WHITE COLLAR

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

Our Lagging Social Security System

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No. 258 **August, 1967**

Education Conferences Scheduled

This is the schedule of the regional Educational Conferences to be held this fall:

Erie Conference—Akron, Ohio, September 16-17.

Southeast—Atlanta, Georgia, September 23-24.

Northwest and Western—San Francisco, October 14-15.

Canadian—Toronto, October 14-15.

North Central—Chicago, October 28-29.

Southwest—Location to be announced later, November 4-5.

Northeast—New York City, November 18-19.

Local 9 Wraps Up Pair of Pacts

Two new contracts covering office workers of the Milwaukee & Suburban Transport Company and Norton & Associates have been successfully concluded by Local 9 OPEIU.

The transport company contract, benefiting more than 40 office employees, calls for a 4.9% wage increase retroactive to April 1; an additional raise of 3.11% effective April 1, 1968, and a further increase of 4.53% on April 1, 1969.

A 9¢ an hour cost-of-living float was incorporated into the base rates and this clause continued. Other provisions include revised accident and off-duty insurance; hospital and surgical insurance, as well as vacations and pensions, with full major medical insurance premiums payment for retirees.

The contract runs for three years.

Norton & Associates employees won a $7.50 per week increase, effective June 1, together with a revised holiday schedule making Good Friday, Christmas Eve and New Year's Eve paid holidays.

Bank Organized

A recognition agreement has successfully ended a Local 9 organizing effort at the Commonwealth Mutual Savings Bank of Milwaukee. Ed Kubicki, Local 9 business manager, and International Representative Eugene Dwyer teamed up to persuade the employees that a union ought to be in their future. Contract negotiations are now going on.

Hospital Costs Rising Fastest

Hospital costs are rising steeply and at a faster pace than health costs generally, according to a Blue Cross report.

Between 1950 and 1964 medical care costs in the United States rose from $12.9 billion to $36.8 billion, an increase of 186 per cent, while during this period the population increased 26 per cent. The resulting increase, from $85 to $194, in health expenses for each person was approximately 128 per cent.

However, total hospital costs in the same time rose 230 per cent. Hospital costs per person rose from $25 to $67, an increase of 168 per cent. By 1965, the cost of a patient-day had increased to about $45.

Total health care expenditures in the U.S. represented 4.5 per cent of the gross national product in both 1950 and 1955. By 1960 they had risen to 5.3 per cent and by 1964 to 5.8 per cent. Hospital costs, however,

(Continued on page 4)

Welcoming N.Y. Hilton Employees

Local 153 (New York) Business Representative Frank Jarvis distributes copies of union contract at meeting held to welcome some 40 employees of the New York Hilton Hotel into the OPEIU. A negotiated redefinition of the Local 153 unit resulted in the membership gain. Local 153 has made similar gains recently at other New York City hotels. It represents a total of 2,200 hotel workers.

Local 29 Wins 55c Advance

Wage increases totaling 55¢ an hour ($95.33 a month), plus substantial fringe benefits, are included in a new three-year contract negotiated by Local 29 with Bigge Drayage, Morris Draying and Western Gillette, California freighters.

The Oakland Local has also concluded its first contract in the auto sales industry by signing up Dailey Chevrolet Company in San Leandro, and negotiated another new three-year agreement with Pollock Paper Company, a St. Regis Division in San Jose.

The freight contract calls for a 25¢ an hour wage boost retroactive to April 1; 15¢ on April 1, 1968, and another 15¢ raise April 1, 1969. Two cost-of-living increases are included, one in 1968 and another in 1969.

Employers agreed to pay $40 per employee for health and welfare, including $7,000 life insurance, with choice of Local 29's CPS or Kaiser coverage; dental plan; drug plan; major medical for CPS members, and possibly a vision care plan now under study.

Pension plan contributions go from 20¢ to 22½¢ an hour on April 1, 1968, and to 25¢ on April 1, 1969. At the latter figure, pension benefits will accrue at the rate of $10 per month of pension for each year contributions are made.

Bargaining committee members were Senior Business Representative John Kinnick; Stewards John Hines, Bigge; Arlene Reeves, Western Gillette; and Pauline Lesso, Morris Draying.

The Dailey Chevrolet pact covering 10 employees runs for 13 months to June 1, 1968, when contracts of four other unions with Dailey also expire. All Dailey departments are now under union contract.

The contract grants an average raise of $35 monthly, with a high of $55 per month. Sick leave is cumulative at one day per month up to 24 days. Employees are brought under Local 29's Pension Plan and Health and Welfare Plans.

A three-week vacation clause, grievance procedure, personal and maternity leaves of absence and full seniority rights are other highlights.

The new three-year Pollock contract provides for a 13¢ an hour wage increase this year, and 4% in each following two years. Other improvements include employer-paid full health and welfare coverage; four weeks vacation after 15 years, three paid bereavement days, and several new job classifications.

Steward Bob Willey and Business Representative Ann Willis bargained for the union, producing the best contract settlement the group has yet attained.

7 Locals Gain in 6-State Pact

A master contract for three years, providing for a 15.76% salary boost, an additional paid holiday, better vacations and other fringe benefits, has been signed by Southern Kraft Division of International Paper Company with seven OPEIU locals in Alabama, Mississippi, Florida, Louisiana and South Carolina.

The locals are 71, 80, 209, 233, 411, 419 and 420 covering Kraft's office personnel of Mobile Mill, Mobile Bag Factory, Moss Point Mill, Panama City Mill, Georgetown Mill and Springfield Mill, OPEIU Vice President J. Oscar Bloodworth reports. The new contract runs to May 31, 1970.

A general salary increase of 5½% became effective June 1; another 5% raise is scheduled for June 1, 1968, with a third of 5.26% scheduled for June 1, 1969.

Effective June 1, employees will also get 3 weeks vacation after eight years of creditable service. July 3 became an additional paid holiday. Other changes include a 7¢ per hour shift premium for all hours worked between 3 p.m. and 11 p.m., and 10¢ between 11 p.m. and 7 a.m. The latter rate goes to 12¢ June 1, 1968.

Effective June 1 also, severance pay was doubled, moving from 1% to 2%. The company agreed to increase its contribution for dependent hospital insurance from $3 per month to $4 and undertakes full cost of group life insurance premiums on the first $3,000, as well as premiums for early retirees reaching age 62 with 20 years continuous employment. It will also make retroactive to all employees any pension benefits renegotiated in 1970.

Other benefits included maternity leaves of absence up to a full year and better seniority and promotion clauses.

Space Unit Signs

Local 129 OPEIU has signed a new three-year contract with M & T Company in Houston, Texas, covering office employees of the NASA security contractor at the Manned Space Craft Center. The new agreement brings a 13.5% wage increase effective over the contract term.

Other benefits include three weeks vacation after seven years of service; an additional paid holiday, and revised sick leave, funeral leave and insurance clauses.

WHITE COLLAR

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

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POSTMASTERS, ATTENTION. Change of address Form 3579 should be addressed to Office and Professional Employees International Union, 1012 14th St., N.W., Washington, D. C. 20005. Published monthly at 810 Rhode Island Ave., N.E., Washington, D. C. 20018. Second class postage paid at Washington, D. C.

INTERNATIONAL LABOR PRESS AFL-CIO ASSOCIATION

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Social Security Reminder

The House Ways and Means Committee is still working on the Social Security bill, H.R. 5710, which has full OPEIU support. We understand the committee is making progress toward agreement on what can only be described as moderately liberal Social Security improvements.

Improvements are certainly overdue. Sad to say, Social Security in this country lags far behind that in nations far less affluent than ours. *See From the President's Desk* in this issue.

The strong show of grass-roots support revealed by hundreds of thousands of signatures on SS petitions to date has been a major factor in molding a favorable attitude of a majority of committee members and other Congressmen toward this measure.

However, Congressmen and Senators must know of our continued interest in passage of this measure when the Social Security bill comes up for House floor action.

If you haven't written your Congressman and Senator already, please do so now. Remind them not only of your personal interest in Social Security improvements but also of your opposition to the proposed income tax on Social Security and Railroad Retirement benefits. How about enlisting local organizations of Senior Citizens in this campaign? It is in their interest as much as yours. Just how much a strong Social Security System is in the interest of all the people is indicated by the AFL-CIO prepared calculations to right.

Monday Holidays For Mini-Vacations

We are all for a bill sponsored by Senator George Smathers (D-Fla.) which would make more holidays fall on Monday each year. It would make such changes as: (1) Washington's Birthday would be the third Monday in February; (2) Memorial Day the last Monday in May; Independence Day the first Monday in July; (3) Veterans Day the last Monday in October; (4) Thanksgiving Day the fourth Monday in November.

Most companies polled by the U. S. Chamber of Commerce favored the idea except that they split on whether to make Veterans Day a Monday holiday in early November or in late March. Those favoring the March date note that there is a long holiday drought between Washington's Birthday and Memorial Day. We hope this slight disagreement can be ironed out and that the bill passes. Long weekends will enable working people to get the most benefits out of holidays.

More FLSA Inspections Needed

The 1966 Fair Labor Standards Act amendments expanded coverage from 32.3 million workers to 41.4 millions, a 28% increase. However, the U. S. Labor Department's Wage-Hour Division lacks enough investigators.

With only 930 investigators it would take 20 years to check all business establishments covered previously. At least 500 more are needed but the House of Representatives provided money for only an additional 112. With the new FLSA coverage it would take 33 years to check all business establishments.

In fiscal 1966, wage-hour investigators found 425,000 workers underpaid a total of some $90 millions, and these were only one-half the actual violations of the wage-hour law. Clearly, compliance investigation and enforcement are vitally important to hundreds of thousands of low-paid workers.

More money is needed to beef up this service. Members of the Senate Appropriations Committee, particularly, and your Congressmen generally should be contacted on the urgent need for additiona lfunds to add more FLSA investigators in an area of vital concern to all wage earners.

FIGURE IT OUT YOURSELF.....

Suppose you started to work in 1966 at age 21. You retire when you're 65. You've earned the maximum under Social Security all that time.

You will have paid in an average of $42 a month. You and your wife will get back $377 a month. That's equivalent to a private insurance policy with a face value of $62,000. To buy a private $62,000 insurance policy you'd have to pay more than 1½ times as much . . . $67 a month.

$67.00
-42.00
$25.00 saved each mo.

OR

Suppose you started to work in 1966 at age 21, earn the maximum, and die in 1975, leaving a wife who's then 25 and a two year old child. Your wife will get $356 a month until the child is 22. Then when she's 62 she'll get $196 a month for life.

That adds up to $132,000.* It will have cost you only $3,858.

$356.00
x 240 months
$85,440.

$196.00
x 240 months
$47,040.

$85440
+47040
$132,480.

OR

Suppose you become totally and permanently disabled when you're 30. You, your wife, and your child will receive benefits that could add up to $230,000.* It will have cost you only $3,858.

And don't forget Medicare. When you're over 65 medical insurance is hard to get and costly, too.

$107,000
102,000
+ 21,000
$230,000.

** Based on normal life expectancy*

IT ADDS + UP

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Write, Wire, Call Your Congressman and Senators Now

SUPPORT STRONGER SOCIAL SECURITY

NLRB Affirms Business Buyer Liability

A NLRB ruling holds that the purchaser of a business is required under certain circumstances to remedy the unfair labor practices of the seller. The remedy could include reinstatement of employees and back pay, the Board indicated.

The new decision overturns one handed down in 1954 and followed since that time. The Board bases its finding on the Supreme Court decision handed down in the John Wiley case as follows:

"Employees . . . ordinarily do not take part in negotiations leading to a change in corporate ownership. The negotiations will ordinarily not concern the well-being of the employees, whose advantage or disadvantage, potentially great, will inevitably be incidental to the main considerations.

"The objectives of national labor policy, reflected in established principles of federal law, require that the rightful prerogatives of owners independently to rearrange their businesses and even eliminate them as employers be balanced by some protection to the employees from a sudden change in the employment relationship."

Reflecting the Supreme Court's concern for employees who are victims of unfair labor practices, the Board declares that those unlawfully discharged are without meaningful remedy when title to the business changes hands.

In such circumstances, the NLRB concludes that it is not restricted to requiring remedial action by the offending employer alone but that its orders may also run to the offender's successors and assignees as well.

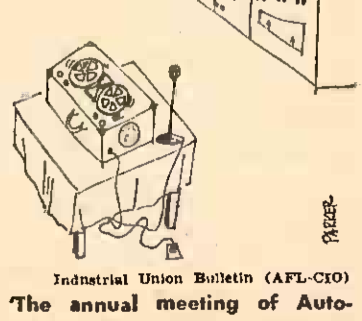
It holds that a bona fide purchaser who continues to operate the business without significant change and who had knowledge of the unfair labor practice charges may be held jointly and severally liable with the seller for remedying the unfair labor practices.

NLRB Upholds 'Service Fee'

The NLRB has upheld as proper an agreement requiring employees to continue paying union dues after they leave a bargaining unit if they want to remain eligible for welfare and pension benefits.

The Board finds that dues for those who leave the unit are in the nature of a "service fee" for the union's efforts in perpetuating and improving the welfare and retirement plan.

The contract involved had a union-shop clause requiring union membership as a condition of employment. The benefit plan required maintenance of membership as a condition of sharing in the benefits.



Industrial Union Bulletin (AFL-CIO)
The annual meeting of Automation Corporation workers will now come to order.

from the desk of the PRESIDENT

Our Lagging Social Security

From time to time I have commented in this column on the urgent need for greater Social Security benefits in this country. I have pointed out that in this respect we lag behind other countries much less affluent. Everything I have written on the subject is now fully confirmed by the 1967 study of the U. S. Department of Health, Education & Welfare (HEW) which covers all 120 countries of the world today having social security programs.

This study shows that the USA trails far behind most countries, not only in types of services offered and benefits under those services, but in methods and philosophy of financing social security programs. Besides, it reveals that Uncle Sam is a Johnny-Come-Lately in such fields as Medicare, which has existed in Europe in one form or another since the 19th Century.

Generally, we are inclined to regard social security as benefiting only the aged. Other countries include younger folks as well. For instance, a Swedish worker disabled in an automobile accident gets 60% of his lost wages each week. An Italian worker gets his teeth filled or new ones, if necessary, without cost.

A pregnant woman worker in Belgium can draw as much as 100% of her salary for 12 weeks, beginning before and continuing after her confinement. In Luxembourg, a seriously ill worker not only gets free medical care, medicines and hospitalization but receives 75% of his wages for a period up to nine months.

An English worker, head of a family of four, gets 61% of his wages when he loses his job. Compare that with unemployment compensation in your own state. A worker in West Germany who made $3,750 or less in annual wages gets the same pay when he retires at 65. That's $312.50 a month. Compare that with our present Social Security minimum of $44 which the Administration proposes to improve to $77 monthly. The German worker's pension also goes up automatically if living cost increases.

The HEW study also shows that the USA doesn't finance any part of old age Social Security. In most countries, employee, employer and government share the costs. In a sizeable number of countries, the employer pays double the amount paid by the employee. Here, employee and employer split.

HEW finds that eligibility for old age pensions vary from 50 to 75, average age being 60 to 65. Some countries provide for earlier full pensions for workers in especially arduous occupations like mining. In 16 countries, a worker can receive full pension and continue to work full time if he wishes. Here, the retired worker is penalized.

Automatic cost-of-living adjustments are provided in Belgium Canada, Chile, Denmark, Ecuador, Finland, France, Iceland, Isreal, Netherlands, Norway, Sweden, Uruguay and Yugoslavia.

The HEW study also reveals that 62 countries, 27 in Europe, now have family allowance programs with cash benefits for the number of children in the family. This provision is unheard of, even undreamed of, in this country. Most countries also have some sort of maternity benefits in their sickness programs. The United States has no such provision.

The USA would rank even lower in the percentage of national income spent on social security services were it not for our unemployment compensation program. This is not because our unemployment benefits are superior but because our jobless rate is higher and, consequently, we spend more money in this area.

The basic rate of unemployment benefits in other countries is usually fixed at 50 to 75% of average weekly earnings. The USA average is $37 a week. Most other countries supplement basic benefits for a wife and children. Only one-fifth of our states have such a provision, averaging $1 to $6 for each dependent.

A recent study by the Brookings Institute on Social Security in 22 countries shows the USA third from the bottom in terms of percentage of national income spent on Social Security services:

Country	*Percentage*	*Country*	*Percentage*
Germany	20.8	Ireland	11.5
France	18.9	Norway	10.1
Austria	17.6	Chile	9.7
Belgium	16.3	Australia	9.1
Italy	15.2	Canada	8.7
New Zealand	13.0	Switzerland	8.7
Sweden	12.9	Iceland	7.9
Netherlands	12.3	Portugal	6.5
United Kingdom	12.1	UNITED STATES	6.0
Denmark	12.0	Japan	5.8
Finland	12.0	South Africa	4.5

CANADIAN *NEWS*

Quebec Gas Yields 16% Raise, Hours Cut

A new contract incorporating a 16% wage hike, shorter hours and numerous fringe benefits to 350 office employees has been signed between Local 57 OPEIU and the Quebec Natural Gas Corporation.

It expires Aug. 31, 1969. Five per cent of the wage boost will be retroactive to May 19; with 3% effective on Jan. 1, 1968; 5% on Sept. 1, 1968 and 3% on March 1, 1969.

Work hours are reduced by 1¼ per week without loss of salary, making the work week now 36¼ hours. Automatic progression from minimum to maximum scales will cost the company an additional 3%.

Many other improvements covering statutory holidays, leave of absence with pay, maternity benefits and grievance procedure were obtained. Important changes provide more security and better promotion prospects for union members.

Female employees, comprising 25% of the office force, will now get six weeks paid maternity leave after six months of service. In case of sickness, full salary will be paid for six months after six months' service, and in case of industrial sickness or accident the corporation will pay the difference between employee's salary and compensation.

The new vacation schedule provides 3 weeks after 10 years of service; 3 weeks after 9 years effective May 1, 1968; 3 weeks after 8 years effective May 1, 1969; and 4 weeks after 20 years effective immediately. Employees reaching 60 years of age get an additional 5 days vacation with pay.

The OPEIU bargaining committee was headed by Albert Paquin, president; Gilles Renaud and Guy Valiquette, vice president; Rene Ethier, secretary; Philippe Lamoureux and Roland Montpetit, members. They were assisted by Romeo Corbeil, OPEIU international representative.

Survey Shows 92% In Health Plans

A large majority of the employees in Canadian establishments included in the May 1965 survey conducted by the Economics and Research Branch of the federal Department of Labor were covered by some type of health benefit plan.

Of the 952,434 office employees in 18,949 reporting units included in the survey, 93% were covered by health benefit plans. Major medical service only was provided in plans covering 21% of the employees. Plans in which a combination of major medical and specified benefits were given covered 51%.

Seventy-one per cent of the plans were paid for by the employer and employees jointly; 11% by employees only, and 11% by the employer only. Both the employees and their dependents were covered in plans that included 92% of the employees in the survey.

White-Collar Union Gain Forseen

John J. Carson, chairman of the Civil Service Commission of Canada, in a speech to the Montreal Association, said the organization of federal civil servants "will bring massive additional strength to the voice of organized labor, and 1967 will undoubtedly be marked as a signal year for the Canadian labor movement.

"The social barriers that have traditionally marked the reluctance of white collar workers to join unions could be strongly influenced by the infusion of many thousands of government employees who are predominantly white collar," he said.

Carson predicted that the "coming years will see a revolution in the attitude of the white collar worker toward union membership."

Housing a Major Concern Coast-to-Coast

Housing is a major concern today in most American cities with 60 per cent in Seattle and New York complaining of shortages in middle-income housing, while overwhelming majorities in cities like Boston, Philadelphia and Chicago report shortages of low-cost housing.

These are the findings of a recent national survey conducted by the Chase Manhattan Bank Research Department. The survey posed three questions of paramount current interest.

- *On balance, is progress being made in improving conditions in the central city of your region?* About 60% feel that substantial progress is being made in eliminating slums, the survey says. Over 80% think that educational and cultural facilities are being enlarged. In contrast, 75% report relatively little progress in mass transit.

- *Are rent subsidies an appropriate way to provide more housing for low-income tenants?* About 60% feel that a need exists in their region for more housing at low rents, but that rent subsidies are not the answer. The majority claim that no need exists for more low-rent housing in their communities. However, the bank points out a larger proportion sees such a need than in its last survey.

- *How can rehabilitation of slums or deteriorating housing best be accomplished?* The survey says the diversity of the answers reflects, in all probability, the complexity of the problem. There was a decided preference for locally-oriented solutions (local housing authorities or non-profit corporations) and a desire to work through the private sector as much as possible.

The bank noted that many respondents added informal comments, stressing the need for a multi-faceted approach. One said: "The problems of slums go beyond deteriorating buildings and will be solved only as we make progress in eliminating proverty from our society."

Western Pension Fund Grows

Trustees of Western States OPEIU Pension Fund report assets on April 1, 1967, exceeded $2,500,000 and are accumulating at the rate of $800,000 per year. Thirty-eight retirees are now receiving sizable monthly checks, and over $7,000 was paid out in cash withdrawal benefits in the first three 1967 months.

Average net investment yield for the 1961-66 period came to 7.6%, an unusually healthy figure since the plan assumes an interest return of 4%.

De Laval Settles With Local 112

Local 112 OPEIU has negotiated a renewal of its contract with De Laval Separator Co., metal manufacturers of Poughkeepsie, N.Y., covering 175 office workers, raising the minimum weekly wage from $66.80 to $72.80.

New contract calls for a 15¢ an hour raise, plus 1 to 4¢ for job adjustments; another 5¢ plus 1 to 4¢ for job adjustments next February, and an additional 12¢ in February, 1969. The contract runs for three years.

Other improvements are one additional paid holiday, and a raise in pension benefits from $2 to $3 per month for each year of service, effective next February.

$3,120 Package Won At Piel by Local 153

Two months of negotiations have produced a new three-year contract between New York Local 153 and Piel Bros. Brewery with a total value of $3,120 per salesman. Salaries go up $10 weekly each year of the agreement and welfare benefits are substantially improved, notably by the start of a long-term disability plan.

Employer weekly contributions to the Local 153 Pension Plan are increased from $10 to $15. The salesmen move up to the new $31.50 Welfare Plan which provides $5,000 in insurance and generous hospital, medical and nursing care and drug benefits.

Car allowance was raised by $4 to $31.45 per week.

The Long-Term Disability Plan begins with the second year of the contract. It assures any disabled employee of benefits equaling two-thirds of gross monthly income for as long as the disability continues.

Business Representative William Griffin, Chief Shop Steward Tony Tedesco and an exceptionally able team of stewards negotiated for the union.

In another development, Local 153 gained 44 new members at Bilkays Express Company in Newark, New Jersey by a narrowly won representation election conducted by the National Labor Relations Board. The vote was 22 for the union and 20 against. Negotiation of a contract will get under way in the near future. Business Representative Charles Ponti was assisted by Special Organizer Nelson Armitage in the organizing effort.

Local 153 has also gained representation of the office employees of F. M. Charlton Company, New York's largest bindery. A first contract provides wage increases totaling $20 over three years.

"They demand a guaranteed annual wage, four weeks' paid vacation, and an early-retirement program, and I do not think, sir, that they will accept 'Off with their heads' as a responsive answer to these demands."

NEW YORKER

Revisions Increase Pay For 500 in Local 29 Units

Local 29 OPEIU has gained increased pay for 500 members by amending contracts with two Nevada firms doing engineering work for the U.S. Atomic Energy Commission in Las Vegas.

The larger contract covering 484 employees of Reynolds Electrical & Engineering Co., Inc., runs for five years. It was among 32 labor agreements signed with the company at this AEC installation. It includes an employer-paid $8.65 per month dental plan as well as a 9½¢ an hour increase in the first year. Further increases in wages or benefits of 3½% in 1968 and 1969 were obtained with an additional 3% across-the-board in 1970 and 1971.

The contract seniority clause was changed to establish 18 seniority units where only one existed previously. The no-strike provision was altered to permit either side to seek release from court by bypassing the grievance procedure in event of an illegal strike or lockout.

The contract covering 35 employees of Fenix & Scisson, Inc., which does drilling and excavation work at the AEC Nevada test site, was reopened for wage discussion only. Agreement was reached on a 4.7% across-the-board increase, averaging 13¢ an hour, with a minimum of 10¢ and a maximum of 19¢. The revised agreement expires Feb. 1, 1968.

Local 11 Leaders Train to Teach Stewards

President Raymond Fagan of Local 11, right, and Education Committee Chairman Ed Maresh, left, receive certificates signifying completion of a teaching course from Frank Fuller, American Federation of Teachers. The course in Portland, Oregon was for prospective instructors of shop stewards.

President Raymond Fagan of Local 11 in Portland, Oregon and Ed Maresh, Chairman of the Education Committee, are among union leaders in the state successfully completing a new course in Labor Education Instructor Training.

Offered by the Portland Community College in cooperation with the Oregon State AFL-CIO, the course was designed to meet the urgent need for teachers of courses for shop stewards. Frank Fuller of the American Federation of Teachers conducted the course.

Subjects covered included the duties of stewards, labor history, labor legislation, collective bargaining and grievance procedure. The prospective instructors were trained in techniques stressing group participation. Out of his experience gained teaching classes for members of the International Woodworkers of America, Fuller showed the effective use of group discussion, question periods, sociodrama, the buzz group and various visual aids.

Now returned to their respective unions to teach stewards, those completing the course were supplied with a teacher's guide, a manual for stewards and an assortment of teaching aids.

Local 11 has a continuing program of steward training. An organized series of classes will again be offered to the stewards in the fall. Periodically through the year the stewards meet for a dinner meeting at which current problems are discussed. The meetings have been attended by at least two-thirds of the stewards, several traveling over 100 miles to be present. A dinner meeting held on June 8 focused on methods and materials for educating new members.

Escalating Pension Pay Needed, New Survey at Columbia Concludes

A study sponsored by the Social Security Administration shows that inflation and failure of pensions to keep pace with rising pay are causing such deterioration in the living standards of retired persons that at least half exist below the poverty line.

One conclusion made was that pensions should have an automatic escalation provision so that they do not fall below 75 per cent of prevailing wages.

Dr. A. J. Jaffe, director of the manpower and population program of Columbia University's Bureau of Applied Social Research, conducted the study. He found that the retired person was suffering in these ways:

(1) From continual inflation, only partly offset by Social Security benefit increases in 1954, 1959 and 1965.

(2) From exclusion from the "gains of productivity"—higher income—that workers and investors are reaping.

Dr. Jaffe noted that the older person has to take a pension when he can get one. "Whether the older person prefers a job or his inadequate pension and leisure is a meaningless question today," he said. "The fact is that he had great difficulty holding on to his job or finding a new one if discharged.

"Most persons beyond the age of 65 have no alternative to a pension. If our society cannot, or will not, employ them at prevailing wages, then the only alternative is a higher pension—one with a built-in escalator that will keep the pension at a level of not less than 75 per cent of prevailing wages."

In 1965, the researcher reported, the income for a full one-half of families in which at least one member was 65 or over fell below the poverty line. U.S. government estimates have set the poverty level at $3,000 a year for a family or four, while the New York City Human Resources Administration has put the figure at $4,000.

Dr. Jaffe is publishing a report on his research in The New York Statistician, a bulletin of the American Statistical Association.

Hospital Costs

(Continued from page 1)

rose from 1.35 per cent of the gross national product in 1950 to 2.02 per cent in 1964. Thus, while all medical expenditures relative to the GNP rose 29 per cent, hospital costs rose 50 per cent.

Based on current trends, Blue Cross estimates 1967 hospital costs per day at $50.70, an increase of 3.8 per cent over 1966, and forecasts a rate somewhere between $60.31 and $69.79 by 1970.

The soaring of hospital rates is viewed by union leaders as a grave threat to negotiated labor-management health plans.

If you move, send your old and new address, including zip code to:
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