, plus New York, New Jersey and Pennsylvania.

In his home city of West Haven, Conn., he was very active in Democratic politics where for 10 years he was a member of the Mayor's Advisory Committee. He also held numerous elective posts in the state's labor organizations.

He was First Vice President of the Greater New Haven Central Labor Council; Chairman of the Central Labor Council's Publicity and Organizing Committees, and labor panelist on the Conn. State Board of Mediation & Arbitration.

He also represented the OPEIU on the Central Council's COPE Committee, an activity he plans to pursue in the future.

We wish Bud many happy and enjoyable years in his well-earned retirement.

Detroit Credit Union Yields 20% Pay Raise in 3-Year Pact

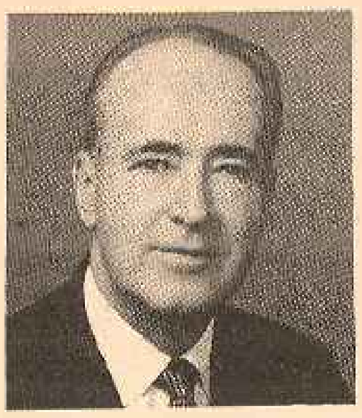
Wage gains totaling 20% over three years, plus a cost-of-living allowance providing 1¢ an hour for each 0.4 point rise in the CPI, with other improvements in fringe benefits were won in a new contract renegotiated by Detroit Local 42 for its office unit at Detroit Federal Employees Credit Union.

International Representative Arthur Bivins reports that the new agreement calls for a 9% across-the-board increase in the first year; 6% in the second, and 5% in the third. In the final contract year, it provides a starting scale of $167.77 in the lowest office grade, rising to a maximum of $193.06.

The Collector and Head Loan Interviewer was upgraded to Class VI which, in the final year will have a starting salary of $205.72 per week rising to a $241.15 maximum.

A new clause provides 26 days personal leave after ten years. Another clause requires the employer to pay Blue Cross/Blue Shield health insurance premiums for retirees.

The unit negotiating team, assisting Bivins, included Steward Betty Damson and Claudette Fears. The new agreement runs to December 8, 1979.



from the desk of the

PRESIDENT

Broader Pension Law Needed

Organized labor fully supported the Employee Retirement Income Security Act of 1974. It did so because of the numerous problems workers were encountering with pension plans in the private sector of the economy which were, for the most part, unregulated.

Many plans mandated that workers had to attain the age of 65 before becoming eligible for a pension. Some of these firms then severed workers regardless of years of service when they were close to the retirement age, thus depriving them of pension benefits.

Moreover, numerous companies used pension plans for their own selfish reasons. They used the money in these plans to buy stock in the employer organization and, in many instances, provided excessive benefits for corporate officers as oppoesd to poor benefits for lower echelon workers.

Just prior to the effective date of the Employee Retirement Income Security Act of 1974, some 1,500 pension plans covering 165,000 workers were terminated in order to avoid coverage by the Act. Private pension plan abuse by employers made this Act a vital necessity.

The establishment of the Pension Benefit Guaranty Corporation into which private pension plans must now contribute, in effect, guarantees payment of pensions if an employer goes out of business or terminates pension plan coverage for economic reasons. This corporation provides a guarantee of coverage up to a maximum of $750 a month. This $750 monthly figure will be adjusted in accordance with changes in the Social Security wage base.

However, the Employee Retirement Income Security Act, while absolutely essential, still does not provide an answer to the problem of corporations which have no pension plans whatsoever. In effect, therefore, these corporations compete unfairly with firms which do provide pension benefits in the private sector. Obviously, firms which have pension coverage are in a position of having to pay substantial pension costs as compared to firms in the same industry which do not have such coverage. Unfortunately, companies employing nearly fifty percent of the private work force still do not provide any pension plans for their workers.

Robert D. Paul, President of the Martin E. Segal Company, an actuarial consulting firm, writing in *Sloan Management Review*, recently proposed that companies without a pension plan be charged a two percent tax on payroll up to the wage base used by Social Security to provide funds to pay pension benefits for such companies' employees.

Mr. Paul stated that the idea would eliminate "built-in inequities" in the law and encourage growth of private sector pension plans.

Mr. Paul further stated that the 1974 pension law imposed heavy funding and reporting costs on many employers, whereas companies now employing almost fifty percent of the work force do not have any pension plans or their accompanying costs.

The writer would doubt that a two percent payment into a fund of the nature proposed by Mr. Paul would provide adequate pension benefits for employees not presently covered. We think, however, that the idea has merit. Obviously, the government has to do something to discourage companies from terminating pension plans because of unfair competition by other firms in the same industry.

In addition, we cannot continue to have almost fifty percent of the country's workers in the private sector of the economy relying solely on Social Security in their retirement years. Mr. Paul's idea of a common fund for these companies, with a contributed amount sufficient to provide realistic pensions, may well be an answer to a vexing problem now confronting our government. Action in this direction is sorely needed.

Buying Power Flat Last Year

Last year was a standstill one for American workers, whose buying power rose a negligible one-tenth of one percent in 1976.

Real spendable earnings—what you can buy with what you get paid—averaged $92.19 a week in constant dollars for a worker with three dependents compared with $92.02 in December 1975, less than a dollar above the average way back in 1965.

Texaco Unit Wins 9% Annually

Many Gains Made at Port Arthur, Tex. Terminal

Across-the-board wage boosts totaling 18%, plus other fringe benefit improvements, were gained in a new two-year contract renegotiated by Local 66 for its unit of office employees at the Texaco Inc. plant and terminal in Port Arthur, Texas.

Local 66 President Clyde A. Wing reports that the new agreement calls for a 9% increase retroactive to January 8, with a similar boost to take effect on the same 1978 date. Shift differentials in the first year were increased to 45¢ and 90¢, respectively, from the previous 20¢ and 40¢. They will be further increased to 50¢ and $1.00 in the second year.

The company agreed to increase its monthly contributions to the Hospital-Surgical-Major Medical Plan by $4 for each single employee in each of the two years, and by $12 in the first year and $10 in the second for employees with dependents. If National Health Insurance becomes a law, the company also agreed to use present plan premiums toward its cost, and any surplus remaining "shall be used for other benefits determined jointly by the company and the union."

Under the group pension plan, a member shall be entitled to an annual minimum retirement income of $144 per each year of service at normal retirement for those eligible under the plan since July 1, 1969, and for each year of credited service prior to that date with certain exceptions.

The unit negotiating team assisting President Wing included James E. Adams and D. R. Castille. The contract runs to January 7, 1979.

Michael Ponti, 66; Was Veteran Local 153 B.R.

We regret to announce the recent death after a comparatively short illness of Michael Ponti, 66, Business Representative of New York Local 153's Hotel Division, and a pioneer organizer in the white collar union movement.

Death occurred in his home at 25 Pikeview Terrace in Secaucus, N.J. Burial was in Holy Cross Cemetery in North Arlington, N.J.

Because of failing health, "Mike" as he was known to his co-workers, had announced his retirement only a month previously. On that occasion he was presented with a TV set by International President Howard Coughlin on behalf of Local 153's office staff as a token of their deep appreciation and esteem for his long and devoted service to the cause of office unionism.

Michael Ponti

Altogether, he had spent approximately 40 years in organizing, bargaining for, and servicing Local 153 members in the Hotel Division. He first entered the labor movement in 1937 as an organizer for the American Federation of Bookkeepers, Stenographers & Accountants which then operated under a federal charter as Local 20940. Later he became its bookkeeper, and also served as its Secretary-Treasurer.

When the scattered federally-chartered office unions across the nation finally won an AFL charter as the Office Employees International Union, he was among the first to join OEIU Local 153 together with all the other members of Local 20940.

Shortly thereafter, he was named Business Representative for Local 153's Hotel Division and for the next 20 years was always ready to lend a hand when it came to organizing any group of office employees seeking OPEIU representation.

He is survived by his wife Ann; a daughter, Maryann; a son, Charles, and two grandchildren, all in Secaucus. Other survivors are four brothers; Charlie and Jim, both of Jersey City; Neil of Lyndhurst, N.J., and Fred of Secaucus, and three sisters; Mary and Josephine of Secaucus, and Mrs. Rae Farrizoli of Roselle, N.J.

We extend to all his relatives our deepest sympathy in their sad bereavement.

One-Year Pact at Preway Wins 7½% Wage Increase

A 7.5% general wage increase plus greatly improved fringe benefits were gained by Local 95 in a new one-year contract renegotiated for its office unit at Preway, Inc., which manufactures kitchen and heating appliances in Wisconsin Rapids, Wis.

Business Representative Larry Cross reports that starting rates will range from a minimum of $144 per week in the lowest office grade to a maximum of $238.84 in the top classification. The rates are based on a 39-hour workweek.

The vacation schedule was liberalized to provide three weeks after eight years (was 9); four weeks after 17 (was 18), and five after 25 years. Previously, there was no provision for a fifth week. In addition, one-half of all sick leave will convert to vacation in the following year.

Life insurance for each individual was increased to $4,000 from the previous $3,000. The new agreement runs from January 15 to January 14, 1978.

The unit negotiating team assisting Cross included Chairpersons Marjorie Havlena and Sharon Koch. Jane Natzke was also a team member.

If you move, send your old and new address, including zip code and social security or social insurance number to:
William A. Lowe, Sec.-Treas.
815 16th Street, N.W., Suite 606
Washington, D.C. 20006

U.S. Price Index

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

1976	
January	166.7
February	167.1
March	167.5
April	168.2
May	169.2
June	170.1
July	171.1
August	171.9
September	172.6
October	173.3
November	173.8
December	174.3
1977	
January	175.3

Canadian Price Index

Statistics Canada
*New Base 1971=100

1976	
January	145.1
February	145.6
March	146.2
April	146.8
May	148.0
June	148.7
July	149.3
August	150.0
September	150.7
October	151.7
November	152.2
December	152.7
1977	
January	154.0