



WHITE COLLAR

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

No. 381

NOVEMBER, 1978



Midwest Stock Exchange

Refuses to Bargain With Certified OPEIU Unit; Example Laid on Laps of Anti-Union Senators

The Midwest Stock Exchange refuses to bargain with the Office & Professional Employees International Union, AFL-CIO, Local 28 in Chicago, which was certified as the official bargaining agency for its 375 employees who voted 182-149 for union representation in a National Labor Relations Board election in January.

Large Packet Won at U.S. Steel Div.

Elmira, N.Y. Unit Gains \$1.56 an Hour; Other Benefits

Pay gains totaling \$1.56 an hour, an additional paid holiday and other fringe benefit improvements, were won in a new three-year agreement renegotiated by Local 137 for its office unit at American Bridge Div. of the U.S. Steel Corp., at its plant in Elmira, N.Y.

International Representative Mark Reader reports that the pay raises include a 25¢ an hour bonus retroactive to July 1, which also includes vacations and holidays, followed on October 1 by 50¢ an hour general increase with another 1¢ added to increment scales. In addition, there will be four 20¢ an hour raises at each six-month interval.

Starting salaries in the lowest grade are now \$215 a week, rising to \$247 in the final year. In the top classification, the starting rate is \$314.45 a week rising to \$346.45.

Washington's Birthday becomes a "fixed" holiday, with an additional holiday in 1979 to be chosen by mutual agreement with the employer.

Among other improvements are increased sickness and accident benefits, a revised dental program and employer-paid life insurance for retirees. On October 1, 1979, the company agreed to increase life insurance

by \$2,000 for each employee, and increase retiree coverage to a flat \$3,000 in each classification.

With a view to controlling medical costs, the company will provide full hospital benefits for all employees using non-member hospitals. Both parties agreed to set up a joint com-

mittee to study the feasibility for employees to "bank" or defer vacations, or vacation payments, until retirement.

Pension benefits were raised to not less than \$10 for each year of the first 15 years of continuous service; \$11 for each year between 15 and 30, and \$12 for each year above 30.

Medicare Hospital Fees to Jump 11% in January

The portion of hospital fees that Medicare patients must pay will be increased 11% to \$160 starting January 1, the Department of Health, Education & Welfare announced.

HEW Undersecretary Hale Champion said the \$16 increase is due to rising health-care costs. Under federal law, such costs must be reflected in the Medicare recipient's initial payment, or deductible, which currently is \$144. After the initial

payment, Medicare picks up the remaining costs of the first 60 days of a patient's hospital stay.

Champion announced the increase at a White House session intended to stir support for the administration's hospital-cost containment bill. He contended the increase facing more than 27 million elderly Medicare recipients is evidence that hospital costs are "the single biggest inflationary problem in this country."

4 New OPEIU Office Units Organized in U.S., Canada

More than 130 new members in the U.S. were added to OPEIU rolls in latest reports of NLRB election results, with an unspecified number in an-

other unit organized in Canada.

Washington Local 2 reports winning a 68-member office unit at the International Assn. of Bridge, Structural & Ornamental Iron Workers in Washington, D.C. The vote for OPEIU representation was more than 3-to-1.

Regional Director J. Oscar Bloodworth reports winning an office unit of 55 at the St. Joe Paper Company in Port St. Joe, Florida.

A 9-member office unit at Western Credit Union, Inc., in Columbus, Ohio, voted solidly for OPEIU representation in another NLRB election.

Vancouver, B.C. Local 15 Sec.-Treas. Opal Skilling reports the Local has been certified as bargaining representative for a unit of office employees at the Vancouver Regional Sales office of Crown Life Insurance Company.

This was revealed in a Chicago story published in the New York Post on October 15 which said that the exchange, by this maneuver, hoped to force the matter into federal courts, and seek a new election in which it feels the employees will then repudiate the Union.

The N.Y. Post quoted Kenneth I. Rosenblum, Senior Vice President and Counsel for the Midwest exchange, as follows:

"We will respond to the union's demands by saying that we have no intention of sitting down and talking because we are in the process of appealing the matter with NLRB. And we hope never to have to sit down and talk with them, because we believe there ultimately won't be a union."

Following publication of the story, OPEIU International President Howard Coughlin sent a personal letter to each of the 31 U.S. Senators who voted against cloture during the recent Senate filibuster on the Labor Law Reform Bill, thereby killing that legislation which would have prevented such illegal antiunion actions.

Stems from Senate Filibuster

He charged that the lack of penalties in the existing National Labor Relations Act enables the Midwest exchange "to defy the NLRB and deprive their employees of their legal rights to bargain collectively." Text of his letter follows:

"As a United States Senator who voted against cloture in the recent debate on Labor Law Reform, I thought you would be interested in the attached article published in the "New York Post" on Sunday, October 15, 1978. The article clearly spells out statements by Kenneth I. Rosenblum, Senior Vice President and Counsel for the Midwest Stock Exchange, wherein he indicates that despite certification of our Union by the National Labor Relations Board, he has no intention of sitting down and negotiating a collective bargaining contract.

"During the cloture debate, you heard repeated statements that the filibuster was designed to protect the interests of small business. Here you have an example of the Midwest Stock Exchange taking advantage of the lack of penalties in the existing National Labor Relations Act to blatantly deprive their employees of their legal right to bargain collectively.

"Obviously, the Midwest Stock Exchange hopes to delay this matter interminably in the Courts, despite the fact that nine months have already gone by since the election was held in January 1978. If the Midwest Stock Exchange is allowed to defy the National Labor Relations Board through appeals to the Federal District Court, the U.S. Circuit Court of Appeals, and possibly the U.S. Supreme Court, the employees will be deprived of several years during which they could have, through collective bargaining, improve their wages, hours and working conditions.

"It must be apparent to you, as it is to the undersigned, that the failure to pass Labor Law Reform containing adequate penalties for employers, typified by the Midwest Stock Exchange, is a disservice to the employees concerned and all unorganized workers in the United States."

Signed Howard Coughlin, President
Office & Professional Employees
International Union

Tacoma Store Unit Wins \$5,000 Each in New Pact

Pay gains totaling more than \$5,000 per unit member over three years, with other improvements in fringe benefits and working conditions, were won by Local 23 in a new agreement renegotiated for its office unit at Peoples Store in Tacoma, Wash., formerly known as Associated Retailers.

Business Representative Frank E. Fennerty, Jr., reports that it calls for across-the-board wage increases of 45¢ an hour in the first year, 35¢ in the second, and 40¢ in the third.

In the final year, it will bring starting pay in the lowest office classification to \$154 a week,

rising to a \$227.40 maximum. Starting rate in the top grade will be \$168 a week rising to \$229.80.

A floating holiday was added, bringing the annual total to nine, and the vacation schedule liberalized to provide four weeks after 12 years of seniority. Sick leave was improved at the rate of one day a month cumulative from year to year to a 20 day maximum payable on the first day of absence.

Considerable improvements were made in job security with seniority, promotions, layoff and recall procedures spelled out in detail. The new agreement runs to June 1, 1981.

OPEIU Members in Nevada Urged to Vote "Yes" on E.R.A.

The OPEIU, strongly committed at its last Convention to the passage of the Equal Rights Amendment, urged its membership in the State of Nevada to vote "Yes" on Question No. 5. Question No. 5 is, in effect, a recommendation that the Nevada State Legislature ratify the Equal Rights Amendment to the United States Constitution.

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

POSTMASTERS, ATTENTION—Change of address Form 3579 should be addressed to: Office and Professional Employees International Union, 815 16th Street, N.W., Washington, D.C. 20006.



PRINTED IN U.S.A.

Published monthly, except for combined July-August issue, by Office and Professional Employees International Union, 815 16th Street, N.W., Washington, D.C. 20006. Second class postage paid at Washington, D.C.
Reproduction by the Labor Press of any or all material herein contained is not only permitted, but wholly desirable in the interest of workers' education.

Subscription Price \$1 a Year

Our Roundtable "Knights"

Spearhead of the anti-union forces which killed the bill for Labor Law Reform in the Senate were the 157 "knights" of the Business Roundtable. They include the heads of American business, industry and finance.

They have now joined forces in an anti-worker umbrella group called the National Action Committee which includes, among others, The National Right-to-Work (for less) Committee, the U.S. Chamber of Commerce, The American Bankers Association, the National Association of Manufacturers, and various contractors associations.

Of the 157 "knights" of the Business Roundtable, in the past five years 91 of them (58%), have admitted to one or more illegal or improper payments, or have had an action brought against them by the federal government for consumer or anti-trust violations, according to Congress Watch—a research group.

Improper payments include money spread around among foreign governments. Illegal ones signify under-the-table campaign contributions to candidates for federal office in the United States.

Other infractions include regulatory violations like price-fixing, conspiracy to rig bids and allocations of contracts, restraint of trade, contempt of court, deceptive advertising, and consumer safety hazards in products.

Were it simply a matter of one such "incident" per firm, one might charitably say that everyone is entitled to one mistake. But the fact is that among the 91 there are 189 violations—a little more than two each on the average.

These are the cream of the present American blue chip corporate hierarchy—these "knights" of the Business Roundtable. One of their staples, when they're not violating some law or regulation, is joining in the gutter tactics of other labor-haters who yowl about corruption in the labor movement and oppose its worthy goals to make democracy more viable for working people.

What Contracts Safeguard

Greed for greater profits, rather than principles, is the motivating force behind the current anti-union propaganda of Big Business and its political allies. It's little different from that indulged in by the captains of industry at the turn of the century, although times have changed since then.

By its very nature, management of a business implies a certain amount of arbitrary control by the boss over the workers. But through collective bargaining, workers have a democratic mechanism and an orderly procedure for placing well-defined limits on that arbitrary power.

The result of collective bargaining is a legal and binding contract for a specific time period, setting the precise conditions under which workers will labor, for specific wages or salary for a stipulated number of hours.

About 98 of every 100 collective bargaining agreements are renegotiated without the loss of any worktime due to a strike or lockout. It's a record envied by most major industrial nations. In fact, employers seeking to avoid unionism by their employees pay professional consultants for advice and are told:

Give the workers the things they want; then they won't want a union. Establish procedures for handling complaints, improve wages and fringe benefits, make the workplace safer—that's what the consultants advise.

Then why is it "wrong" for a union to seek these items in a legally binding contract? The reason is that the business consultants urge their clients only to "give" these to workers—not to agree, not to promise, not to make any pledges. What an employer "gives" today, he can take back tomorrow or the next day by unilateral decision.

A union contract provides protection against "take aways." That's the difference—the total difference.

To the employee it means security, and to the enlightened employer it means a stable work force, reduced tensions and disruptions caused by disgruntled employees, as well as increased productivity which is beneficial for our American economic system.

While they seek to destroy the labor unions, why then do these captains of industry at the same time make cozy trade deals with communist dictators—the sworn enemies of capitalism and free enterprise? Trade unionists would like an answer.

AFL-CIO Cites Soviet Workers' Unrest Statement Says U.S.S.R. "Trade Unions" are Frauds

The AFL-CIO Executive Council recently adopted the following statement assessing the New Soviet Workers' Movement. It seems that events over the years confirm the stand the AFL-CIO has taken since its founding toward Soviet "trade unions" that do not respond to the needs, nor serve the interests of workers.

In recent months, dramatic evidence of worker discontent has emerged from the Soviet Union. A workers' movement, led by former coal-miner Vladimir Klebanov and attracting workers from various branches of the economy, has begun to take shape and the publicize their criticisms of the fraudulent official Soviet "trade union movement."

In interviews with Western correspondents, these courageous workers have told harrowing stories of reprisals when they sought to process grievances, report corruption, seek improved wages, or complain of safety violations on the job. The Soviet authorities have responded by putting Klebanov in a mental hospital and by jailing some of his colleagues.

The statements of these workers fully corroborate the stand the AFL-CIO has taken toward the Soviet "trade unions" since our founding convention. They are not, in any sense, workers' organizations. They do not respond to the needs, nor serve the interests of workers. They are instruments of the totalitarian Soviet state, whose purpose is to enforce labor discipline. Indeed, the role of Soviet "unions" is spelled out in the Soviet Constitution, which states:

"The Communist Party of the Soviet Union is the leading and guiding force of Soviet society and the nucleus of its political system, of our State and public organizations."

Soviet Labor Union Statutes are even more explicit:

"Labor Unions carry out all their work under the control of the CPSU, the organizing and guiding force of the Soviet society."

Surely, any lingering doubt about the nature of the official Soviet "trade unions" should have been dispelled by the testimonies of Vladimir Klebanov and his colleagues. They are pay-

ing a severe price for their courage in sending their message and appealing to the free trade unions of the West for support. The AFL-CIO will not turn its back on their appeals.

We urge the Congress to repeal the so-called McGovern amendment which, by permitting Soviet agents to come to this country in the guise of "trade union" representatives, confers trade union legitimacy on the persecutors of Vladimir Klebanov and the Soviet workers' movement. The Executive Council commends the Senate for voting to repeal the McGovern amendment and urges the House-Senate conference committee to do likewise.

In any case, the AFL-CIO strongly reiterates its opposition to any labor exchanges with the Soviet labor fronts. Whatever action the Congress may take, we urge our affiliates—and, indeed, all trade unionists—not to invite, host, or receive any representatives of the official Soviet "trade unions." To break bread with them would be to betray the genuine workers' movement now struggling to be born.

We have always known that discontent among the Soviet people was not confined to intellectuals or to Soviet Jews, although the Western media have tended to focus attention on the most articulate voices for freedom. While we do not know the extent or the degree of development of the new workers' movement, we have no doubt that it represents the tip of an iceberg.

Its very existence gives the lie to those apologists of the Soviet system who contend that, whatever violations of political and civil rights may occur in the Soviet Union, they are a necessary sacrifice to secure the economic and social rights of the Soviet working class.

The new workers' voices from behind the Iron Curtain remind us that societies that deny political and civil rights also deny economic and social rights. There are no trade-offs in the field of human rights.

Horrors Workers Face at Stevens Plant Jane Fonda, Smuggled in, Describes Her Experiences

The following is excerpted from an article by Jane Fonda, film star and member of the Screen Actors' Guild, describing her experiences in a J. P. Stevens plant in Roanoke Rapids, N.C., where she was smuggled in as a textile worker.

I was smuggled into a J. P. Stevens plant in Roanoke Rapids, N.C., where workers voted for union representation in 1973, but still have no contract. I experienced what thousands of workers face for eight to twelve hours a day, six days a week, year after year.

I'd been supporting the worldwide consumer boycott of J. P. Stevens products. But until I visited North Carolina, I frankly had never realized the extent to which Stevens workers have been made to suffer.

As I stepped into the plant, the sound of the machinery—wall-to-wall looms towering over the workers—was deafening. The noise and the working of the machinery made the entire floor shake violently. I screamed just to see if I could hear, and I couldn't hear my own voice. It was like being inside a tremendous machine.

There was cotton dust flying through the air, clinging to everyone and everything. It hung like huge cobwebs from the ceiling; it had a sharp and pungent smell, and instantly I knew what the workers meant when they told me of the shortness of breath that slowly develops into brown lung disease, undiagnosed as byssinosis, so that they are unable to receive workers' compensation.

I couldn't understand how men and women could work in such medieval conditions for eight hours or more every day, having to eat their lunches out of brown paper bags while standing by their looms.

Even if you have a lunch hour—and not all Stevens workers do—there's no place to go. I saw no canteen, no recreation hall, nowhere at all to relax and take a break.

As the day wore on, women workers told me more about the physical effects of this work. They spoke of the terrible dangers of the machinery. Depending on the type and model, a loom may run anywhere around 100 to several hundred picks per minute (referring to the number of traverses the shuttle makes). The shuttle weighs several pounds and is shaped like a bullet with a metal tip at each end point.

I was told of workers hit in the face, in the temple and on the side of the head, sustaining terrible injuries that the company many times doesn't even report.

My conversations with women workers, in particular, brought home the appalling economic deprivation as well as the emotional strain that is fostered by J. P. Stevens. But I couldn't conceive of how great a strain it is just to keep a marriage and a family together when the women have to work long hours and their husbands are on another shift.

There are couples who are almost never together because one is always sleeping while the other works. They have no child care, and both parents have to work just to eat and survive.

I asked the workers, "How can you keep up what you're doing? How can you have the courage?" And they told me: "We have nothing more to lose. And we'll continue to struggle until our death, if necessary, so that our children and other workers never have to go through what we've gone through."

These brave men and women in the Carolinas, Georgia, Alabama and elsewhere need our help. We must support them by making sure the boycott's impact is strong and steady.

Delegates to Madison Educational Conference Pose for Picture



Delegates in large numbers from OPEIU Locals in the North Central Region turned out this year for the educational conferences held at Holiday Inn, in Madison, Wis. All expressed deep pleasure at its success, especially with the information obtained and the lively topics discussed during the two-day sessions. Women comprised approximately one-half the delegates, reflecting their growing participation in union affairs as members and a keen personal interest in current problems affecting the trade union movement.

OPEIU Women Star at Seminar

Lead 3-Day Course on Current Labor Topics in Los Angeles

Leading roles were played by a dozen OPEIU officers and members from San Francisco Local 3, Oakland Local 29, and Los Angeles Local 30 at a recent three-day seminar in Los Angeles, sponsored by the California AFL-CIO Labor Federation in cooperation with the University of California.

OPEIU International Vice President Kathleen Kinnick, who planned and organized the program, presided at the three-day session. Now Director of Women's Activities for the state federation, Kinnick was assisted by Gloria Busman, former Local 30 Organizer, who coordinated the program.

The purpose of the conference was to develop the skills of women trade unionists in effective communication, techniques of organizing, and contract negotiations. In addition, it was an effort to keep trade unionists abreast of developments with respect to federal and state laws, and new programs relating to the needs and concerns of working women.

Cynthia McCaughan, former Local 30 president and now coordinator of women's activities in the AFL-CIO Civil Rights Department, re-

mined participants that the AFL-CIO "has a long-standing commitment to equal employment opportunity and affirmative action to open doors previously closed to women and minorities."

But, she warned, their goals could not be reached by "proposing gimmicks such as phantom seniority and mandatory work sharing; sharing the poverty," adding: "Seniority is the only fair and equitable way to make the many job decisions that would otherwise be arbitrarily and capriciously decided by the whim of the employer."

Gloria Busman, UCLA Center for Labor Research & Education Coordinator, provided orientation to the seminar and its workshops, one of which on resource guidance in collective bargaining was conducted by Local 30 Business Manager Gwen Newton.

Concluding the seminar, Kinnick declared: "We must join together in order to meet the goals of reaching 30 plus million unorganized women, and to achieve full equality of opportunities and rights for all in employment and society as a whole, and to achieve full participation within our unions."

\$3,120 Per Member Won in New 2-Yr. Bakery Pact

Pay boosts totaling \$3,120 per unit member, an employer-paid dental plan, more liberal vacations for senior employees among other improvements, were gained by Local 105 for its office unit at ITT Continental Baking Company at Little Rock, Ark., in a renegotiated two-year contract.

International Representative Billy Kirby reports that the new agreement calls for across-the-board increases of 50¢ an hour in each of the two years. In the first year, it calls for \$6.40 an hour in the lowest grade, and \$6.70 in the top classification. These rates will go to \$6.90 and \$7.20, respectively, in the second year.

After 20 years of service, employees in future will be entitled

to five weeks' vacation (was 25). The new dental plan covers employees and families. None existed previously.

The company also agreed to pay full costs of all insurance premiums. Previously, employees paid \$2.06 for single and \$2.72 for family coverage. Any future improvements in insurance or dental plans will be given to employees at no cost.

An improved severance pay plan was also agreed upon. It will provide 30 hours pay at straight-time hourly rates for each full year of service to a 900 hour maximum. Previously was 20 hours up to 600.

The new agreement is retroactive to May 8 and runs to May 10, 1980. Steward Dalene Jolly assisted Kirby during the negotiations.

U.S. Study Shows Men's Pay \$5,000 Higher Than Women's

The gap between male and female earnings still remains wide, according to the U.S. Bureau of Labor Statistics, which found in a study of 1975 payrolls that women with full-time jobs earned about \$5,000 a year less than males.

The median income of women was only \$7,351, against \$12,770 for men. Among college graduates, the disparity was even greater with male college graduates averaging \$17,891, about \$7,000 more than women with college degrees.

BLS Economist Howard Hayghe explained that women tend to be concentrated in low-

paying clerical and service jobs, their movement into male-dominated occupations tending to be very slow.

The earnings gap varied geographically from region to region, BLS noted. The disparity was smallest where the earnings of both sexes were low and bigger where both sexes earned the most money.

In general, median earnings were highest in the financial and trade centers of the Mid-Atlantic states, the highly industrialized Northeast region, and the Pacific Coast states. Earnings in many of the southern states were 10 percent below the national average.



From left are Diane Reynolds, California state labor official; Ellen Wernick, AFL-CIO Human Resources Institute and Washington Local 2 member, and Kathleen Kinnick.



Joan Lasko, UCLA Lecturer, explaining how to go about obtaining effective communications to attain their goals during a plenary session of the seminar.



From left: (unidentified), Cynthia McCaughan, Andrea Hricko, UCLA Health Coordinator, and San Francisco Local 3 member John F. Henning, Executive Sec.-Treas. of California Labor Federation.



In concluding remarks, Kinnick urges all women trade unionists to join together to meet the goal of reaching more than 30 million unorganized women now in the work force.

WHEN YOU SHOP, LOOK FOR THESE SIGNS





from the desk
of the

PRESIDENT

"Bare Bones" Labor Bill Can't Get Union Support

As the Congress rushes towards adjournment, the Senate Labor Committee has prepared a bill involving some procedural changes in the administration of the National Labor Relations Act. These procedures offer nothing new. They may, however, gain the support of some of the Senators who let us down in the fight to pass a meaningful Labor Law Reform Bill.

The new proposal is not what labor sought. In this proposal, there is no provision which guarantees equal access for union organizers. There are no specific time limits for elections and, as a consequence, elections can still be delayed by irresponsible employers for months, if not years.

There is no provision in this "bare bones" legislation to enlarge the National Labor Relations Board. Therefore, the ever increasing case-load will continue to be a major obstacle in the efficiency and the expediency of the National Labor Relations Board.

There is no provision that would bar a company repeatedly violating the National Labor Relations Act from government contracts. It is difficult for us to understand why any responsible United States Senator would want to continue to allow labor law violators to have equal access to bidding for lucrative government contracts.

No Compensation for Workers

There is no provision that compensates workers by a "make-whole" provision where an employer is guilty of not bargaining in good faith. The losing party before the Board, which includes the union, is required to petition a United States Court of Appeals for review of the Board's order within 30 days or accept the order as final and binding. This only means that Local Unions that are now troubled by large attorney fees can expect to use attorneys at an ever-increasing rate.

The only penalties assessed against an employer found guilty of discharging an employee unfairly is 1½ times the amount of the employee's loss, less wages actually earned. As usual, therefore, the penalty is not sufficient to discourage an employer from committing unfair labor practices. If anything, it may be an encouraging factor.

The Board is instructed under the new proposal to clearly spell out appropriate bargaining units, establish a reasonable election schedule and specify the type of conduct that will be the basis for overturning an election. The Board's election rules will be subject to judicial review. Actually, these procedural amendments are nothing more than what is presently in effect.

Further, in the "bare bones" measure, Section 302 of the Landrum-Griffin Act is amended to make it plain that an International Union may lawfully impose a trusteeship on a Local Union to assure good faith negotiation and consummation of a collective bargaining agreement. While responsible International Unions may use this proposed power only when the rights of membership are imperiled, it opens the door for the imposition of trusteeships where such action is not warranted.

More Shackles on Unions

Further, International Unions which are now facing an increasing number of fair representation suits initiated by members against Local Unions, with the International Union thrown in for good measure, will find these suits accelerated. Thus, International Unions will, by virtue of the proposed amendment to Section 302 of the Landrum-Griffin Act, be in a position where they will not be able to disassociate themselves from such legal actions.

The entire tenor of the "bare bones" measure, drawn up by the Senate Labor Committee after consultation with numerous Senators who invoked filibuster to avoid the possibility of meaningful labor reform, is geared towards assuaging the feelings of organized labor after the filibuster debacle. We do not think that organized labor should support or accept this "bare bones" proposal. Organized labor should continue to insist that it is entitled to a Labor Reform Bill designed to provide balance between labor and industry. Unless this is accomplished, as Betty Southard Murphy, a member of the National Labor Relations Board puts it, "labor unrest will get worse." NLRB Member Murphy called on those who believe in the principles of collective bargaining to take the right action designed to pass an equitable measure.

Office Unit Gains at Cutler-Hammer

17% Pay Boost, Larger Benefits Won at Milwaukee Firm

Across-the-board pay boosts totaling 17%, an additional paid holiday, a new employer-paid dental plan with other improved fringe benefits, were gained by Local 505 in a renegotiated two-year agreement for its office unit at Cutler-Hammer, Inc., which makes heavy equipment in Milwaukee, Wisc.

International Representative Mike Walker reports that the new pact calls for a 9% general raise in the first year, and 8% in the second. Employees assigned to a new three-day workweek won a third shift

premium of 7% starting at 7 p.m.

Life insurance coverage was increased to twice the yearly salary, calculated to the next highest \$1,000; travel-accident insurance was raised to \$100,000 (was \$50,000). It was also agreed to provide retirees with 20-to-25 years of service with \$2,500 life insurance to age 70, and \$1,500 thereafter (was \$1,000).

Weekly sickness and accident benefits go to \$130 in the first year (was \$120), and will be further increased to \$135 in the

second year.

Major medical coverage was increased to \$50,000 in the first year (was \$35,000), and was extended to children of disabled employees until age 21, or to age 23 if they are full-time students. In the second year, surviving spouse or dependent children will be covered for six months instead of the current three.

The company also agreed to increase the minimum pension guarantee of \$8 to \$9 to \$9 and \$10 in the first year, with no reduction in earned retirement benefits for employees who retire at age 62 with 30 years of credited service.

A more liberal severance allowance was also agreed upon. In future, those with two to 10 years or service will be entitled to \$100 for each year of service (was \$80), and \$110 for those with 10 or more years of seniority.

New International Rep. Named for West Coast

President Howard Coughlin announces the appointment of Gerald J. Sufleta, 30, as a new International Representative on the West Coast. He will be based in Los Angeles, Cal.

Born in Plymouth, Pa., in 1949, the new Representative was educated in California and holds degrees in liberal arts and law. He is a member of the California Bar Association with licenses to practice in state and federal courts.

Before joining the OPEIU's staff, he worked for two years with the National Maritime Union, specializing in the organizing and handling of grievances and arbitration cases.

In law school, his studies were oriented toward labor law and history as well as general



Gerald J. Sufleta

courses on labor unions. In his second year, he won an American Jurisprudence Award for outstanding academic achievement in labor law and civil procedure.

N.H. Paper Unit Scores Large Gains in 1-Year Pact

An across-the-board wage boost of 43¢ an hour with numerous fringe benefit improvements were gained in a new one-year agreement renegotiated by Local 345 for its office unit at Brown Company and Brown-New Hampshire, Inc., in Berlin, N.H., International Representative John Connolly reports.

He says that both parties agreed to replace the current merit system with a mutually agreeable remuneration system. Joint discussions on this will be completed by April 30 next.

Among fringe benefit gains are a midnight shift differential increase from 11¢ an hour to 13¢, and bereavement leave for a son or daughter raised to four days (was three).

The pension benefit was increased to \$10 per month times years of service (was \$9), and AD&D benefits for those below

Grade 5 to \$100 per week (was \$85). For those above Grade 5, the new rate will be \$110 (was \$95).

The monthly premium for supplemental life insurance was reduced to 50¢ per \$1,000 (was 60¢), with all employees having the option to carry up to \$5,000. Hours used in computing vacation pay were increased to 43 per week from 42.

Numerous other language changes were made to tighten up various clauses in the agreement which runs to July 14, 1979.

The unit negotiating team was headed by Local 345 President J. Donald Bouchard, and included as members Vice President Joseph Croteau, Sec.-Treas. John deChamplain, Ronald Lafferty, Richard Lamontagne, and Donald Nicoletti. They were assisted by Connolly during the negotiations.

Funeral Home Yields 12¼% Pay Hike

Wage gains totaling 12¼% over two years and increased pension benefits were won by Local 11 for its bargaining unit at the Little Chapel of the Chimes, a funeral home in Portland, Ore., Sec.-Treas. Gary D. Kirkland reports.

He says the new agreement calls for a 6% general wage increase in the first year, and 6¼% in the second.

In the first year, it sets a journeyman monthly wage of \$1,397 rising to \$1,484 in the second year.

U.S. Price Index

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

1977		
September		184.0
October		184.5
November		185.4
December		186.1
1978	Old	Revised
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
August		197.8
September		199.3

Canadian Price Index

Statistics Canada
New Base 1971 = 100

1977		
September		163.4
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)		

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