WHITE COLLAR

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

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Battle Half-Won for Labor Law Reform Bill

Passes House by Big Vote; Senate to Act in January

After months of strenuous efforts, organized labor including the OPEIU, scored a major victory when the House of Representatives passed a bill designed to help unions to organize the unorganized.

By a vote of 257 to 163, the House adopted the Labor Law Reform Act of 1977, a series of amendments to the national labor law aimed chiefly at eliminating obstacles to union organizing.

The reforms are organized labor's most important legislative goal in years. Business and industry went all-out to defeat the bill, which is the first major overhaul of the National Labor Relations Act of 1935 aimed at strengthening the ability of trade unions to organize nonunion workers.

Previous amendments to the law, such as the Taft-Hartley Act, greatly weakened this ability.

The legislation was strongly supported by the Carter Administration and now goes to the Senate which, it is reported, is not scheduled to act on the labor law revisions until early next year.

Spokesmen for business and industry say that they and their officials will continue to fight against the measure in the Senate. *(See President Coughlin's column for his analysis and message to OPEIU members).*

Representative Frank Thompson Jr. (D-N.J.), who was floor leader for the legislation, said that the purpose of the bill "was to do economic justice to workers" and that the reforms were "desperately needed."

Many of the provisions in the bill adopted by the House are intended to prevent employers from delaying or defying legal efforts by unions to organize their workers. One provision would require an employer, who illegally dismissed an employee for union activity, to reinstate him with double back pay.

Another provision would give union representatives equal time if an employer held a "captive audience" of his employees on company time to speak against unionization.

After passage of the bill in the House, labor leaders said they hoped it would give new momentum to organized labor in organizing nonunion workers.

OPEIU Card Proves Worth Again

Denver Member Wins Back Job; $4,915 Lost Pay

When an employer arbitrarily fires a nonunion office employee for some flimsy reason, or none at all, there's nothing the unfortunate employee can do except look for another job.

But when a unionized office employee in a similar situation has an OPEIU card in a bargaining unit, it's an entirely different story. The union contract has available grievance machinery that obliges the employer to justify his action before an impartial arbitrator.

So when Denver Local 5 member Marlene Martinez was fired from her job at American Benefit Plan Administrators, she took her case up with her union. It found the facts worthy enough to set its grievance machinery in motion.

An impartial arbitrator, after hearing both sides, ruled that the grievant be reinstated in her job and awarded her $4,915 in lost wages.

Last month's issue reported a $15,000 arbitration award to five women clericals in New Haven, Conn. Their employer had improperly classified them in their jobs, the arbiter ruling that because of their duties all were entitled to be promoted two grades higher.

Without a union to back them, unorganized office employees have no safeguards in their jobs or promotion—proving again that: **Unionism doesn't cost—it pays!**

Denver Local 5 Business Representative Thomas A. Dougherty (left) presents check to Marlene Martinez as International Representative Joe McGee looks on.

Labor Fight Successful For Minimum Wage Hike

Organized labor won another legislative victory when House and Senate voted to raise the nation's minimum wage to $3.35 an hour by 1981 from the current $2.30.

The measure now goes to President Carter for his signature. The House-Senate negotiators ended up only five cents below the Carter Administration's goal of a $3.40 hourly minimum in 1981.

The current minimum will go to $2.65 an hour next January 1, once it is finally approved. It will go to $2.90 in 1979, $3.10 in 1980, and $3.35 in 1981, for an increase of $1.05 an hour over the current minimum.

Labor Department officials said 3-million workers now earn the minimum wage but this number would increase to 5-million once the minimum wage reaches the $3.35 an hour figure.

The House conferees agreed to a Senate amendment that would allow businesses to hire full-time students up to 20 hours a week and pay them only 85 percent of the minimum wage. Businesses are now limited to hiring four such employees.

Colorado AFL-CIO Reelects Two Denver OPEIU Women

Two women members of Denver Local 5 have been reelected to executive offices of the Colorado Labor Council, AFL-CIO, at its 12th Biennial Convention in Grand Junction, Col.

They are Zelda Branstead, reelected by acclamation as its Secretary-Treasurer, and Louise Byrnes, reelected to the Executive Board. They will serve four-year terms under an amendment to the Constitution, which also changed the name of the state body to Colorado AFL-CIO.

Sister Branstead is very active in handling Workmen's Compensation and Unemployment Insurance problems for affiliated members; has been appointed by the Governor to serve on various advisory committees, and is the only lay member on the Supreme Court Advisory Committee for Colorado.

Witnesses at Senate Hearing

Appearing before the U.S. Senate Committee on Governmental Affairs, three OPEIU witnesses supported a proposed amendment to bill H.R. 2931 which would guarantee that federal employees would not be denied health benefit coverage available to all other persons. They were OPEIU Sec.-Treas. William Lowe (center), Dr. Robert B. Shelton (to his right), president of OPEIU Local 495, United Chiropractors of North America, and (left) Dr. Verne Webster, member of Local 495 which is located in Salt Lake City, Utah.

Mortuary Unit Wins 6½% Hike

A 6½% general wage increase was gained by Local 11 in a one-year contract renewal for its unit of funeral directors, assistants and embalmers at the Little Chapel of the Chimes, Inc., operated by Uniservice Corp., in Portland, Ore.

The new agreement sets a minimum starting rate of $616 a month for apprentices. For journeymen, the rate is set at $989 per month, rising to $1,318 after one year. Other improvements were made in holidays, work schedule and minimum manpower.

The contract, which runs to June 30, 1978, was negotiated by Local 11 Business Representative Wayne Shelton, assisted by Shop Steward Dan Dorris.

Pension Plan Unit Wins $4,000 Each in Pay Hikes

Wage gains totaling more than $4,000 per individual, an additional paid holiday and other fringe benefits, were gained by Twin Cities Local 12 in a renegotiated three-year contract for its office unit at Wilson-McShane Corp., pension plan administrators in Bloomington, Minn.

Business Representative Vern Paul reports that the new agreement calls for a 40¢ an hour across-the-board raise in the first year, and 35¢ in each of the following two years.

In the first year, Veterans' Day becomes a paid holiday, bringing the annual total to 11. Employees with five years of service may now accumulate sick leave to 75 days (was 60). The employer pension plan contribution was changed to 9 percent of the regular hourly rate from the previous 25¢ an hour.

A new successors and assigns clause was added.

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National Health Bill a MUST

The diagnosis of America's health care is: critical. That's why the OPEIU with other unions and diverse citizen groups have joined in a national campaign for reform in 1978, spearheaded by the Committee for National Health Insurance.

Currently 18 million Americans are without health insurance of any kind. Another 38-40 million have no hospital or surgical coverage. For many of these, health premiums are prohibitively high—one month's salary or wage—annually for the average worker. Others forfeit their insurance after years of paying premiums if they lose their jobs, move to another area, or divorce an insured spouse.

Medicaid does not adequately cover these with low income. In rural America, for example, 60% of the population is below the poverty level, yet only one-third of those are eligible for Medicaid. Moreover, health care quality in this country is unimpressive.

Life expectancy for males ranks higher in 20 other countries. Infant mortality in the United States is higher than in 14 other countries, although we have both the resources and technology to match the record of any country. Significantly, all nations with longer life expectancy than ours have some form of national health insurance.

Raising the level of health of all Americans requires switching the focus of our current health care system to that of preventive care. Preventive care is true "health care," as opposed to the "sickness care" emphasized by the present health system.

Presently, health insurance companies pay primarily for hospitalization, surgical fees, and other costs incurred in illness. But they don't pay doctors' fees for regular check-ups, or other charges which must be paid by individuals for routine preventive tests. As a result, preventive steps are often not followed.

A comprehensive national health plan can, in itself, be a step toward preventive care. By eliminating deductibles and by paying for regular check-ups, a comprehensive plan will enable people to see a physician before they are seriously ill.

In addition to purveying health care for those now underserved and encouraging preventive care, national health insurance could also help slow the soaring inflation that has characterized health care, especially in over-hospitalization which has become a critical problem in recent years. A national health plan is a MUST in 1978!

Jobless Costs to Nation

The continued emphasis on unemployment by organized labor, including the OPEIU, is understandable because of its negative effect on human dignity. However, there are also monumental economic loses involved. Examples:

During the last 20 years the Gross National Product has lost $4.4 trillion because of unemployment.

The impact each year for every 1% of unemployment is that:

- 930,000 people are without jobs.
- $17 billion additional dollars are expected for unemployment insurance, food stamps, and welfare.
- Unknown millions of federal revenues are lost because of unemployment.
- Costs to state and local governments are $5-billion in increased costs and lost revenues.
- $50 billion is lost in unproduced goods and services.

These are some of the reasons for the Humphrey-Hawkins full employment bill designed to correct the situation. It goes without saying that this bill will have the full support of the OPEIU and organized labor when it is presented to the Congress.

Let's Write Our Senators!

A major victory for organized labor was scored when the House passed the Labor Law Reform Act of 1977 by a 257 to 163 vote. The measure now goes to the Senate where, having failed to defeat it in the House, the organized and heavily financed forces of business and industry plan a new offensive.

We urge all OPEIU members to heed President Coughlin's advice by flooding your Senators with mail urging passage of the Labor Law Reform Act in its present form. Remember, business and industry are mobilizing to defeat us unless we do.

Tactics Union-Bustin' Experts Teach to Beat New Organizing

The following is excerpted from an AFL-CIO News article by a labor educator describing a two-day union-bustin' seminar he recently attended in Chicago, posing as a "business executive."

By Dick Wilson

Anti-union consultants are no longer contractors for thugs. Today, in new environments, they use a variety of psychological and sociological weapons. They trade in fear, but as George Meany has pointed out, they now come with briefcases instead of clubs.

Typical of this new union-bustin' breed is Alfred T. De Maria who specializes in this kind of activity. There are dozens, perhaps hundreds like him. They the high-priced consultants, most of them lawyers, who give advice and actually run campaigns to keep the union out.

De Maria recently conducted a two-day seminar in Chicago, attended by 40 corporate executives, who paid $450 each for his lectures. The subjects were "Winning Organizational Elections," and "How to Maintain non-Union Status." He gave his corporate students a step-by-step scenario on how to keep a union out before it ever gets in, and then what to do if a union wins.

First, he advised his corporate students that they should post "No Trespassing" signs. Then if a union organizer shows up, they can have him physically thrown out of the building or off the parking lot. He said they should also establish a rule prohibiting employees from returning to the premises after they have gone home, or from staying after the shift is over.

With this rule, he added, they plant land mines for the union activist. "If he violates a known and published rule, you can fire him," De Maria asserted. "That way you not only cut off access for the union, you get rid of one of their prime movers and frighten others."

Advice on Organizers

Pointing out that it's "the organizer who is going to bring the union to life, not as an abstract institution, but as an individual whom people come to know and trust," De Maria warned that it is "important to discredit him or her as soon as possible."

Because an organizer depends on authorization cards before petitioning for an election, he outlined techniques to frighten employees off from signing cards. He advised them to tell employees not to sign, "then they will be more afraid," stressing that it's "legal to urge people not to sign cards."

Next he advised the executives to undermine the union's credibility that cards are held confidential. **Ignoring the truth that authorization cards are kept confidential,** the union-bustin' professional said that when an employee feels that the employer will find out at the supervisory and higher levels, he "will hesitate to sign a card."

Declaring that prior to an election petition, almost anything goes in a company's anti-union propaganda and will not be the basis for setting aside a representative election De Maria then advised using the rumor mill.

For example, he suggested they "put the word out that the plant is going to move down South if the union comes in." There's little the union can do to counter it, he added: "All it can do is get an order making 'you say you won't do it any more . . . we will stop.' "

However, if an election is scheduled and it doesn't look good for the company, he advised "pull out all the stops . . . take the risk."

De Maria stressed that in the eye of the employee, the company is the supervisor; and the first-line supervisor is the key to the anti-union campaign. He said that "training the supervisors to fight the union every day on the job is essential. You can't campaign from the top only. You have lost it if the real job of persuasion isn't done on a day-to-day basis by the supervisor."

"Motivated" Supervisors

Because supervisors have no rights to organize since Taft-Hartley, and no legal protections if they become involved in a union, they are "vulnerable to company discipline," he pointed out. Thus supervisors can be turned into a "powerful anti-union weapon," he said.

De Maria then described how supervisors can "be motivated" to fight the union, also providing a 214-page packet that goes with the training fee on how to accomplish this. During the union-bustin' seminar, time and again he stressed the importance of maintaining exclusive access to the employees on the job through personal contact and captive meetings.

He warned the corporate executives that they should never take up an offer to debate with a union organizer. "The answer has to be 'NO'," he argued. "What they (management) don't realize is that they have the right to talk with employees unilaterally—why give the organizer a shot?"

Delays Are Key Tactic

"Delay is crucial to your strategy," was a constant De Maria theme throughout the sessions, all to dishearten the employees and give management time to put on the pressure. He suggested working closely with the company's attorney in setting up a series of stalls:

- Delay in setting up the first conference.
- Dig up issues on appropriate unit, supervisors, confidential employees, part-time workers.
- Don't consent to an election until all issues are resolved . . . then delay hearings.
- Delay briefs with excuses . . . and so on.

De Maria said he regarded a union election as only one of the battles in the war against unions, citing one of his recent clients who lost a union election. Unwilling to accept the union victory, he said he plans "to bargain to the point of boredom over the next year."

When a corporate executive asked about unfair practice charges, De Maria answered that there are ways "to cover our tracks . . . If you know ahead of time what you're doing, you can avoid charges of surface bargaining."

Dick Wilson is director of the Labor Division, Midwest Academy. He formerly served as a national educational director for an AFL-CIO affiliate.

Union Members Star as Homeowners

Union members not only have substantially higher incomes than non-union members but their chances or owning their own homes are significantly better, a survey conducted by the AFL-CIO Department of Urban Affairs finds.

The survey of union members' housing found that 77% of all members own the homes they occupy, compared with 64% for all U.S. households. The median income of surveyed AFL-CIO households in 1974 was $14,552 compared with a median income of $11,101 for all U.S. households.

The mail survey was returned by more than 7,600 of the 21,581 persons selected in the sample, an unusually high percentage. It noted that the higher incomes "in good part" resulted because farm workers were excluded, had few elderly and one-person households and a somewhat greater percentage of households in large industrial, high-income states than is found among all U.S. households. This is also the area where union membership is strongest.

The survey found that:

- Nearly everyone would prefer home ownership to renting.
- Renters pay a higher percentage of their incomes for less adequate housing than homeowners.
- About 35% of homeowner households have already paid off their mortgages.
- "Given the current high level of mortgage interest rates, and high energy costs, large numbers of young union members will be less likely to buy homes.

Office Automation Speeds Up; Jobs at Stake

N.Y. Citibank Pioneers Move, Has Laid Out 10-Yr. Program

Automation in banks and other industrial enterprises in the next decade "**is likely to bring about an organizational revolution among white-collar workers comparable in magnitude to that resulting from the introduction of the assembly line to blue collar work.**"

That was the startling prediction made by James H. Carlisle, assistant professor at the University of Southern California and an office systems consultant, in a paper presented at the automated office conference of the American Institute of Industrial Engineers held in New York recently, according to a report in the *American Banker.*

Citibank, an automation pioneer in banking and other corporate industries, is implementing a vast futuristic electronic office project which is still in the early stages, the report says. The tentative schedule calls for a 10-year timetable that began in 1976.

Citibank Vice President Bruce Hasenyager, who heads the bank's electronic office project, told the conference that some management personnel have balked at the new technologies because they are required to punch a keyboard and felt such tasks are only for clerical personnel."

Experts to Ease the Transition

Consequently, he said, "**industrial psychologists and sociologists as well as data-processing experts will be called upon to ease the transition to the office-of-the-future.**" It will combine computerized word-processing systems, already in wide use, with electronic mail and other telecommunications systems to bring instant communication and computer capabilities into a manager's office.

A film shown at the conference revealed that Citicorp, Citibank's parent company and a giant multinational bank holding company, is spending $800,000 a year in development costs for the electronic office, with equipment expenses rising from $3 million next year to $23 million in 1986 when the program is expected to be complete.

The eventual global communications network will be huge. By the end of 1979, some 1,000 Citicorp offices should be so equipped, with 3,000 more in North America and Europe added by 1980, and a total of 6,000 around the world linked together by 1986, the report says.

Citibank's New York personnel has been reduced by some 6,000, or 10%, since the automation program was initiated in 1976. Staff reductions have in-

Shown above is a work-station in the newly automated Citibank letter of credit department, including minicomputer terminal and microfiche viewer. The professional keys all information into the terminal, and the microfiche provides access to account records to answer customer inquiries.

volved secretaries, typist, tellers, messengers and all types of back-up clerical personnel.

Hasenyager, whom Citibank hired away from an office systems company last year when it started automating, told the conference that it was already clear to him that through reorganizations and word-processing (basically computerized typewriting), Citibank could cut it secretarial personnel by 20 percent without a loss in "perceived secretarial support."

Word-processing is the most mature of the office-of-the-future technologies, says the *American Banker* report. Most of its other components also are available today though they often lack cost-effectiveness or corporate commitments to implement them.

Middle-Management Face Axe

In his talk, Hasenyager hinted that some middle-management personnel will also get the axe, probably about 10 percent. "The salaries of 700 are saved, and the remaining 7,300 can use the technological advances to manage more efficiently," he explained.

Moreover, Hasenyager revealed that he has forwarded his own radical suggestion to Citibank's personnel department that is not likely to be instituted soon, if at all: redefine secretarial jobs and make them entry-level positions for holders of master's degrees in business administration.

He said some secretaries are "very good," but **MBA's are the types of "thinking" people who are recruited for future advancement. In a highly-automated environment, there is much less need for traditional secretarial skills,** he declared.

He disclosed that the bank's first priority is installation of the management work-stations which provide the electronic mail facility, demonstrated in the film, as well as links to remote computers that are capable of returning financial reports on almost any aspect of the bank's business.

He said the second priority is what is called the "automated file cabinet," a data retrieval system that will be the subject of a major research and development effort next year.

The third and final Citibank electronic office priority is the multimedia conferencing capability, or conference spaces where groups of executives can gather and have access to the same information as a manager in his or her private work station.

Progress at Citibank Automation

Elmo W. Hooser, another Citibank Vice President, told the AIIE session that the bank processes 200,000 pieces of incoming mail daily. These are easily coded with optically readable bars, saving much hand-to-hand passing of paper, he disclosed.

Independent of all this, he added, Citibank has automated much of its internal mail functions using a sorter, with a system of subway-like cars on magnetic tracks that shuttle letters between floors and departments, and between Citibank headquarters and the new Citicorp center a block away. Bank branches are now being remodeled to include mechanical tellers and other automation.

Citibank's automation efforts are far more advanced than those of two other industrial corporations spotlighted at the AIIE conference, the *American Banker* report says. Joel B. Kizer, head of the advanced office technology project at at Exxon Corp., said his company's plans may be much like Citibank's, but they have not yet gotten off the ground.

Steven R. Dzubow, management consultant to Union Carbide Corp., in urging corporations not to let equipment vendors design their offices, said they should instead set internal specifications that the vendors would have to meet.

He declared that Citibank's taking the initiative with its numerous automation vendors is helping to "**bring the office-of-the-future closer for all of us.**"

OPEIU Scores for Municipal Unit

Initial Pact Wins Big Pay, Many New Fringe Benefits

Pay increases totaling 13% over two years, plus longevity boosts and many new fringe benefits, were won in an initial agreement negotiated by Detroit Local 10 for its new technical employee unit at City Hall in Muskegon Heights, Mich.

Business Representative Arnold L. Shamis reports that a 7% general pay raise is retroactive to July 1, 1976, with a $50 interest factor added. Another 6% pay boost took effect on July 1, 1977.

The agreement sets a starting annual minimum of $11,175 in the lowest classification, rising to a $11,975 maximum. In the top grade, the starting minimum is $16,843 rising to a $18,204 maximum.

Employees also gained longevity increases of 2% for each five years of service to a maximum of 10% after 25 years.

For the first time, employees get 1½ times for overtime after 37½ hours per week, with doubletime for Sunday or holiday work, or work not continuous with a day's asignment. The employer also agreed to provide vehicles for necessary travel on city business.

The contract calls for 14 paid holidays annually; three weeks' vacation after one year, and four after 10 years. Life insurance was doubled to $10,000 for each employe (was $5,000), the existing retirement plan continued, and arbitration machinery set up to handle disputes.

The unit negotiating team assisting Shamis comprised Chief Steward Robert Sullivan, and Stewards Elisha Glover and Gilbert Green. The two-year agreement runs to July 1, 1978.

Honor Early Labor Champion

In a recent ceremony in Washington, D.C., a wreath was laid on the monument of the late James Cardinal Gibbons, foremost church champion of organized labor in the 19th Century. Shown from left are: AFL-CIO President George Meany, Bishop Thomas W. Lyons, and D.C. Mayor Walter E. Washington. Photo was made and submitted to White Collar by Local 2 member Robert Bailey, of the Washington Gas Light Company bargaining unit.

West Coast Utility Yields 10½% Pay Rise Plus COLA

Across-the-board salary boosts totaling 10½%, plus a cost-of-living allowance in addition to improved fringe benefits, were won in a new two-year contract renegotiated by Portland Local 11 for its office until at Public Utility Dist. #1.

Local 11 Sec.-Treas. Stuart W. Crosby reports that it calls for a 5% increase retroactive to April 1, another ½% on July 1, and a further 5% next February 16. The COLA requires a 0.4% increase for each 0.5% gain in the CPI over 5% for the period March 31, 1977, to March 31, 1978.

In the second year of the contract, the starting minimum in the lowest office grade will be $657 per month, rising to a $1,029 maximum. In the top classification, the starting rate will be $1,867, rising to a $2,061 maximum, or approximately $25,000 a year.

Major medical was increased to $25,000 and $3,000 additional life insurance was gained for each employee. An employee who wishes to work flexitime may request it, the company agreeing to study its feasibility. It also agreed that future automation will not displace employees, other than through normal attrition.

Assisting Crosby in the negotiations were Business Representative John T. Bral and a unit team comprising Chief Steward Ralph Crumbley, and Stewards Richard Pleny, Barbara Goheen, Jean Jennings and Richard C. Cyr. The new agreement runs to March 31, 1979.

Income Tax Bite

Uncle Sam collected $132.2 billions in income taxes on 82 million individual returns last year, according to the Internal Revenue Service.

from the desk of the PRESIDENT

Calls for Letters to Senate

Popularly known as the Labor Law Reform Bill, **H.R. 8410,** is one of the most important pieces of legislation sponsored by the AFL-CIO in more than 40 years. This bill, as it presently stands, would insure that representation elections will be held promptly by the NLRB—within 15 days—or in the most complex cases within 75 days after the filing of a petition for election.

The bill would increase the NLRB membership from five to seven to speed up the resolution of cases. It would also give authority to two board members to summarily affirm decisions of the Administrative Law Judges rather than require a review before the full board in each case.

The bill would also withhold government contracts from employers who repeatedly and wilfully violate the law. It would mandate an official judicial enforcement of board orders unless an appeal is filed within 30 days. The proposed law would also instruct the board to begin engaging in rule-making on a general basis with respect to appropriate collective bargaining units instead of deciding each unit on a case-by-case basis.

The bill would require the NLRB to issue preliminary injunctions against certain unfair labor practices that seriously interfere with employee rights, such as unlawful discharges. The proposal would also create a double-damages remedy for employees who lose their jobs because of their efforts to organize or bargain collectively under the National Labor Relations Act.

As this column is being prepared, supporters of the proposed legislation are successfully fighting back numerous attempts to destroy the measure through crippling amendments. The U.S. Chamber of Commerce and the National Association of Manufacturers have introduced their own bill they call the "Employee Bill of Rights," which should rightfully be called a "Bill of Wrongs."

Their proposals would give employers the right to lie, threaten and coerce, break strikes, call union elections, and bleed unions financially by burdening the grievance and arbitration process with their unfair labor practice cases, and doing everything possible to further delay National Labor Relations Board proceedings.

Whenever the U.S. Chamber of Commerce and the National Association of Manufacturers introduce an "Employee Bill of Rights," you know it is an effort to return the country to a labor-management policy of the 19th century where the unorganized individnal worker would be helpless against the might of a corporate employer. As AFL-CIO President George Meany recently commented: "If the AFL-CIO were to propose an Employer Bill of Rights, we would be laughed right out of the room."

Clarence Randall, coordinator of the National Action Committee against Labor Law Reform, is doing everything possible to defeat this proposed legislation. He voiced his concern over the speed by which this major piece of legislation was forced to a House floor vote. He is doing everything possible to delay final action on this Bill, stating "the longer it takes for a floor vote, the less chance the bill has of being passed."

The Labor Law Reform Bill was approved in the House of Representatives by a vote of 257 to 163. It is anticipated that the Senate will deal with this proposal immediately after the holidays. If the organized labor movement is going to exist and expand, it is imperative that it be enacted into law.

Under the present law, employers can stall NLRB representation elections in the courts for two to three years, thus depriving workers of an opportunity to have a voice in their own wages, hours and working conditions. The Labor Law Reform measure will, to some extent, expedite elections and unfair labor practices at the National Labor Relations Board.

Members of the Office & Professional Employees International Union and other labor organizations should deluge the Senate with letters requesting speedy action on this most important measure. The U.S. Senate must be made to understand that the passage of this bill will not only insure a fair labor-management relations policy in the United States, but that it will also enhance the prospects for a more equitable and prosperous economy.

At the present time, less than one out of four workers in the United States enjoys the benefits of collective bargaining. The great majority of unorganized workers would also seek and obtain collective bargaining if they were not in fear of employer retaliation. The Labor Law Reform measure, now in the Senate, will give all workers in the United States some equity and protection in dealing with their respective employers.

24% Pay Hike Won at Texas Firm

New 3-Year Pact With A.R.A. Mfg. Also Boosts Benefits

Across-the-board wage boosts totaling 24% over three years, plus a cost-of-living allowance and other improved fringe benefits, were won by Fort Worth Local 277 for its 70-member office unit at A.R.A. Manufacturing Co., in Arlington, Texas.

President-Business Manager J. B. Moss reports that the new agreement calls for a 10% wage increase in the first year, to be followed by 7% in each of the following two years. The previous 22¢ an hour COLA was frozen into base pay, and the current clause continued.

One additional paid holiday was agreed upon, to be determined by the company and the union at a later date, bringing the annual total to 10½. A fourth vacation week was added for employees with 20 years of service.

The employer agreed to increase contributions to Local 277's Health-Welfare fund by $5 per month. Improvements were also made in seniority and job posting procedures.

A new provision was added whereby employees who do not take any of their 20-day per year sick leave will receive a five-day bonus on their anniversary. The new pact became effective October 1, and runs to September 30, 1980.

Gale Unit Wins 35% Pay Boost

New Pact Ups Lowest Office Grade to 5-Figure Bracket

Wage gains averaging 35% with a cost-of-living allowance and improved fringe benefits were won in a new three-year agreement renegotiated by Local 221 for its office unit at Gale Products (a division of Outboard Marine Corp.), in Galesburg, Ill.

Alan D. Stephenson, unit chairman, reports that in the first contract year it sets a minimum monthly starting rate of $993.73 in the lowest office grade of file clerks and typists, and $1,154.73 for senior accountant.

In the final year these rates will rise to $1,063.07 minimum and a maximum of $1,139.07 for clerks and typists. In the top grade of senior accountant, the starting rate will be $1,224.07 to a $1,357.07 maximum.

A COLA will be paid each quarter during the life of the agreement, based on one cent per hour for each increase of 0.4 change in the Consumer Price Index. All employees on night work will receive an additional $29 per month for the second shift, and $36 per month for the third shift.

Eligibility for longer vacations was reduced by one year, and in 1978 and 1979 will be reduced by one and two years, respectively. Employees also will receive an additional $20 as a vacation premium for each week of eligible vacation due.

Health-welfare and surgical plans were greatly improved, life insurance coverage also being increased to $6,000 (was $5,000) for each employee. Major medical was increased from the old maximum of $30,000 to $40,000 in the first year, and to $50,000 in the final year. It will now pay for psychologist fees, and complications due to pregnancy.

All eligible active employees with at least one year of service will become participants in the comprehensive dental plan, providing they are covered under the group insurance plan.

The unit negotiating team assisting Chairman Stephenson included Kathy Rickords, Judith Hanson, Larry Smith and Stephen Buck. The new agreement runs to May 17, 1980.

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

Initial Pact Wins Large Gains for City Workers

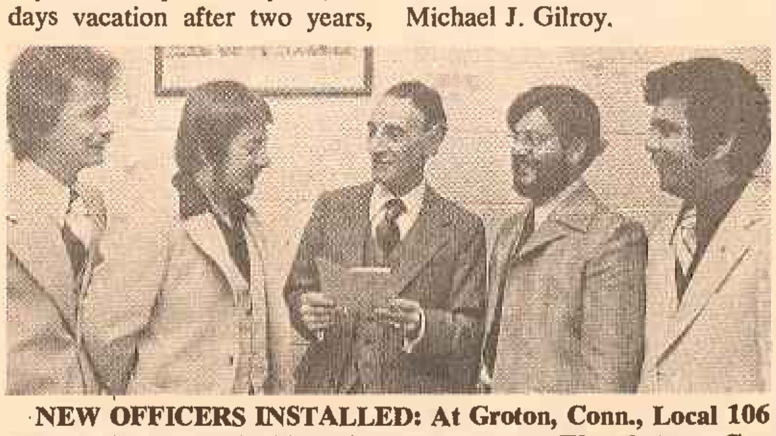
Across-the-board wage boosts of 10.2%, with many new fringe benefits, were won in an initial 27-month contract negotiated by Portland Local 11 for its new unit of city employees in Battle Ground, Washington.

Sec.-Treas. Stuart W. Crosby reports that it sets a starting minimum rate of $882 per month in the lowest grade, rising to a $972 maximum, and $1,020 in the top classification rising to $1,125.

It provides 10 paid legal holidays and a special day off; 13 days vacation after two years, three weeks after five, and four weeks after 15 years. It sets one day of sick leave per month, cumulative to 90 days.

The city agreed to set up a group medical plan for the employees and pay the full premium costs. It also agreed to pay $27 a month for dependent coverage, rising by $10 each year to a $47 per month contribution on January 1, 1979.

The negotiating team was headed by Business Representative Wayne Shelton, assisted by Stewards Charles Williams and Michael J. Gilroy.



NEW OFFICERS INSTALLED: At Groton, Conn., Local 106 representing about 1,200 clerical employees at Electric Boat Co., a division of General Dynamics, which builds submarines, installed its new officers. From left are Stephen Hancock, Rec. Sec., George Alger, Vice President; International Representative John F. Fitzmaurice, Paul Bruno, President, and Joseph Quattromani, Sec.-Treas.

U.S. Price Index

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

1976	
September	172.6
October	173.3
November	173.8
December	174.3
1977	
January	175.3
February	177.1
March	178.2
April	179.6
May	180.6
June	181.8
July	182.6
August	183.3
September	184.0

Canadian Price Index

Statistics Canada
*New Base 1971=100

1976	
September	150.7
October	151.7
November	152.2
December	152.7
1977	
January	154.0
February	155.4
March	157.0
April	157.9
May	159.2
June	160.3
July	161.8
August	162.5
September	163.4