

# WHITE COLLAR

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

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## OPEIU Leads All-Woman Unit to Victory

### Self-Organized Group in California Beats All Odds to Win Contract

Women office employees at Hopper, Inc., a large manufacturing company in Bakersfield, Calif., realizing they were grossly underpaid and enjoyed only minimal fringe benefits, decided their only remedy was to form a bargaining unit under the OPEIU banner.

Many of the 60 women were so underpaid that they were eligible for welfare and food stamps, although they worked a 40-hour week. Some had even paid up to \$300 in fees to an employment agency to get their jobs so they asked Los Angeles Local 30 for help.

However, because of the time and distance between Los Angeles and Bakersfield the Union

agreed to give all the help it could but frankly told them that they would have to do most of the work themselves. They accepted the challenge.

Local 30 members June Bollinger and Beth Riley, both experienced in union work, then set up a small but energetic organizing committee. Headed by Nevella Robertson it promptly went to work signing up Hopper office employees so successfully that last June the result was an overwhelming NLRB election victory.

Negotiations for an initial contract started right after the election. Dumbfounded that a group of office women could bring them to the bargaining

table, it soon became evident that company officials didn't want a union contract.

Instead of negotiating directly, it hired an outside labor consultant who for seven months went through the motions of bargaining with Local 30 Business Representative Bill Roberts and a unit negotiating committee comprising Nevella Robertson, Marie McCrossen and Carole Porter. This tactic only made the women angrier.

"There was absolutely no employer respect for these women or the work they performed," Roberts said. "After exploiting all alternatives, including federal mediation, picketing both the plant and Hopper's home,

and handbilling the public—all to no avail—the determined women finally voted to strike. They painted picket signs and made all preparations for a major strike.

Local 30 Business Manager Gwen Newton rushed to Bakersfield in a last ditch effort to resolve the impasse involving union security and wages. Meeting around the clock with company officials she finally received an offer from the employer which, she felt, merited consideration by the committee.

Just a few hours before the strike deadline, while many labor leaders headed by President Bob Carter of the Central Labor Council and friends of the

office employees began gathering to put up the picket line, the Hopper unit met, voted to accept the agreement, and went to work.

The initial three-year contract calls for a \$140 a month general increase over the period, union security, employer-paid medical and dental insurance, two additional paid holidays, one additional sick leave day and, most important, machinery to resolve grievances.

Most said it couldn't happen, but the spirit and determination of these Bakersfield office women proves that union solidarity affords the one sure means for them to gain equal treatment in their jobs.

### Six More Staff Members Join the "President's Club"

Sec.-Treas. William A. Lowe reports that the following new members have joined the "President's 100 Club" since the previous list was published in White Collar:

John Fitzmaurice, Hamden, Conn., International Representative.  
Michael G. Goodwin, New York, Sec.-Treas. Local 153.

Gwen Newton, Los Angeles, Cal., OPEIU Vice President and Local 30 Business Manager.

Three Business Representatives of Local 30 in Los Angeles have joined the \$50 Club. They are Charles A. Florey, William A. Reay, and William J. Roberts.

The President's 100 Club was authorized by the Executive Board to raise funds for VOTE (Voice of the Electorate). It is open to OPEIU officers and representatives at all levels.

With the six new enrollees membership now totals 29.

### New Haven Labor Council Reelects 2 OPEIU Members

Two OPEIU members have been reelected to the Executive Board of the Greater New Haven, Conn., Central Labor Council, AFL-CIO.

Retired International Representative Justin F. Manning was unopposed for his tenth consecutive two-year term as

the Council's First Vice President, representing Local 329.

Local 446 President Dominic Furco was reelected to a second two-year term on the board and will also serve as a member of the council's Strike Support Committee.

### HEW Asks OPEIU to Help in Nationwide Vaccine Plan

Secretary of Health, Education and Welfare Joseph A. Califano, Jr., has appealed to OPEIU members to help in a nationwide campaign to vaccinate 20 million children under 15 who lack proper immunity against polio, measles, rubella, tetanus, diphtheria and whooping cough.

In a letter to OPEIU President Howard Coughlin, he says that this neglect in part is due to "public and professional apathy and the difficulty that many families have in obtaining immunization for their children during the working day."

He urges OPEIU members "to seek full immunization for their children and to draw their attention to community-based services where they live."

## OPEIU Organizing Adds 250 to Rolls

### Largest Unit Won by Local 406 in Puerto Rico

Some 250 office employees in seven new bargaining units were added to OPEIU rolls, according to the latest reports from the field to Director of Organization Art Lewandowski.

The largest was in Puerto Rico where an election held among 100 office employees at Autoridad de Tierras (Land Authority) in Ensenada resulted in a two-to-one victory by Local 406 for OPEIU representation, according to International Representative Jimmy Diaz.

International Representative Gary Kirkland scored two election victories, one among a 60-

member group of Road and Engineering Department employees of Shania County, Wash., who voted by a margin of better than three-to-one for representation by Portland Local 11.

He also reported that a 30-member credit union in Pasco, Wash., had voted for representation by Local 100 by a vote of three-to-one.

In Muskegon Heights, Mich., a ten-member unit of maintenance employees voted to affiliate with Detroit Local 10, International Representative Arthur Bivins reports. He said the election was conducted by the

Michigan Employment Relations Board.

Sec.-Treas. Stuart Crosby reports that Portland Local 11 had won an election among 15 employees at the City/County Consolidated Despatch Center in Vancouver, Wash., and also had been successful in winning another 15-member office group at Clark Regional Communications Agency.

Local 8 Asst. Business Representative Bill Domarotsky reports that a small office staff at Lake City Elks Lodge 1800 in Seattle, Wash., had voted for OPEIU representation in an election held there.

## Sees Bank Unionism Spreading

### AFL-CIO Official Finds New Trends in Near Future

Director Alan Kistler of the AFL-CIO Dept. of Organizing and Field Services debunked the "myth" of incompatibility between professional workers and unions at the spring meeting of the Industrial Relations Research Association in Tucson, Ariz.

"There is a trend toward unionization among white-collar workers everywhere," Kistler observed. "Real estate and banking may be as well organized in the future as construction is today."

He pointed to the recent chartering by the AFL-CIO of a union of school administrators, widening interest in organization among physicians, and the sustained expansion of union membership among fed-

eral, state, and local government workers.

The direction of organizing in the future is upward, "and we are on the verge of great growth," Kistler said. "We have a coordinated organizing apparatus now in its initial stages, which you will be hearing more about."

Kistler told the IRRA delegates, who represent labor, industry, education, and industrial relations practitioners, that employers who flee to the Sun Belt States will find their workers following them, and that "where people go their unions tend to go as well."

Markley Roberts, an AFL-CIO economist, discussed three major areas in which the feder-

ation will push strenuously for effective action in the 95th Congress: jobs, inflation, and labor-legislation reform.

He said that disagreements with the Carter Administration on measures to restore full employment to the economy are a matter of emphasis rather than goals. The White House wants to spread its \$30 billion economic stimulus over the next two years mostly in the form of tax cuts and rebates while "we say let's have \$30 billion in job-creation programs this year."

U.S. Labor Secretary Ray Marshall, who is the current IRRA president, outlined his department's position on labor legislation, singling out the need to improve the "cumbersome" collective-bargaining machinery.



## WHITE COLLAR

Official Organ of  
OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION  
affiliated with the AFL-CIO, CLC

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## A Lesson for Anti-Union Banks

The American Bankers Association smugly announces that less than 1% of the industry's employees are unionized. As a result, these have remained among the lowest-paid groups in the nation and will continue to do so until they unionize *en masse*.

The ABA mentality assumes this is good for banking. The reasoning is that if the employees became unionized the banks would become "non-competitive." This is pure myth, amply disproved by the experience of The National Bank of Washington, D.C., founded in 1809.

The OPEIU organized its employees four years ago. Since then, NBW has gone forward by leaps and bounds, its latest annual report showing profits in 1976 soared to a record \$4.33 a share, up 15.9% from \$3.74 in the previous year.

Not only has NBW increased its staff, but it has also added to its branch facilities and services. This expansion includes offering drive-in facilities, safe deposit, and other automated services.

It has also installed new computers and auxiliary equipment in its Data Center, a transition which management says took place without a flaw. Moreover, it moved its staff into new modern headquarters at great expense.

NBW management frankly reveals that its new two-year OPEIU contract calls for a package of salary and fringe benefits of 10% in the first year and 8% in the second. As a result, its total salaries and fringe benefits were boosted by some \$1,375,000 to more than \$11,400,000, it disclosed.

But all this hasn't made the bank any less competitive. In fact, it's more competitive despite the fondly held fallacies of the typical banker who makes up the ABA. We find the same story holds for other banks under OPEIU contracts.

Actually, bank unionization acts as a powerful stimulus to management to devise new methods and approaches to the art of banking, resulting in greater business and higher profits.

We congratulate NBW's management and staff for an outstanding and inspiring performance which provides a lesson for anti-union bankers who, it seems in many cases, are totally lacking in modern banking skills and imagination, and cover up their inadequacies with the anti-union ploy.

## OPEIU Hails Hopper Unit

As we have said so many times, winning equality for women is not so easy but the one sure method is by unionizing and gaining the right to sit at the bargaining table with the employer.

In this respect, the 60 office women at Hopper, Inc., in Bakersfield, Calif., a large manufacturing firm, proved our contention. They faced almost impossible odds, but once they chose their course they overcame all obstacles with indomitable patience, courage and determination. (Story on Page 1).

It was an all-woman epic, a notable preview of the part women are about to play in growing numbers in the American labor movement. Because of time and distance, they were compelled to organize themselves. They did this successfully by winning an overwhelming majority in an NLRB election.

Their employer was stunned. Instead of bargaining directly with them, management hired an outside consultant in the hope that by stalling negotiations the union would evaporate so that a contract wouldn't be necessary. It was a gross miscalculation.

The underpaid, exploited office women grew even more determined to fight for their rights and their own self-respect; they knew they were engaged in a struggle for social justice and were willing to make every sacrifice until they achieved their aim of a living wage and improved working conditions. They wanted these spelled out clearly in a union contract, and were determined to settle for nothing less. And they won.

We believe that these 60 Bakersfield office women symbolize the "wave of the future" as their sisters join OPEIU ranks in growing numbers to end the degrading conditions to which their sex is subjected by chauvinistic employers.

Moreover, we feel that in due course their example will be followed by non-union office women in countless establishments throughout the United States and Canada when all realize that woman-power can be really effective only as members of organized labor.

These women also have proved that shoulder-to-shoulder solidarity in a just cause is an invincible weapon. We wholeheartedly welcome them into our OPEIU ranks.

# Meany Rips "Union Busters"

## Says Briefcases Today Replace Clubs, Brass Knuckles

AFL-CIO President George Meany in an eloquent speech at a dinner in Washington, D.C., marking the casting of the 30-millionth vote in an NLRB election, spelled out drastic changes needed in labor laws to make them work equitably as Congress intended 42 years ago when it enacted the National Labor Relations Act.

In a word of caution to unionized workers, he said:

"Just voting for a union will not make your dreams come true. A union is a mechanism—a good tool. And like all good tools it needs to be cared for. So a union needs the personal involvement of its members—not just in time of crisis but on a regular, continuing, sustaining basis."

Declaring that the "institution of collective bargaining and the stability, the mutual understanding and the spirit of give-and-take that flow from good faith collective bargaining can be just as beneficial to employers as to employees," he said that "was what the framers of the NLRA wanted when they drafted the law 42 years ago," adding:

"But between the intent and the reality there is a colossal gap of empty promises, delays and frustrations, and the gap has grown instead of shrinking."

Meany attributed this to the Taft-Hartley and Landrum-Griffin amendments to the Act, with the result that they put strict limits on the ability of workers to organize without employer interference or coercion.

"For workers who face that kind of opposition. . . , they face the law of the jungle and the power of professional union-busters and strikebreakers

just as surely as their grandfathers did," he declared. "Oh, the style has changed. Today's 'labor-relations consultants' use different weapons and tactics. They carry briefcases instead of clubs and brass knuckles. They leave no visible marks on their victims.

"But their job is the same—to frustrate human hopes and nullify human rights. And they get away with it almost scot-free.

"Union-busting is a thriving industry, because flouting the law is 'cost-effective.' Employers make more when they violate the law than when they abide by the law. J. P. Stevens, in fact, has done more violence to the law with 'consultants' than Tom Girdler was able to do with goons.

"Where's the penalty for this type of law-breaking?" he asked. "The back wages are tax-deductible as a normal cost of doing business. The fee of the union-busting lawyer and the so-called labor-relations consultant is a tax deduction. It is the cheapest insurance against unionization on the market. A couple of years' wages for a few people adds up to much less than raising the wages of many by a few cents an hour."

Assuring employers present who obey the labor laws that they had no reason for concern, Meany pointed out that the scofflaw employers who defy the labor laws are "cutthroat competitors of every decent corporation in America. They compete by exploitation and it is exploitation of human beings that we are determined to halt."

Describing Section 14(b) of the Taft-Hartley Act as "a simple union-busting device con-

trary to the idea of a truly national, uniform labor policy, he contended that since a union is legally required to represent all in a bargaining unit "all who benefit (should) bear the cost."

He added that 14(b) substitutes "the judgment of government for that of the workers and employers directly affected," and deprives workers of the right "to make their own choice of whether or not to seek a union security agreement at the bargaining table."

He pointed out that the so-called "right-to-work" laws confer no rights on anybody. Instead, they "restrict the rights of workers and employers. They are used in the competition for industry, as an implied promise of low wages, reduced labor standards and low buying power for workers and their families. That kind of competition is bad for America and its people and opposed to every notion of equal opportunity and equal justice."

Declaring that government contracts should be denied to those violating the labor laws, Meany said that there is "no justification for separate and opposite treatment of unions and employers," and "we want to see every worker in America covered by the National Labor Relations Act. The law is the law; violations are violations; and they should be remedied quickly, effectively and impartially."

"Common sense," he concluded, "dictates that the law should cover all who need its protection, without exemptions or exclusions, and that its enforcement should be swift, fair, impartial and effective. We intend to give our best efforts to this end."

## Drug Unit Wins \$4,500 Each

### McKesson & Robbins, Detroit, Yields Other Benefits

Across-the-board wage gains totaling more than \$4,500 per member over three years, in addition to other fringe benefits, were gained by Local 10 for its office unit at McKesson & Robbins, drug distribution center in Detroit, Business Representative Arnold L. Shamis reports.

He says the new agreement calls for a 40¢ an hour increase in the first year; 35¢ in the second, and 30¢ in the third. In the final contract year it will provide a starting rate of \$5.015 an hour in the lowest office grade of mail clerk, rising to a \$5.205 maximum. In the top classification, the starting rate will be \$5.605 rising to a \$5.835 maximum.

Other gains are 1½ additional paid holidays, one day of which may be added to vacation time, and one extra paid sick leave day. Under a new sick leave of absence plan, employees with a doctor's certificate may use it and retain sick

leave days which are paid for at the end of each contract year.

A new successor clause was also negotiated in the event of merger, consolidation or relocation of the distribution center. The new agreement runs to No-

vember 1, 1979.

The unit negotiating team assisting Shamis comprised Chief Steward Virginia Mills, Stewards Sandra Riddle and Jackie LaMar, and committee member Margaret McKenzie.

## Minnesota Bank Signs Initial Contract in State

Wage gains of \$25 a month, retroactive to September 1, 1976, a union shop with the usual fringe benefits were won in an initial two-year contract negotiated by Twin Cities Local 12 for its new bargaining unit at the Union State Bank of Minneapolis, the first bank organized in the state of Minnesota.

Business Representative Vern Paul says that the agreement sets a starting minimum of \$520 a month in the lowest grade, rising to a \$645.50 maximum, and \$625 in the top classifica-

tion rising to \$776 a month. Employees will get raises each six months, ranging from 12¢ an hour to 16¢ in the top grade until they reach the maximum.

The employer agreed to pay full costs for health-welfare coverage, and to provide one day of paid sick leave per month cumulative to 75 days. Employees won nine paid holidays annually, and will receive two weeks vacation after one year, three after five, and four after 10 years.

The agreement also contains a technological clause.



# CLUW Group Studies Child Care

## OPEIU Delegate Among 20 Visiting 3 Nations Overseas



**DELEGATES ON OVERSEAS STUDY:** Group of labor union women who are visiting three nations overseas to study child care facilities and programs in a seminar sponsored by the Coalition of Labor Union Women (CLUW). Sheila Baker, third from right in second row, represents the OPEIU on the delegation.

Vice President Sheila Baker, of New York Local 153, and a member of Fordham University's office staff, was designated to represent the OPEIU in a three-week study tour of child care facilities in Israel, Switzerland and Sweden as part of a seminar sponsored by the Coalition of Labor Union Women.

"I'm delighted that Sheila will represent our union in this very important project," said President Howard Coughlin. "We need to intensify our efforts to secure adequate child care facilities for children of working mothers. I'm confident that the information she brings back will help us to attain this objective."

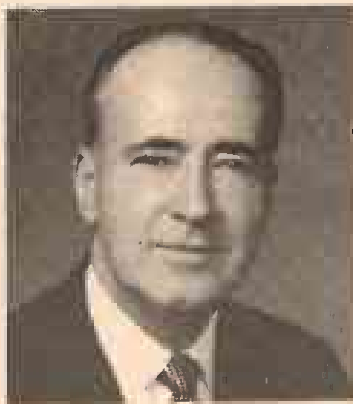
Sister Baker is one of 20 women labor leaders, all CLUW

members, who have been designated by their Unions to participate in the child care seminar. The project is financed by the German Marshall Fund, a U.S. foundation set up by the German people in gratitude for the American help they received following World War II.

In addition to the OPEIU delegate, the women's labor group includes representatives of nineteen other international unions. The 20 women trade unionists recently completed a two-day orientation for their trip at the George Meany Center for Labor Studies in Silver Spring, Md., financed by AFL-CIO union affiliates which use it for seminars and training institutes for their members and staffs.

The group took the crash course to formulate questions they will explore, such as finances for child care facilities, problems resulting from the increased number of single working parents, the roles of labor unions, business and industry groups in the establishment of day care and other child care facilities, effects of the women's movement on development of child care, and social legislation affecting working women.

On their return, the women will work through their own unions as well as community groups to develop standards, and formulate programs for expansion of child care facilities in the United States, where more than half of the three-to-six-year olds are cared for outside the home today.



from the desk  
of the

# PRESIDENT

## Stage Set for Convention

The Fourteenth Triennial Convention of the Office & Professional Employees International Union will be held at the Hyatt Regency Hotel in the City of Los Angeles, June 6-10, 1977.

In order to insure the fullest attendance, we called attention to this Convention, its date and location, at each Educational Conference held in 1976. Thereafter, immediately after the first of the year, we sent letters to all Local Unions again notifying them of the Convention hotel, the city, the dates, and the need to elect delegates and send resolutions at the earliest possible moment.

Our Conventions, like membership meetings of our Local Unions, establish the basic policies of our International Union and define the direction of our organization for the ensuing three years. Over 500 delegates representing more than 300 Local Unions will be in attendance and will be informed that our membership totals are now the highest in the history of our International Union.

The convention will deal with a host of resolutions covering a myriad of subjects. These will include proposed constitutional changes, per capita tax increases, and numerous legislative proposals dealing with the economy, minimum wages, changes in the National Labor Relations Act, and repeal of Section 14(b) of the Taft-Hartley Act.

In order to have our Convention operate both expeditiously and efficiently, members of all committees will be appointed prior to the Convention and will be asked to meet on Saturday and Sunday just prior to its opening.

The committees will be asked to report favorably or unfavorably on numerous resolutions submitted to each such committee. These committees will include: Rules, Resolutions, Constitution, Organizing, Legislation, Publicity, Official Publication, and Officers' Report.

In order to appraise the new delegates of the workings of our conventions, we are forwarding a four-page leaflet to all delegates wherein we will describe the mechanics and functioning of the convention. As each committee chairman reports, delegates will have an opportunity to debate the pros and cons of the committee's recommendations.

The Convention thereafter decides to adopt or reject the recommendations of the committee. This is usually done by a voice vote. However, any delegate may request a division of the house through a show of hands. One-tenth of the delegates present may demand and obtain a roll call, based on the voting strength of each Local Union, as provided in the OPEIU Constitution.

Each Local Union in good standing is entitled to one vote in the convention for each 100 members, or major fraction thereof, on which per capita tax has been paid for the 12-month period ending with March 31st preceding the Convention. While Local Unions will have the right to cast all of their votes for or against a particular resolution, all Local Unions are limited to a total of five delegates each.

While the following is subject to actions taken by the Rules Committee, nominations for the offices of President, Secretary-Treasurer, and Vice Presidents generally take place on the third day of the Convention. Elections conducted by a committee of delegates who are not candidates for any office are held on the fourth day. These elections are held by secret ballot. The Office & Professional Employees International Union proudly boasts that its Convention elections have been held by secret ballot since our Union was chartered by the American Federation of Labor in 1945.

In order to insure representation from all parts of the United States and Canada, Vice Presidents must be elected from various geographic regions of both countries. Thirteen Vice Presidents include two from Canada (the Executive Board is recommending a third Vice Presidency for Canada). The Vice Presidents and the Executive Officers comprise the Executive Board of the International Union which operates between Conventions.

It is essential that all Local Unions be represented at the Fourteenth Triennial Convention of the Office of Professional Employees International Union. Only in this way can the thinking of each Local Union, which may represent varying shades of opinion, be brought to the attention of the Convention. A well attended Convention, representing most of the Local Unions of the OPEIU, will tend to result in well discussed, well thought-out resolutions which will reflect the majority opinion of the delegates in attendance. We are certain that the Fourteenth Triennial Convention will be the finest Convention in our history.

## Drops Campaign Leaflet Probes

### NLRB Reverses 1962 Decision to Speed Up Elections

The National Labor Relations Board says it will "no longer probe the truth or falsity" of statements made by unions or employers during the heat of union representation election campaigns.

By a majority decision, it decided that employees "are mature individuals who are capable of recognizing campaign propaganda and discounting it," reversing a 1962 decision by the board.

The majority said the new policy will eliminate restrictions on free speech, reduce the need for the board's staff to conduct "extensive analysis of campaign propaganda," and eliminates the opportunity for either side to delay election results by charging unfair practices.

However, the majority said the board will continue to intervene in elections involving forged documents that "render the voters unable to recognize

the propaganda for what it is."

Campaign misrepresentations are alleged in 300 to 400 elections a year, NLRB statistics show, and in about 7% of these cases the board orders a second election.

The decision doesn't remove all restrictions on statements made during a union election,

however. The National Labor Relations Act's "free speech" provision doesn't protect certain statements that would be an unfair labor practice, such as an employer's threat that choosing a union would cause employees to lose benefits, or a union official's threat of reprisal.

## Initial Country Club Pact Wins Big for Employees

Wage increases ranging from \$35 to \$40 a week were won in an initial one-year contract negotiated by Local 10 for a new unit comprising office and recreational employees of the Dearborn Country Club in Dearborn, Mich., Business Representative Arnold L. Shamis reports.

The agreement calls for a union shop. It provides for nine paid holidays annually; two weeks vacation after one year; three after five, and four after 15 years.

The employer agreed to full costs of premiums to provide hospital, surgical and medical insurance for the employees.

Steward Kathleen Kearney assisted Shamis in negotiations for the contract.



# Ladish Pact Wins Many Gains

## 3-Year Contract Boosts Pay, Benefits at Kenosha Plant

Across-the-board wage boosts totaling 13% plus a cost-of-living allowance, and greatly improved fringe benefits, were renegotiated by Local 336 in a new three-year agreement covering its 106-member office unit at Ladish Company's Tri-Clover Division, which manufactures pumps and fittings at Kenosha, Wisc.

International Representative Mike Walker says it calls for pay raises of 4½% in each of the first two years, and 4% in the third. The COLA will be paid semi-annually, based on 1¢ an hour for each 0.4 point rise in the CPI. The old COLA amounting to \$1.66 was frozen into base pay.

A new trial basis feature effective April 1, 1979, is a longevity clause to provide 5¢ an hour extra for each year of service for employees whom management feels have outstanding records, when they reach the top of their pay scales.

An additional floating holiday takes effect after April 1, 1979. The vacation schedule was also liberalized to provide four weeks after 20 years, and five after 25.

Pension benefits were raised to \$7 per month for each year of service to a 30-year maximum. They will go to \$8 in 1978 and to \$9 in 1979. The employer also agreed to increase life insurance coverage to \$1,500 for retirees (was \$1,000), and to pay the cost of Medicare premiums for retirees and spouses, as well as Extended Medicare up to \$8.65 a month for each for duration of the contract.

### NLRB Issues Rule on Promotions Test

If a company is going to base employee promotions on the results of a written test, the employees' union has a right to examine the test and be told how it's graded.

This is the finding of the National Labor Relations Board in an unfair labor practice charge filed against the Equitable Gas Company of Pittsburgh, Pa.

In upholding and expanding the decision of an administrative law judge, the NLRB ruled that when a union contract exists and contains language outlining promotion procedures, the employer cannot "freeze out the bargaining representative from participation in the significant elements of the promotion process."

### Reminder

OPEIU members are reminded not to buy any textile products made by the J. P. Stevens Company, such as sheets, pillowcases, carpets, table linen, hosiery, towels and blankets.

Also, don't patronize Ringling Bros. Circus which now is using non-union musicians.



**LADISH UNIT TEAM:** Shown signing Tri-Clover Division contract in Kenosha are (seated from left) Dan Ferkin, Chairperson Sandra Pavlik and Deborah Gitzlaff. Standing from left are Evelyn Sandberg, Local 336 President Ron Katt and International Representative Mike Walker.

The present health-welfare plan, including dental coverage, was continued at no cost to employees. Sickness and accident benefits were increased to \$100 per week in the first year, and will be raised to \$110 in 1979. Group life insurance was increased to \$11,000 for each employee (was \$10,000), and will be further increased to \$12,000 in 1979.

Other changes were made in clauses covering seniority, promotions and demotions, and transfers. A new technological clause was added, requiring the employer to notify the union of contemplated changes 90 days in advance, and assuring the employees that any new jobs created as a result will be posted for bidding among unit members.

# New Insurance Pact Ups Pay 23%

## ULLICO Also Yields More Liberal Fringe Benefits

Wage gains cumulatively totaling 23.06% over three years, plus greatly improved fringe benefits in addition to new ones, were gained in a new agreement renegotiated by New York Local 153 for its office unit at Union Labor Life Insurance Co. (ULLICO) Business Manager John Kelly reports.

It calls for a first year increase of 8.5% across the board; 6% in the second year, and 7% in the third. According to Business Representative

Mike Thompson, who led the union negotiating team, starting pay for a file clerk is now rising to \$211.94. For a stenographer, the new weekly rate is \$198.40, rising to \$225 in the final year.

A thrift plan gained in the previous contract, is further improved to raise the maximum employee investment to \$100, with the employer to pay 100% in the second year instead of the current 50%.

Tuition remission was raised to \$750 from \$600 with more liberal credit arrangements.

The Health-Welfare Plan was

also greatly improved with payments for doctor office visits raised to \$10 from \$8; a new psychiatric out-patient plan introduced; diagnostic provisions expanded, with the plan also paying full hospital nursing charges.

Major medical coverage was raised to a new lifetime \$50,000 maximum, and provides 100% co-insurance after \$1,000 of incurred expenses.

A new clause provides dependent life insurance of \$2,500 for spouses and \$1,000 for children.

# OPEIU Wins Back Job at Clinic

## Employer Fails in Discharge Case for Excessive Absences

Discharged for excessive absences because of an asthma condition, Marie Fitzgerald, a console-telephone operator at the Community Health Care Centre, Inc., in New Haven, Conn., was restored to her job with back pay amounting to some \$2,000 when Local 466 took her case to arbitration.

President Dominic Furco says her employer charged that she had been absent 38 days in 55 weeks of employment, had two verbal warnings, and then contended that discharge was necessary because the job was "highly critical" in emergencies.

The union acknowledged her

frequent absences but contended that the Health Center was partly responsible because her condition worsened after switching from her own private physician to the medical program offered as an option by the employer.

Moreover, the union argued that the employer ignored medical evidence in its own records indicating that through resumption of her prior treatment the asthmatic condition could be controlled.

Arbitrator John C. Mallon, who heard the arguments, found that the employer had not established a clearly defined standard of what constituted

"excessive absences," nor taken into consideration the medical evidence available that her condition worsened when she changed physicians.

Consequently, he ruled that the grievant was not discharged "for good and sufficient cause," ordered that she be restored to her job with back pay from the date of discharge, and with full seniority from her date of employment to the reinstatement date.

Ann Simon prepared the case and presented the union's arguments, with the advice and counsel of retired International Representative Justin F. Manning.

# Find Older Women Are Office Reliables

An employer who prefers to hire only young people for office work is not a wise businessman, according to a study by a major British employment agency.

After questioning some 1,000 women office employees, the Alfred Marks Agency reported that 25 percent of the women over 40 hadn't missed a single day's work in the last year.

On the other hand, one in three of the younger women had been out sick at least one day in the month they had been surveyed. That's a lot of excess absenteeism, says the study.

The survey also revealed that most of the over-forties got a head start on the day by eating a cooked breakfast, while fully half the women under 20 said they did not eat breakfast at all.

# Credit Union Contract Calls for 24% Pay Boost

Across-the-board wage gains totaling 24%, with an uncapped COLA paid quarterly of 1¢ per hour for each 0.3 point rise in the CPI, plus other non-monetary improvements were gained in a new three-year agreement renegotiated by Detroit Local 10 for its office unit at Pere Marquette Credit Union in Dearborn, Mich.

Business Representative Arnold L. Shamis says that it calls for a 10% wage increase in the first year, and 7% in each of the following two years. Starting rate for the lowest classification is now \$158.9 per week. It will rise to a \$201.73 maximum in the third year. In the

top classification, the rate will run from \$167.56 to a \$231.30 maximum in the final year.

The unit team assisting in the negotiations comprised Christine DeMeo and Jean Ludington. The agreement runs to December 1, 1979.

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	
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
February	177.1
March	178.2

## Canadian Price Index

Statistics Canada  
New Base 1971=100

1976	
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
February	155.4
March	157.0