



# WHITE COLLAR

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

No. 382

DECEMBER, 1978

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## AFL-CIO Says Carter Plan Curbs Pay Only; Asks Congress to Enact "Full and Fair" Controls

A hard-hitting statement, unanimously adopted by the AFL-CIO Executive Council, agreed with President Carter that inflation is the nation's No. 1 problem but rejected the Administration's anti-inflation pro-

gram as "inequitable and unfair."

The Council called for "mandatory, legislated, economic controls" and urged the President to call a "special session of the Congress to develop a full

and fair controls program."

It stressed that the program "should be detailed — not a standby grant of unspecified authority to the President," should treat all Americans equally, provide for adjustment of in-

equities, control all prices, and last only for the duration of the emergency."

The Council charged that the Administration program "excludes for all practical purposes, all sources of income except wages," called the price guideline "so flexible as to be non-existent," asserted that "wage controls are inflexible, not voluntary," and will be "cagerly enforced by employers."

The statement noted that the AFL-CIO "does not determine the collective bargaining goals of affiliated unions." It said that in the final analysis, members of 60,000 bargaining units negotiating contracts over the next year will consider "costs of all necessities they must provide for their families and the profitability of their employer" in making "decisions affecting contract bargaining."

The statement also charged that using the same formula mandated by Congress under Nixon controls, "low-wage exemption should be \$5.50 an hour, not the \$4.00 the President has decreed."

At a news conference later, AFL-CIO President George Meany said organized labor will cooperate with President Carter in seeking to bring inflation under control, but would not call on affiliates to adhere to the Administration wage standard. He said the program "holds down wages, nothing else," adding:

"Labor is ready to have our wages controlled by Act of Congress," but only if all other income is equally controlled, that the Federation opposes piece-meal controls, and that the nation should get to full, comprehensive controls and "get it over now."

## Season's Greetings

The year just ending has seen some reverses for organized labor, illustrated by the defeat of Labor Law Reform and reimposition of wage controls, yet despite these adverse factors the OPEIU continues to forge ahead.

In the coming year, we expect to see organized managements, heavily financed, intensifying their attacks on unionism and collective bargaining in both the U.S. and Canada. Nevertheless, we feel that the solidarity of the union movement will successfully repel those attacks, and we will emerge stronger than ever before.

On this optimistic note, we wish all our members in both countries (active and retired), as well as OPEIU Field Representatives, office and clerical employees, and Local Business Representatives and their office staffs, our sincerest wishes for a most joyous Christmas and a bright and prosperous New Year.

Howard Coughlin  
International President

William A. Lowe  
Secretary-Treasurer

Arthur P. Lewandowski  
Director of Organization

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## AILICO Chairman Defends Unions As Essential to a Free Society

Replying in *The Wall Street Journal* to a critic who claimed that unions push society in a "collectivist" direction, Bernard Rapoport, Chairman of the Board of American Income Life Insurance Co., of Waco, Texas, vigorously refutes that argument. Text of Rapoport's reply, of interest to all OPEIU members, follows:

As an entrepreneur, a capitalist and chairman of an enterprise employing over 1,200 persons across the nation, I read Irving Kristol's "Understanding Trade Unionism" of October 23 with both interest and concern.

My firm, American Income Life Insurance Company, is one of a very, very few fully union-organized insurance companies in America. Ours is a profitable company as quarterly reports printed in *The Wall Street Journal* show, and our stock is listed on the Over-the-Counter Market. We are not one of America's corporate giants but neither are we a pygmy. I attribute the growth of our company largely to our successful dealing with the Office & Professional Employees International Union, which represents our employees, and to the generally cordial relationship we enjoy with the American trade union move-

ment.

Mr. Kristol argues that unions "push society in a 'collectivist' direction." While it is true that unions have sought state intervention to cushion the shocks of the business cycle and to place floors under wages and other working conditions, it is equally true that the real push toward collectivism has come in far greater degree from the huge agglomerates of corporate power that dominate the American economic scene. If anything, the unions have helped significantly to move their members toward greater freedom through participation in the democratic political process. Unions may not have fostered individualism in the Horatio Alger sense, but they surely have fostered greater individual freedom.

I do not see American unions as antipolitical  
(Continued on page 3)

## Unions Rout R-T-W Forces in Pivotal Missouri Contest

A proposal to outlaw union contracts that require workers to join unions or pay dues as a condition of employment was soundly defeated by Missouri voters in last month's election.

The so-called "right-to-work" for less amendment gathered only about 40% of the vote. In heavily industrialized St. Louis, the proposal was snowed under by a four-to-one margin.

During the campaign, St. Louis Local 13 members did an outstanding job as volunteers, going from door-to-door speaking to people who had signed the R-T-W petition.

As a result, thousands of those who had, signed notarized affidavits to remove their names from the petition.

Local 13 volunteers were very active in the voter registration drive, using their office to mail out material against the proposed law. They were also out in large numbers as poll watchers on Election Day.

The issue had stirred bitter controversy in the state when "right-to-work" forces mounted a sophisticated campaign in its behalf, and organized labor mobilized to counter their efforts. However, few observers expected it to lose by such a wide margin.

Under the 1947 Taft-Hartley Act, contracts requiring workers to join unions are legal, but states can pass laws barring them if they wish. Twenty states currently have such laws.

Union and "right-to-work" forces both say the proposal's defeat in Missouri will likely dampen plans in other states to press for similar amendments.

## Unionized Bank Tellers Hit \$6.17 an Hr. in New Pact

A 9% across-the-board wage increase was won in a new one-year contract renegotiated by Local 411 for its bargaining unit of bank employees at the Springhill Bank & Trust Co., in Springhill, La., International Representative Bill Kirby reports.

He says that a Grade 1 employee (Bookkeeper and Receptionist), after 18 months of service will now receive \$178.48, or \$5.10 an hour for a 35-hour week. A Grade 2 teller will receive \$215.89, or \$6.17 an hour. All but one employee is at the top of her grade.

## WHITE COLLAR

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

HOWARD COUGHLIN  
President

WILLIAM A. LOWE  
Secretary-Treasurer

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## We Must Revive Democracy

Labor Law Reform will remain a priority goal of the trade union movement "until justice on the job is achieved," says a statement issued by the AFL-CIO Executive Council. It affirms the continuing need "to restore balance to the nation's labor law" and to protect the rights of workers to join unions and bargain collectively.

The council stressed that employers are still using delaying tactics, and continue to harass, threaten and fire union supporters "virtually without penalty." A classic illustration of this was given in last month's issue of *White Collar* that headlined the arrogant refusal of the Midwest Stock Exchange to bargain collectively with the OPEIU, which won a fair election among the exchange's 375 employees and was officially certified by the National Labor Relations Board.

The Midwest Stock Exchange's anti-union action was a direct outcome of the defeat of Labor Law Reform in the 95th Congress through a vicious Senate filibuster, although the bill easily passed in the House, won overwhelming Senate committee approval, and had the support of a clear majority of the Senate.

Had majority rule prevailed, in accordance with democratic principles, the Midwest Stock Exchange employees could not be deprived of their legal rights to bargain collectively over their wages and working conditions, as President Howard Coughlin pointed out in a personal letter to those Senators responsible for the filibuster.

We have no doubt that thousands of other employees, who sought to assert their rights under the National Labor Relations Act, are also being equally victimized. Anti-union employers at the moment are enjoying a euphoria that they are on the way to abolishing the trade union movement entirely. But eventually justice will prevail.

When the 96th Congress convenes in January, organized labor will be back. We hope those few Senators who reneged on their promises to labor last time will have changed their minds by then.

## U.S. Bank Employees: Note

While North American bank employees (overwhelmingly non-union) remain indifferent to the fact that automation and advancing technology are slowly undermining their job security, the same cannot be said for the highly unionized bank employees in the Nordic countries.

Representing 120,000 bank employees in Denmark, Finland, Iceland, Norway and Sweden—where 82% to 95% of all bank employees are unionized—the Nordic Bankworkers Union (NBU) recently held its biennial Congress in Reykjavik, Iceland. The main topic was automation and its future impact on bank employment and job content.

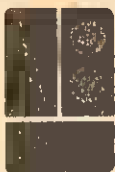
The consensus of the Congress was eloquently expressed by NBU's newly-elected President, Ms. Birthe R. Holm, leader of the Danish bankworkers, who declared that this new bank technology was being introduced in "other countries unilaterally by the employers." She strongly indicated that this won't happen in the Nordic countries:

"The time has come for bank employees and their union organizations to have a say. Their right to participate in decision-making must also be embodied in collective agreements," she asserted.

During the Congress, other speakers stressed coming technological events casting shadows over job security in the world-wide banking industry. Magnus Neuber, secretary of FIET's Bank Trade Section, cited for the delegates as examples the recent closing of 130 branches by Barclays Bank (U.K.), and its reorganization of another 480 branches, as well as the \$100 million being spent by Citibank (U.S.A.) for automated tellers at its 265 branches in New York City.

The NUB has a strike fund of \$26.4 million and an agreement between the five national bank unions providing support for any of them forced to strike. Consequently, it's obvious that when automation does invade these Nordic countries it won't be done unilaterally. These unionized bank employees will have a say—a powerful voice over their own destinies—arrived at in joint decisions made through collective bargaining with their employers.

This is what unionism is all about! Need we say more?



## OFFICE & PROFESSIONAL EMPLOYEES

INTERNATIONAL UNION

AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS  
AND CANADIAN LABOUR CONGRESS

HOWARD COUGHLIN  
PRESIDENT

WILLIAM A. LDWE  
SECRETARY-TREASURER

December 1978

TO ALL OPEIU MEMBERS IN THE UNITED STATES:

Citizen involvement in the affairs of government is a basic cornerstone of our American system. Voting and participation in civic activities are two examples.

Maybe you haven't thought there's a third way to participate -- by becoming involved in America's growth and future as well.

We're talking about U.S. Savings Bonds, of course. In buying these bonds, you are building your own future, helping to fight inflation and contributing to our nation's economic strength essential for a better tomorrow.

Buying U.S. Savings Bonds is a safe, dependable way to save for future needs. They pay an attractive 6% rate of interest, free of state and local taxes, and guaranteed to maturity. They are replaced if lost, stolen or destroyed.

Today over 40,000 employers offer Payroll Savings Plans for the purchase of Savings Bonds and more than 9-1/2 million workers are participating; yet, there are many who are not taking advantage of this program.

It's a fringe benefit that I sincerely hope is available to all our members. If not, I urge you to do all you can to see that your employer makes the plan available and to encourage all our members to join it. You'll be glad you did.

Fraternally,

Howard Coughlin  
President

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## St. Paul School Unit Forges Ahead

### New 2-Year Pact Reaps Big Gains For Local 12 Members

A package of wage gains and fringe benefits, valued at 18.3% over two years, was won by Twin Cities Local 12 for its unit of secretaries and clerical employees in a renegotiated contract with Independent School District 197, in West St. Paul, Minn., Business Manager H. R. Markusen reports.

Salary increases in the first year are 10.4% and 8% in the second year. In the second year, starting salary in the lowest classification will be \$575 per month rising to a \$691 maximum. In the top grade, the salary ranges from \$762 to \$932.

Employees hired as of December 31, 1977, advance two steps on the progression scale, and new employees hired on or before December 31 of a given school year shall advance one step each year on July 1 until they reach the top progression step.

In addition, those employed 10 years as of June 30, 1978, became entitled to longevity pay of \$25 per month additional, and those with 15 years of full-time employment to \$35 a month. Part-time employees get a pro-rated longevity payment.

The school board agreed to contribute \$380 for health-hospitalization insurance for single employees, and \$480 in the sec-

ond year. Its contribution for family coverage was increased to \$830 in the first year and \$850 in the second year.

The board also agreed to contribute \$47 for life insurance coverage of \$15,000 for each employee, and .007 times the salary per year for long-term disability coverage. Cost of the

fringe benefits packages are estimated at 8% in the first year and 6.8% in the second.

The negotiating team was headed by OPEIU Midwest Council Representative Stan Luker and included Lola Martin, Norma Gitzen and Mary Lou Vining. The new agreement runs to June 30, 1980.

## Baton Rouge Local Wins \$14,155 in Bias Lawsuit

A suit filed by Baton Rouge Local 428, against two Louisiana companies for discriminatory employment practices when they by-passed qualified black employees for a supervisor's job, has been settled out of court for a sum totaling \$14,155.84.

In 1970, Clarence Jackson and Willie Davis, grieved to Local 428 President Rev. Lionel Lee about the discrimination. He advised them to file individual suits against the two companies, Parish Water Company and the Baton Rouge Water Works Company, which they did.

In September 1975, the Equal Employment Opportunity Commission filed a federal lawsuit charging discrimination against the two companies

which was later expanded to cover 25 other black employees in the laborer 3 classification.

Before the case came to trial, the two companies reached an out-of-court settlement in which Jackson received \$1,323.95 and Davis, who is no longer with the company, received \$1,601. The other employees received the remaining \$11,430.89.

Retired International Representative Frank E. Morton handled the case for Local 428 in the beginning. It was continued by International Representative Jack Langford.

### A Reminder!

When Christmas shopping, please look for the Union Label. Help keep jobs in the U.S.A.

# Gen. Dynamics Signs Ft. Worth Pact

## 1,340 Unit Wins 6% in First Year Plus COLA Each Quarter

General Dynamics Corporation's Convair Aerospace Division and Local 277 in Fort Worth, Tex., reached a new three-year agreement boosting pay by 6% in the first year, and 3% in each of the following two years, President-Business Manager J. B. Moss reports.

In the first year, it will raise the maximum hourly pay for top-rated employees to \$8.94 in the 1,340 member bargaining unit comprising secretaries, stenographers, computer and key-punch operators, and accounting clerks.

During the negotiations, a major disagreement was the frequency of cost-of-living adjustments. Eventually the company gave in to the union's demands that these should be made quarterly instead of semi-annually. The formula, which is unchanged, provides one cent an hour for each 0.3 rise in the Consumer Price Index.

The agreement provides an additional "catch-up" of 20¢ an hour for those in Grades 1 through 8, and 15¢ for those in Grades 9 through 14. The first COLA adjustment is due next month.

Moss says that substantial improvements were made in job security and seniority, and several jobs were upgraded. Those upgraded in future are to receive the first 10¢ of the automatic progression scale on the date of their promotion as will employees recalled to a higher rated job.

Other improvements are the addition of grandparents and

grandchildren to the bereavement clause; an additional three paid holidays, and the right of employees to take one week of their vacations one day at a time.

Substantial improvement was also made in health-welfare provisions, including higher room rates and increased maternity benefits. Major medical coverage was raised to \$100,000 from the previous \$50,000 and

weekly disability benefits were increased to 55% of salary, or \$120 per week in the first year and \$125 in the second.

Life insurance coverage was increased to \$7,000 in the first year; \$7,500 in the second, and \$8,000 in the third year.

Pension benefits were raised to \$12 per month times years of service, an increase of 20% over the previous \$10 per month.

## Union Wage Settlements Lag Behind Those in 1977

Wage adjustments in union contracts negotiated in the first nine months of 1978 averaged 7.7% in the first year and 6.5% annually over the life of the contract, compared with 7.8% and 5.8%, respectively, in 1977, according to a U.S. Bureau of Labor Statistics study.

The study excluded cost-of-

living (COLA) clauses which, the study notes, averaged 3.1% during the third 1978 quarter in units receiving such boosts.

Wage and fringe benefit gains combined, averaged 8.8% for the first year and 6.5% over the life of the contract. These figures compare with 9.6% and 6.2%, respectively, in 1977.

## Wayne T. Kepler, 69

We regret to announce the death of Wayne T. Kepler, 69, former Business Manager of OPEIU Local 325 and for the past 10 years employed by the Division of Labor of the State of Indiana, in Fort Wayne, Ind.

He was a trustee of the Allen County Central Labor Council, labor adviser to Indiana Blue Cross/Blue Shield, labor adviser to the education board of Indiana University, labor representative to the United Way of

Allen County, and a member of the executive board of the Indiana Workers Protective Committee.

A Fort Wayne native, he attended the University of Wisconsin and was a member of Trinity English Lutheran Church.

He is survived by his wife, Rosalyn; a son, John; a daughter, Pamela Zimmerman, and a brother, George, all of Fort Wayne.

## AILICO Chairman Defends Unions

(Continued from page 7)

institutions as Mr. Kristol seems to feel. American unions are ideologically opposed to being adjuncts of the state, but they are vehement in insisting upon being recognized as being an important part of the political process. They are, in fact, a bulwark against a collectivist state for just that reason.

Unions, like all other institutions, are fallible and have their blemishes. And, like Mr. Kristol, I cannot "envisage a decent society without free trade unions." I part company, however, with his fear that unions are increasingly difficult to live with because some are able to "bring the entire economy grinding to a halt."

Most union leaders aren't fools and see the strike—any strike—as a last resort since union members suffer more than those forced to put up with some temporary inconvenience. American

unions do not engage in general strikes because they are philosophically opposed to bringing society to a halt and because they have no desire to take over the state apparatus.

Secondly, American union leaders and their members almost invariably accept the judicial and the legal process. Only recently, the nation's rail workers returned to work under court order although they were entitled to continue their strike under law. Methinks, in fact, that Mr. Kristol protests too much on this score. Strikes are temporary and do far less permanent damage to the economy than corporate decisions to close plants or to move production abroad.

I agree that it's time to do more thinking about unions and their ability to survive as viable institutions. They are not only essential to a free society; they are a civilizing force within it.

(Signed) BERNARD RAPOPORT

## Pregnancy Disability Bill Signed by President Carter

President Carter has signed a House-Senate compromise on a union-supported pregnancy disability bill just hours before the 95th Congress adjourned. The new legislation takes effect 180 days after the signature.

The legislation amends the Civil Rights Act to make clear that a sick pay or temporary disability insurance plan that is provided as an employment benefit can't exclude from coverage women unable to work because of pregnancy or childbirth.

After the U.S. Supreme Court ruled otherwise last year, a coalition of unions including the

OPEIU and women's groups opened a campaign for legislation to reverse the court's interpretation.

It passed the Senate 75-11 in 1977 and the House 376-45 last July. But a House-Senate conference had difficulty resolving differences over abortion. Under the compromise finally adopted, an employer could exclude payment for the cost of an abortion as in the House bill.

But if an abortion to save the woman's life results in "medical complications," the employee would be entitled to whatever sick leave and medical care the company plan provides for other disabilities.

## Local 8's Don Olson Named to State Commission Post

Gov. Dixy Lee Ray has announced the appointment of Seattle Local 8 Business Representative Don E. Olson, Jr., as a member of the Public Employment Relations Commission of the State of Washington.

The commission governs labor relations for the state's public employees, including teachers. It conducts elections, investigates unfair labor practices,

as well as mediating and arbitrating disputes.

The commission has three members and employs an Executive Director who heads a staff of 75 professional and clerical employees.

Olson replaces Michael Beck, labor attorney and arbitrator, who served with the National Labor Relations Board before going into private practice.

## \$4,500 Per Member Won at Tacoma Retail Store

Pay increases of more than \$4,500 over three years for unit members in addition to longevity raises were gained by Local 23 for its office unit at Schoenfelds, a Tacoma retail store, Business Representative Frank Fennerty reports.

He says these amount to 5¢ an hour after five years; 10¢ after 10; 15¢ after 15, and 20¢ after 20 years.

The company agreed to increase its pension contributions to 15¢ an hour for each employee on September 1979, and to 25¢ in September, 1980. It was also agreed to maintain health-welfare and dental benefits for employees and their dependents at Pierce County Medical Center.

In lieu of time loss insurance, the company agreed to a sick leave clause of one-half day a month cumulative to 18 days, to

be available on the first day in case of hospitalization or accident, and the third day for illness.

In a sharp departure from other retail store contracts, a new clause was negotiated providing seniority would prevail in the event of transfer, layoff and recall. A four-month probationary period was also negotiated.

The employer further agreed to a uniform system of warning letters and reprimands, with employees obtaining the right to review all materials in their personnel files.

### A Reminder!

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## Boston OPEIU Educational Conference Winds Up 1978 Series



Delegates to the Educational Conference pose for picture outside the Sheraton-Boston Hotel, in Boston, Mass., where Local 453 acted as host. Unlike previous conferences held this year, women comprised only about one-fourth of the group. At other conferences they turned out in much larger numbers.



from the desk  
of the  
**PRESIDENT**

## Radical Right-Wingers Aim at U.S. Dictatorship

A staff reporter of *The Wall Street Journal* recently received front-page attention in that newspaper with an article describing the activities of Richard Viguerie, the king of right-wing political fund-raisers. It was headlined "New-Right Cashier."

While we have been aware of Mr. Viguerie's activities for some time, the article contains much that we did not know before. As indicated in *The Wall Street Journal*, millions of people who have never heard of Viguerie have probably seen numerous examples of his work in the form of fund-raising letters. These are generally sent in the name of Jesse Helms, the conservative Republican Senator from North Carolina, or in the names of political groups such as the Committee for the Survival of a Free Congress, or the National Conservative Political Action Committee.

Despite the signatures, Richard Viguerie's letters are always warning the nation of the deep danger facing it from liberals, labor unions, gun-control advocates, pro-abortionists and the like. George Meany, President of the AFL-CIO, is constantly portrayed as the leader of an organization trying to seize total and final control of the United States.

Viguerie uses computers and sophisticated direct-mail techniques. He has collected millions of dollars from the public for conservative causes and candidates. This year, in accordance with *The Wall Street Journal* article, he expects to raise between \$25 million and \$35 million.

Viguerie's groups and candidates consider themselves part of the "New Right." An aide to George Wallace described Viguerie's politics as almost too-far-to-the-right for Wallace.

The fund-raising enterprise employs some 300 people spread out over four floors of a modern office building in Washington, D.C. Within the computer room are computer-tape spools that carry the names and addresses of perhaps five million people who have been identified as likely donors to conservative causes. However, most of the money supposedly raised for candidates doesn't reach them. Data from the Federal Election Commission indicate that candidates get only about ten cents of each dollar raised.

In responding to criticisms of possible misspending, Viguerie argues that it is more valuable to provide candidates with services, professional staffers, seminars on campaigning and the like than with cash. He further stated: "People in the individual races aren't all that knowledgeable, as a general rule." In effect, he indicates that they may not spend the money wisely.

Charles Snider, campaign director for George Wallace's presidential races, said that Viguerie "made a hell of a lot of money off us." David Keene, a campaign consultant for conservative Republicans, cites similar concerns. "I generally steer people somewhere else if I can," he said.

Recently, Viguerie's fund-raising enterprise settled a three-year-old lawsuit brought by the office of the New York State Attorney General. The State accused it of keeping an unconscionable portion (up to 75 percent) of the money it raised for three charities. In settlement of the suit, without admitting any legal violation, it agreed to limit its future fund-raising fees for New York charities to no more than 35 percent of the money raised. It should be noted that the settlement limits Viguerie's activities only to the State of New York.

While right-wing conservatives associated with Viguerie feel that he is doing a good job, there have been a number of failures. The Panama Canal treaties passed despite his opposition. He also supported a write-in campaign for John Connally in the 1976 New Hampshire primary, spent thousands of dollars and wound up with very few votes.

On the other hand, Viguerie and a large number of his associates have been successful recently in their campaign to widen the scope of "right-to-work" (for less) laws. A couple of years ago Louisiana, which had previously thrown off the "right-to-work" for less yoke, passed a similar law through its State Legislature.

The same type of proposal will be introduced in the New Mexico Legislature in 1979. Viguerie and his supporters are hopeful that they will be able to pass similar legislation eventually in the Congress of the United States, although they met with a resounding defeat in last month's Missouri election in an attempt to make "right-to-work" part of that state's constitution.

Viguerie insists that his firm does not make a great deal of money. However, he and his wife and three children live in a large

# OPEIU Scores in Dental School Pact

## Wins \$1.60 an hour in Catch-Up for Underpaid Staff

On the very last day of their old contract, members of San Francisco Local 3 at the University of the Pacific School of Dentistry overwhelmingly ratified a new three-year agreement providing wage increases totaling \$1.60 an hour.

The first increase of 50¢ an hour this year represents an 11.8% pay boost, based on the UOP average rate. The new agreement calls for additional increases at six-month intervals of 40¢, 20¢, 30¢ and 20¢ over the next two years.

UOP employees also receive raises on their anniversary. Those with five or more years of service will get 2% more than their former longevity step, on top of their minimum raise.

Certified Dental Assistants who assist in teaching were raised 7% on the pay scale, in addition to the minimum increase. They had been the most underpaid group in view of their responsibility.

At the "eleventh" hour in the negotiating session, the University agreed to the OPEIU unit's demand that overtime be paid after 7½ hours a day, 37½ hours per week. Previously, overtime was paid only after 8 hours a day and a 40-hour week.

According to Reeva Olson, Local 3 Business Representative who headed the negotiating



**SIGNING NEW CONTRACT:** Seated from left are Personnel Asst. Lee Ann Trumbull, University of the Pacific School of Dentistry, U.O.P. Business Manager Milton Lambertson and Sr. Business Representative Lee Brasted affixing signatures to new agreement. Standing from left are Local 3 Business Representative Reeva Olson and unit negotiating team Jane Peffly, Risa Pollock, and Mattie Scott.

team, management was surprised when the members voted unanimous rejection of its "final offer," insisting that their wage level must not only catch up with inflation but also make up for past inequities.

In the last negotiating sessions, the unit successfully resisted management's attempt to introduce lower training levels and inequitable increases. Management finally agreed to grant the higher wage package and to eliminate "merit" increases which are discretionary and divide employees. However, those who have such increases will

keep them.

For the lowest paid, the new wage package will mean increases of 13% to 14%.

## U.S. Price Index

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

1977	Old	Revised
October	184.5	184.5
November	185.4	185.4
December	186.1	186.1
1978		
January	186.9	187.1
February	188.3	188.4
April	191.3	191.4
May	191.2	193.3
June	195.1	195.3
(Old Index discontinued after June)		
July	196.7	196.7
August	197.8	197.8
September	199.3	199.3
October	200.9	200.9

## Canadian Price Index

Statistics Canada  
\* New Base 1971 = 100

1977	
October	165.0
November	166.1
December	167.2
1978	
January	167.8
February	168.9
March	170.8
April	171.2
May	173.6
June	175.1
July	177.7
August	177.8
September	177.5
(*First decrease since Sept. 1971)	
October	179.3

If you move, send you 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

## Women's Groups Win



**BILL SIGNING CEREMONY:** OPEIU Vice President Kathleen Kinnick standing behind right elbow of Gov. Edmund C. Brown of California as he signs bill to provide a rape prevention educational and training program for state employees, previously exempt from coverage. The measure was supported by various heads of women's groups who were present at the ceremony. Man in background is Mitch Stogner, legislative aide for Assemblywoman Maxine Waters, (D-L.A.), who introduced the bill but was unable to be present.

brick house in McLean, a fashionable Washington suburb. The 300 employees of the Richard A. Viguerie Company working in elegant offices also belie that statement. His activities are wide and varied. He publishes the "Conservative Digest" magazine, and his offices are the headquarters for organizations like the Conservative Caucus and the Gun Owners of America which are dedicated to fighting government gun-control efforts.

Right-wing fund-raisers such as Richard Viguerie who, incidentally, may himself be aspiring to the Presidency, through their campaign to eventually eliminate unions and collective bargaining in the United States are, in effect, raising money collected from misguided Americans to establish a right-wing dictatorship.

The Committee led by Heath Larry, formerly of U.S. Steel, is openly espousing a union-free environment as the principal goal of the Radical Right Wing.