WHITE COLLAR

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

No. 384 FEBRUARY 1979

Unionism Benefits D.C. Bank and Its Employees

Customer Deposits, Net Profits and Staff Pay Soar at The National Bank of Washington

By JANE PEDEN

When bank employees unionize they not only benefit themselves but also stimulate management innovative skills when they both work together in an atmosphere of mutual respect and harmony.

As an example, I can cite my own experience in The National Bank of Washington where I work in the Loan Review Department. In my capacity as unit Chief Steward of the Office & Professional Employees International Union, Local 2, our bargaining representative, I have had a unique opportunity to observe the results of collective bargaining since we unionized in 1972.

Today, as unionized bank employees, we enjoy the highest salaries of any bank in the Washington, D.C. area. We now have employer-paid medical care with optical and dental plans; better vacations, more liberal personal leaves, and many other fringe benefits that didn't exist before we unionized. Moreover, we enjoy greater job stability and have a new sense of personal security.

Contrary to what many believe, not only has the bank grown in strength and profitability since the union came in but so has our unit membership which now totals 550, against 358 when we unionized in June, 1972.

Personnel turnover, which is unusually high and costly in non-union banks, has dropped drastically at our bank to a low between 15% and 20% and even in some months has been down to 10%, reflecting the high morale and more stable work force that the union has brought about.

Under our OPEIU contract we enjoy grievance and arbitration machinery to settle any disputes that may arise between management and employees. Strange as it may seem, grievances are now few and far between, amounting to less than 10 a year, all being resolved fairly in a mutual spirit of "give and take."

Technological changes have been numerous also since we unionized but they, too, surprisingly have created new opportunities for career advancement by the employees. Our contract calls for retraining in event of automation, and this solution has proved mutually beneficial for both the bank and its employees.

Before the union, promotions were haphazard. There was an old tradition that if one were good in a particular job he or she stayed there. This no longer applies; the union changed that. Now whenever a job vacancy occurs, our contract requires that it be posted on the bulletin boards so that anyone qualified can apply.

Where applicants are of equal ability, seniority is the deciding factor. Consequently, favoritism and cronyism are ruled out. With this union innovation, career-minded individuals have moved up and qualified people in the unit have even been promoted into managerial ranks.

If any argument is needed that unionism is also good medicine for management, I believe that our record of success and growth at The National Bank of Washington can be cited as proof.

When the employees unionized in 1972, its bank deposits totaled $373,935,000. On December 31, 1978, these deposits had grown to $690,670,000 and, in due course, we expect them to reach the one-billion dollar mark.

This remarkable but solid growth has been due to the joint efforts of enterprising and innovative bank management, together with the loyal cooperation of our unit members who act as personal sales people in attracting more deposits to their bank.

Needless to say, from time to time we run into some jittery employees who see doom in some new innovation in bank services or a rumor floats about. But when the union informs its membership that it cannot inhibit management's ability to offer cost-competitive services with other banks, its assurance is met with a general understanding by unit members that what is good for the bank is also good for them. Thus, management and union have built up a feeling of mutual trust.

Summing up, in my opinion it's good business for bank managements to accept unionization because I know that the Union has contributed to the growth and success of the bank where I work. Its profits have increased with growing deposits, careful investments, and many service innovations. Besides, its personnel turnover has been greatly reduced, another plus on the profit side.

For the employees, it has meant greater job and personal security, improved opportunity for advancement and promotion, and the highest pay and finest fringe benefits for banks in the Washington, D.C. area.

For my own part, I cannot understand why this formula for success and growth, which The National Bank of Washington adopted just a few years ago, has not been grasped by other bank managements and bank employees in the area.

Office Unionism Booms in Britain

Five Reasons Cited to Explain White Collar Influx

A massive influx of white-collar employees into unions in Britain in recent years has swelled membership in the Trade Union Congress to the 12 million mark, according to *NUBE News*, official publication of the British National Union of Bank Employees.

Explaining why British white-collar employees are "increasingly turning toward collective bargaining," the article lists the following reasons:

1. **The loss of their former position in earnings relative to manual workers.**
2. **The apparent reduced status in society of white-collar workers.**
3. **The growing threat to their security of employment as a result of automation and technological change.**
4. **The tendency toward employment in larger and larger groups and the growth of corporate bureaucracy.**
5. **The increased detachment of clerical and supervisory grades from the top echelons of management.**

The article points out that employers have "to face an ever-growing number of claims for trade union recognition" that will "effect progressively higher status groups in an employer's hierarchy." (Unlike the U.S., supervisors and middle managers in Britain are allowed to unionize.)

Asserting that employers cannot ignore "the changing attitudes of their employees, or of society as a whole," the article adds that employers must also realize "that the organization of their employees in a trade union can have practical advantages for all." The article continues:

"Thus it is quite possible that this new growth period will take union membership in the United Kingdom up to a figure around 70-80 percent of employees. If, within this figure, a white-collar

(Continued on Page 3)

Midwest Council Names Woman Organizer to Staff

The OPEIU Midwest Council announces the appointment to its staff of Jenny Rohrer as an organizer. She formerly served in the same capacity with another union, and for several years worked as a volunteer community organizer in Chicago.

Jenny worked for five years in a Chicago documentary film studio where she made an award film on health-care entitled "The Chicago Maternity Center Story," released in 1977.

Jenny Rohrer

She also put in a stint as an accounting clerk in a Chicago Loop insurance company.

1978 Membership Soars in "President's 100 Club"

Sec.-Treas. William A. Lowe reports that membership in the "President's 100 Club" in 1978 totaled 133, almost double the 79 figure for contributors in the previous year.

Enrollment in the Club, authorized by the Executive Board in 1977 to raise funds for VOTE (Voice of the Electorate), requires members to send $100 by check or money order, or sign a payroll deduction card for that amount in the year. A gold membership card is sent to qualifying contributors.

Contributors who were employees of the International Union and qualified in 1978 are:

Howard Coughlin	**John W. Cropper, Jr.**	**John F. Fitzmaurice**
William A. Lowe	**Joyce L. Mason**	**John Connolly**
Jack Langford	**J. O. Bloodworth**	**Mark Reader**
Arthur P. Lewandowski	**Billy M. Kirby**	**Algimiro Diaz Ayala**
George V. Porcaro, Jr.	**Charles H. Rader**	**W. Charles Harris**
Jerry Schmit	**Eugene J. Dwyer**	**Gerald J. Sufleta**
Joseph J. McGee	**Billie D. Adams**	**Richard W. Holober**

Contributors to the Club who were full-time employees of Local Unions in 1978:

John Kelly	**Norma Martin**	**Wayne Shelton**
H. R. Markusen	**Michael C. Goodwin**	**John T. Bral**
J. B. Moss	**Don Wright**	**Lance A. Meier**
Gwen Newton	**Gary D. Kirkland**	**Johnnie Ruth Storer**

Contributors who were **NOT** employees of the International Union or Local Unions in 1978 were:

Bernard Rapoport	**Eugene Brasher**	**Gary DeFalco**
James Avery	**Gerald Brown**	**Jack Dickason**
Jeff Barbernell	**Hank Brown**	**Elmer Dubuque**
J. D. Bedford	**Enoch Burda**	**Elmo Evans**
Ken Bertin	**Jack Cain**	**William C. Field**
Lester Bjorklund	**James Cleary**	**Nathan Fogel**
Dave Blaisdell	**Billy R. Clifft**	**Charles Ford**
Billy Boyle	**Darrell Collins**	**Richard Ford**
Mike Bracken	**David K. Daniels**	**Craig Formsma**

(Continued on Page 4)

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.

LABOR PRESS AFL-CIO/CLC
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

Why Unions Are Needed

The radical right-wingers would like to have the general public believe that there should be no unions in this country, and many non-union workers fall for this transparent propaganda which falls apart when analyzed. The only victims are non-union workers themselves, and the only beneficiaries are unscrupulous employers.

During 1978 more than 600,000 workers were illegally underpaid by almost $129 million, according to the U.S. Department of Labor, up from $120.9 million in 1977. Minimum wage underpayments totaled more than $40 million owed to 378,000 persons, compared with $37.2 million owed to 371,000 persons last year. Overtime violations totaled $51.7 million owed to 264,000 workers.

Violations of the Equal Pay Act, which protects female workers from discrimination because of their sex, resulted in $16 million owed to 18,000 workers, compared with $15.5 million due to 19,000 in the previous year.

There was also a 15% increase over 1977 in the amount of illegally-withheld wages employers eventually agreed to restore to workers. More than $78.1 million was restored to 538,000 workers compared to $68.2 million to 482,000 workers in 1977.

According to the Department, the major reason for the difference between the amount due workers and that actually paid is the employer's refusal to pay back wages in cases judged "unsuitable" for litigation by the Department.

The greatest recorded increase in terms of types of violation involved age discrimination. There was a 47% increase in the amount of damages resulting from violations of the Age Discrimination in Employment Act (ADEA), which protects workers aged 40 to 65 from job discrimination based on age.

Damages totaled $13 million compared to $8.9 million in 1977. The number of workers owed damages under ADEA soared from 1,700 to 3,900, an increase of 126%.

Unscrupulous employers have no respect for unorganized workers. But they do respect them when they're unionized and work under a union contract. It's just another reason why every worker —white-collar or blue-collar—should belong to a union.

Why The Silent Treatment?

The so-called "right-to-work" (for less) union-busters met a disastrous defeat in Missouri in the November elections when they tried to impose this law on that state. They had the money but they lacked the people who buried the plan by a 200,000 majority.

Yet newspapers and the media were silent about this union victory. There were no editorials or comment by the networks which had played up the issue beforehand. The victory was due to dedicated union members, including our Missouri Locals, who rang doorbells to educate the public on what passage of this vicious anti-union law would mean.

It would have meant that all union contracts in that state would have to be renegotiated, with the likelihood that pay scales would be reduced by 83¢ an hour—or $1,600 a year for Missouri workers.

Here are some facts our union members elsewhere should keep in mind if these extreme right-wingers should attempt to foist such a law on their home states.

- The poverty rate in so-called "right-to-work" states runs nearly 50 percent higher than other states.
- The number of people living below the poverty level in "right-to-work" states is about 15 percent, compared to an average of 10 percent for the rest of the nation.
- The difference in average yearly income per person in "right-to-work" states is more than $1,000 less than in other states.

Figures compiled for 1977 show that:

1. Workers in Arkansas lagged $1,479 behind the national average.
2. Tennessee was $1,234 behind.
3. Nebraska was $299 below the national average.
4. Iowa was $141 below.

There is no doubt that professional union-busters now see the time as ripe to destroy unionism and collective bargaining in this country by any means—fair or foul. The undemocratic Senate filibuster that killed labor law reform last year was one instance. The Missouri election contest was another. Union solidarity is the only key to ultimate victory.

OPEIU's New York Local 153 Supports Stevens Boycott

Carrying its banner, Business Representatives of Local 153 were prominent in huge demonstration at Stevens Tower in New York, urging boycott of all textile products made by the company, infamous throughout the world for its anti-union policies. The march was organized by the N.Y. City Central Labor Council. J. P. Stevens textile products include such brand names as Utica, Meadowbrook, Tastemaker, Yves St. Laurent, Suzanne Pleshette, Dinah Shore and Gulistan.

Where J. P. Stevens & Co. Gets Its Anti-Union Finance

Control of the U.S. economy has become so concentrated in recent years that fewer than 500 individuals, in interlocking boards of directors, now control over 80% of the nation's wealth and productive capacity.

J. P. Stevens & Co., the giant anti-union textile firm, is a good example of these interlocking directorates comprising mostly bankers and corporate executives. Until recently, Stevens chairman James Finley was a director of Manufacturers Hanover Trust and New York Life Insurance.

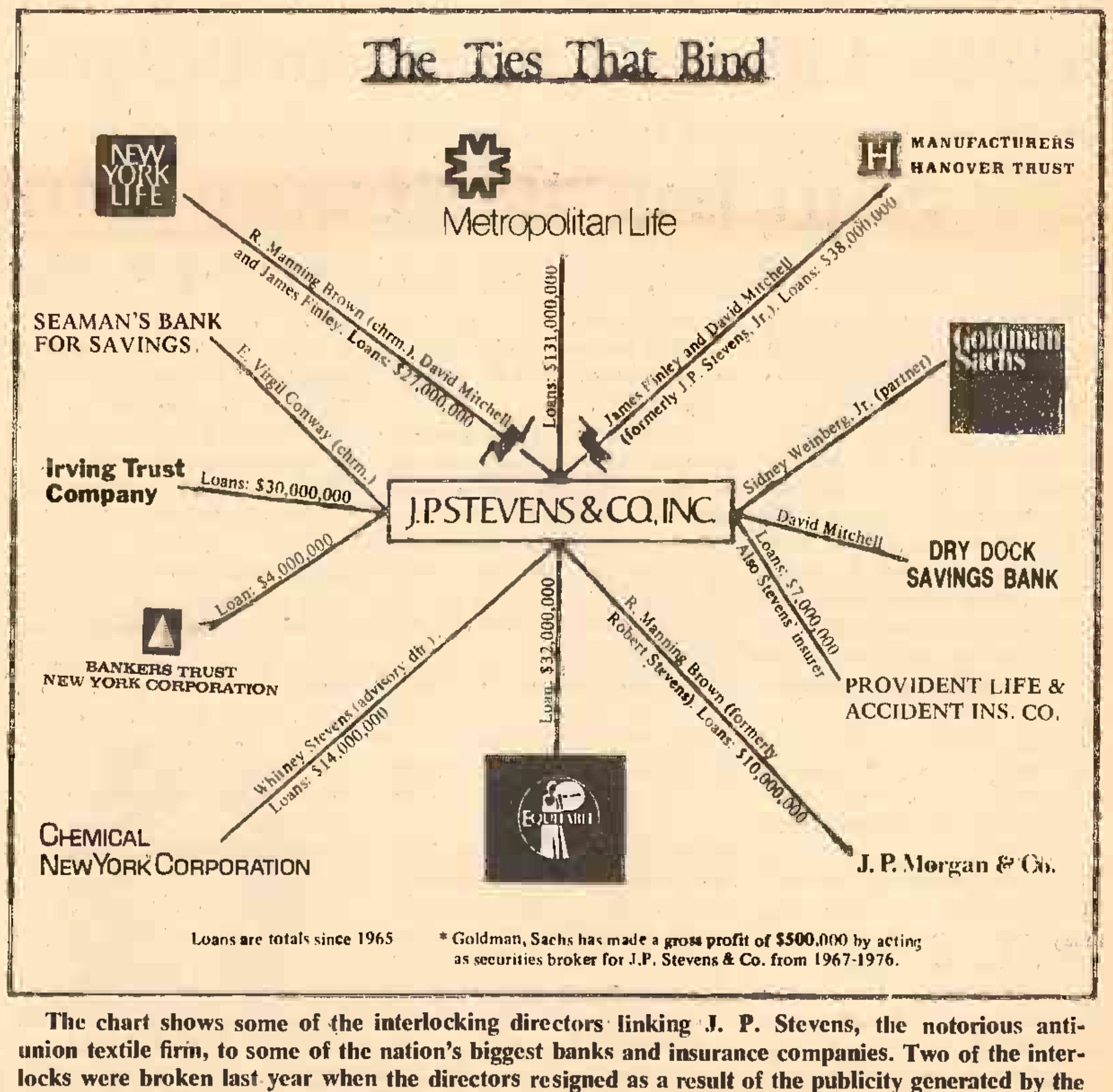
N.Y. Life's chairman Ralph Manning Brown was on Stevens' board. The powerful bank (the nation's fourth largest) and the insurance firm have loaned J. P. Stevens nearly $100 million.

Banks and insurance companies have long been kingpins in America's corporate structure, wielding large amounts of capital from depositor savings and the premiums of policy-holders.

Ironically, much of the money invested by banks and insurance firms comes from union pension trust funds. Rather than make investment decisions themselves, many pension fund trustees hire a bank or insurance firm to invest the money for them.

The results include a climate in which union members' pension funds have been used, and are now used, to finance many corporate activities—including the illegal anti-union activities carried on by J. P. Stevens and other companies unfriendly to organized labor.

In recent years the insurance industry has made loans to Stevens of up to $190 million, over 80% of the textile firm's total indebtedness, owning in effect much of the Stevens empire.



The chart shows some of the interlocking directors linking J. P. Stevens, the notorious anti-union textile firm, to some of the nation's biggest banks and insurance companies. Two of the interlocks were broken last year when the directors resigned as a result of the publicity generated by the Amalgamated Clothing and Textile Union which is trying to organize the company's plants. The OPEIU actively participated in the campaign. (Chart from *Southern Exposure* magazine.)

Rules for OPEIU in Child Adoption

Arbiter Finds Mother Entitled to Maternity Leave

Arbiter Jacob J. Seidenberg ruled that a union employer violated an OPEIU contract when it improperly required an employee to use her accumulated annual leave, without pay for time off, to be with a newly-adopted child.

The contract stated that "a female employee may be absent up to 180 consecutive days for maternity reasons." It further provided that "she may choose how and in what order such absence will be recorded—sick leave, annual leave, or leave without pay—to the extent that she has available annual and sick leave time."

The employer contended that "invoking maternity benefits dictates pregnancy and physical incapacity, and that this would exclude adoption as a basis for a mandatory grant of leave of absence without pay."

The OPEIU, pointing out that the contract did not specifically require pregnancy as the basis for maternity leave, maintained that adoption was a justifiable reason for maternity leave.

The arbiter ruled that "leave granted for pregnancy is not solely confined to the actual delivery period, but also makes allowances for the mother to be with her new child during the period when a new child becomes a member of the family," adding:

"A mother with an adopted child has just as compelling reasons for absenting herself from her job with her new child, if not more, than a mother who has gone through a pregnancy and post-pregnancy period."

Office Unionism Booms

(Continued from Page 1)

membership of some 50 percent or more could be obtained, a justifiable claim to be representative of all the working force could be made by the unions."

Because of these developments, the article points out, "there has been a predictable upsurge in public and academic debate about the growing power of trade unions. This debate has tended to focus upon the question of government intervention to influence the process and results of collective bargaining.

"Today, therefore, more than at any time in the past, it is important to have a strong, independent organization to speak for white-collar employees in matters of salary and working conditions—indeed this is the only way for progress to be made."

The article points out to non-union members that while they enjoy the benefits of better pay and working conditions won by unions, this is "only the more obvious form of union activity." It reminds them that union membership also brings them grievance machinery, representation in event of injury or unjust job gradings; changes on starting time, advice on all conditions of service, plus being kept fully informed on all developments in negotiations with employers.

"Many non-members seem to believe that they will never need any kind of representation or advice. A person without a union membership card is like a person without insurance," the article concludes.

Midwest Museum Yields Agency Shop, Salary Boosts

Across-the-board pay increases of 5½% in the first year, 34¢ an hour in the second with an additional 5¢ six months later, were gained by Local 12 in a new two-year contract renegotiated for its "wall-to-wall" bargaining unit at the Minneapolis Society of Fine Arts, which operates a museum and art institute in that city.

Business Manager H. R. Markusen reports that it sets a minimum annual starting salary of $6,858 in the lowest classification in the first year, and $14,605 in the top grade.

The new agreement provides an agency shop, requiring non-members of the unit to pay a service fee equal to union dues, and meetings between management and staff at three-month intervals to discuss matters of mutual interest.

The unit negotiating team assisting Markusen included Stewards 'Skip' Bessen, Gary Mortensen and Fran Singewald. The contract is retroactive to July 1 and runs to June 30, 1980.

OPEIU Volunteer Drive Wins Unit at Credit Union

An all-volunteer effort by members of OPEIU Local 1 in Indianapolis, Ind., has received recognition for a unit of 15 office and clerical employees at Lampco Federal Credit Union in Anderson, Ind., according to Steve Henderson, Local 1 Bargaining Chairman, in a report to Director of Organization Art Lewandowski.

He says that the credit union services the employees at Guide Lamp, a division of General Motors Corp. The organizing campaign was launched in December and the unit was recognized by management last month.

The successful campaign was conducted by a committee comprising Local 1 President Carolyn Pittsford, Vice President Mike Levin, Valrea C. Manlove, and Al Goldberg, shop steward at *Labor News* in Indianapolis.

Commenting on the report, Lewandowski said: "We hope that our other Locals will be inspired by this successful example of volunteer effort in new organizing. There are thousands of similar office units throughout the nation eager for unionization but we need personal contact with them that can only be funished by dedicated volunteers.

"The OPEIU is on the verge of a spectacular growth era, especially among women office employees, but we can realize this growth potential only when all our Locals pitch in to carry the union message to the unorganized. I congratulate Local 1's pioneer effort in that direction."

Independent Chicago Union Affiliates With Local 28

The Chicago Editorial Association, a 32-member independent union and formerly an AFL-CIO affiliate, voted unanimously to affiliate with Chicago's Local 28, according to a report from Sec.-Treas. William J. Taylor.

The new unit consists primarily of editorial employees of The Chicago Daily Racing Form. Carolyn Kenady conducted a month-long campaign on behalf of Local 28.

Milwaukee OPEIU Member Makes Convention History

Laurie Onasch attended the recent Wisconsin State AFL-CIO convention in Green Bay, Wis., as a delegate from Milwaukee OPEIU Local 9. Her father, Herb, a Business Representative for Bricklayers Local 8, also was a delegate. It was the first time a father and daughter attended the state AFL-CIO convention as delegates.

Shift Lag May Cause White Collar Illness

ILO Study Finds Computer Growth May Pose Health Problems

The popular press has made us familiar with the problem of "jet-lag" suffered by globe-trotting executives, but many industrial workers on rotating shifts suffer in the same way without getting sympathetic news coverage.

It looks now as though "shift lag" could become a white-collar illness as the computer revolution progresses although it now involves mostly programmers and operators. But the need to ensure an even work-flow could impose shift-work in the future also on other office employees.

A recent International Labor Office report has looked at the effects on human beings of working nights in an effort to assay the health dangers that shift workers face.

The ILO found difficulty in producing hard scientific evidence as shift-workers are often a "self-selected group." Generally they are younger and healthier than a similar group of day workers because shift workers, as they grow older or face ill health, switch to day work.

This factor presents a problem for researchers who want to make medical checks and compare the health of shift and day workers. "Like" can only be compared with "like" and it's difficult to find a matching group of shift and day workers.

However, some of the effects of nightwork are already known. Nightwork upsets natural body rythm. Human beings have biological rythms which activate them during the day and deactivate them at night.

The nightworker has to work during a period of deactivation and sleep through a period of activation. These unnatural strains can cause neurotic and digestive disorders, as well as excessive fatigue.

The ILO report mentions a survey made by the Oslo inspector of factories who compared the health of a group of workers, who had never worked shifts, with those who had and transferred to day work—the victims of the shift system.

It was found that former shift workers were two-and-a-half times more likely to suffer from gastric or nervous problems, and nearly twice as likely to have some digestive disorder.

A look at computer operators will show they are a young team, the report says. This is to be expected; few companies had extensive computer sections a decade ago.

Yet where are the opportunities for these employees to escape into day work as they get older? If they remain in computers their chances are limited.

The ILO report found that nightwork is abnormally fatiguing and liable to cause ill health. The authors felt justified in saying that nightwork should be banned on medical grounds.

Where exceptions had to be made, such as in continuously operating industries and public utility services, the ILO suggests that the period of nightwork should be reduced as much as possible.

The disruption of nightwork on family and social life are obvious. The working housewife faces particular difficulties if her husband works nights. Whether working or not, problems of adapting social life to shiftwork falls heaviest on the wife.

The solutions are limited. Some writers have suggested switching the family and even an entire community to shift patterns. This could mean school periods starting at 10 at night and banks and shops open well past midnight; hardly a feasible idea or one acceptable to the rest of a community.

Simple cost accountancy is often the only justification for nightwork; expensive machinery and buildings must be kept in constant use, although no account is taken of the social and medical costs.

The ILO report states unequivocally that: "Nightwork should be banned whenever its practice is motivated solely by the financial considerations of making costly equipment pay for itself more quickly."

Employers introducing night-work offer attractive financial carrots to workers, but once nightwork is established, the value of these premiums are eroded, the report says, adding: "We find nightwork becomes expected, but once it is established and the entire business is planned to make full use of the system, it then becomes difficult to change."

Contract bargainers should look beyond merely negotiating good nightwork premiums and consider the long-term implications for union members. They should ask is nightwork really necessary and if it is, what chances are there for shift-workers to change to day work if their health and social needs demand it.

from the desk of the PRESIDENT

Carter's Anti-Inflation Plan Won't Solve U.S. Economic Ills

President Carters' anti-inflation program promulgated on October 24, 1978 is not the answer to the economic problems of the United States. While there is no doubt that the President's program will limit wage increase of companies doing business with the government and may serve to limit prices on certain goods and services, it has too many loopholes to bring about the desired effect. The exclusion of food, for example, and the inability of our government to control food costs will tend to weaken the entire program.

The President's program does not protect consumers and wage earners from runaway price increases for the four necessities of life—food, energy, housing and medical care. These are the areas which have been hit the hardest by inflation. The Price Guidelines have little or no meaning.

For example, companies are allowed to increase prices by five percentage points above their historical rate of annual price increases during 1976-1977. This allows companies which have increased prices the most in the last two years to further profit under the President's progam.

Automobile companies, for instance, have already increased prices three times in the last three months without any admonishment by the Administration despite the fact that they have not been forced to increase wages during that period as a result of collective bargaining.

Consumers and wage earners are also faced with an inflation rate which many economists predict will be double digit in the first half of 1979. This forecast did not take into consideration the 14.5 percent increase scheduled in oil prices by the Organization of Petroleum Exporting Countries.

While the initial increase is five percent, the total increase will accumulate to 14.5 percent by October 1979. According to Administration experts, this will add almost one-half of one percent to the Consumer Price Index. Decontrol of gasoline prices will probably add another one-half point. The continuing turmoil in Iran could result in further acceleration of energy prices.

While it is true that the Administration has been responsible for a cut in income taxes, it is also true that the increase in Social Security payroll taxes results in an increase of total taxes in 1979 over the year 1978.

This past week we have been listening to forecasts which indicate that meat prices are continuing to spurt upward primarily because of the shortage of beef herds. Some commentators estimate that the increase in the price of beef will reach 40 cents per pound in 1979.

It is difficult to understand, therefore, why the President feels that wage controls can inhibit inflation when practically all other aspects of the economy are out of control. Because of the imbalance of our balance of payments, our dollar continues to decline on foreign exchange markets. This, too, contributes to inflation.

The President has included in his anti-inflation program an incentive called "real wage insurance." This program, if enacted, would provide tax refunds representing the difference between seven percent and the increase in the cost of living over and above seven percent, not to exceed a three percent credit.

The President stated that he would propose this to the Congress in January 1979 to represent a real wage insurance program for those employers and employees who observe the wage standard. As this column is prepared, it appears that the Congress is not looking kindly on the President's proposal and there is great doubt that such a program could be enacted into law.

The President's program to curb wage increases while not effectively controlling food, energy, housing and medical costs flies in the face of the opinion of most ecnoomists that we are, in effect, experiencing an inflation which is not caused by wages. There is even at this point a considerable slack in the economy as is evident from high levels of unemployment and the existence of substantial unused plant capacity. All economists are predicting that the nation's economy will grow even more slowly this year, or even shrink. Higher interest rates will cause a slowing of productivity. All these factors would seem to indicate that the Administration's "voluntary" program to check inflation will fail.

High interest rates have a tendency to force up the prices of goods and services needed by workers. Workers, as a result, have been forced to seek higher wages to meet the higher prices they have to pay and the money they are forced to borrow to make these purchases. Consequently, labor costs have actually declined as a share of total production costs, while the costs of such things as raw materials, power and transportation have increased. West Germany, France, Japan and Italy had unit labor costs rise at higher percentage rates than the United States. However, only the United States saw wholesale prices rise faster than labor costs.

The AFL-CIO has taken the position that if we must have controls, such controls must be mandatory and total. Such controls must cover every aspect of our economy such as food, energy, housing, medical care, interest rates and others. Without such total controls, it is doubtful that the President's anti-inflation program which, in effect, is mandatory for workers whose companies do a substantial business with the government, can be successful.

We can only hope that the President, his advisors and the Congress will eventually arrive at a more realistic policy designed to curtail the present rate of inflation which is harmful to all segments of the American economy, particularly retired workers, solely dependent on fixed incomes.

20% Pay Boost Won at Minnesota Gas

Jobs Revalued, Shift-Differentials Raised in 3-Year Pact

A 20% across-the-board pay increase, supplemented by a cost-of-living adjustment, was won by Twin Cities Local 12 for its office unit of roughly 300 employees at Minnesota Gas Company, in a three-year contract renewal which became effective last June 1.

Business Manager H. R. Markusen reports that the new agreement calls for an 8% pay boost in the first year with an additional 6% on each anniversary date—June 1, 1979, and June 1, 1980.

He says that the COLA calls for a one cent increase per hour for each 0.2% increase over 6% in the Consumer Price Index in both the second and third years, with no ceiling. Third shift employees gain a differential of 30¢ an hour (was 20¢), and employees filling in on a higher level job will get 20¢ an hour (was 15¢).

The company also agreed to pay $1 more per month for hospital-medical coverage for dependents in each of the second and third years.

The new contract contains a revised job evaluation schedule, each job title being designated in one of 10 classifications. Those not previously paid in accordance with the new schedule will be paid at the level designated by their job titles, and shall automatically progress from there to the top rate for their classifications.

The starting rate for the lowest office grade starts at $3.89 an hour, rising to $4.05 after one year. In the top grade, the starting rate is $6.64 an hour, rising to an $8.40 maximum, or $336 a week.

The meal allowance was raised to $3.50 in the first year; $3.75 in the second, and $4 in the third year.

Language was tightened up in various other clauses covering vacations, maternity leaves, overtime, and grievance and arbitration procedures.

The unit team assisting Markusen in negotiating the contract, which runs to May 31, 1981, was headed by Chief Steward Ronald Jelmo and included committee members Robert Adelmann, Duayne Roepke and Richard Harper.

"President's 100 Club"

(Continued from Page 1)

William Forney	John Kegler	Don Rogers
Charles Frost	David Klar	Geoffrey A. Schramek
Floris Fuchs	Larry Kudlacek	R. H. Settle
Gregory Giese	Carl Kunze	Fred Silverman
Harold Gillman	Larry Lampert	Delbert Sirna
Sol Gordon	Marvin Landau	Stephen Slate
George Gotto	Richard Laser	J. R. Solomon
Ray Griffin	Sam Latimer	Don Speer
James Grogan	Kenneth Lima	Michael Toal
Stephen Hale	Ralph Linderman	Leonard Track
Richard Halfenger	Robert McKenzie	Anthony Tulino
Richard Hancock	Sherman McKenzie	Robert Umberger
Donald P. Hare	Thomas McMullen	Donald Utley
Melva Harris	Conrad Maggard	Mayes A. Venable
William Heimbaugh	Justilian Martin	Jerome Walter
A. C. Helms	Peter Matina	Joseph Ward
C. E. Hendrickson	Cameron Meeker	Gene Westlake
Mary Hodgson	Harry Miller	Jim Whatman
Will Horwitz	Tom Morris	Donald Wold
Kenith Howard	Richard Ranisler	Leslie J. Zerman
Fred Hudson	Paul Ray	Michael F. Kelly
Mike Hunter	Steve Robertson	Kathleen Kinnick
John E. Kachalla	Irma Richardson	Delores Dee
Harry Karsh	S. Vern Rodriguez	Carolyn Combs
Jean Kee		

New Pact Upgrades Pay At St. Paul Trading Firm

An across-the-board pay increase of $20 per week in the first year, 6% in the second, and 7% in the third year were gained by Twin Cities Local 12 in a three-year contract renegotiated for its office unit at General Trading Company, an auto parts distributor in St. Paul, Minn.

Business Manager H. R. Markusen reports that in the final contract year, a minimum starting rate of $4.55 an hour is set for the lowest classification, rising to a $5.19 maximum. In the top grade, the starting rate will be $5.15 an hour, rising to a $5.97 maximum.

Subpoenaed witness was added to the jury duty clause, and sick leave increased to 8 days (was 6). Three unit members were also upgraded to higher classifications.

The unit team assisting Markusen in the negotiations included Chief Steward Dolores Armbruster and Steward Deborah Graf. The new agreement runs from September 6 to September 7, 1981.

U.S. Price Index

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

	Old	Revised
1977		
December		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
August		197.8
September		199.3
October		200.9
November		202.0
December		202.9

Canadian Price Index

Statistics Canada
* New Base 1971 = 100

1977	
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
November	180.8
December	181.3

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