



OPEIU staff members from all over the U.S. and Canada who met in Kansas City, Missouri, recently to plan new organizing drives.



# WHITE COLLAR

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

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## Progress report: 3 units organized

Three organizing efforts have succeeded in establishing new bargaining units in California, Oregon, and Vancouver, B.C., in Canada.

The largest unit comprises 48 office employees of Copeland Lumber Company in Portland, Oregon, where Local 11 won an overwhelming victory in an NLRB election by a vote of 20-to-8.

In San Francisco, Local 3 won a 17-member unit in another NLRB election among employees of Fred Meyer of California with a vote of 11-to-2. One vote was challenged and three failed to vote.

Although a six-member unit was established at MacDonald's Consolidated Bakery, Ltd., in Vancouver, B.C., by Local 15 some time ago and was certified by the Labor Board, management fought back with two futile attempts to have the unit decertified.

Meanwhile, the original unit continued to grow until its membership totaled 26. Recognizing that it had lost the fight, management consented to bargain with the enlarged unit, International Representative Brian James reports.

### Executive board actions

## Award honoring H. B. Douglas to bring \$500 and plaque

At its recent meeting the Executive Board increased the memorial prize established in honor of the late Henderson B. Douglas to \$500, to be awarded annually along with a plaque to the OPEIU member who makes the greatest contribution to the union in the area of organizing. The award was originally established by the Executive Board at its meeting in New Orleans last December. Douglas was the International Union's Director of Organization until his death last year.

The Board heard a report from President Howard Coughlin which showed that our organization is continuing to grow in the United States and Canada.

The president's report also dealt with his letter to Secretary of Labor George P. Shultz relative to employees of the Federal Reserve Bank System who were excluded from any type of union representation. (See page 4.)

Acting on local union organization, the board approved the merger of Locals 243 and

### Unionism on Wall Street

## Stock Exchange unit gains wage jump under new pact

The New York Stock Exchange and OPEIU Local 205 (United Financial Employees) in a marathon bargaining session agreed on a new contract providing for basic pay increases ranging from 15% to 17½% over 2½ years.

The local represents about 75% of the exchange's 2,100 workers, and is the OPEIU's largest single bargaining unit. The new pact provides for abolition of the quarterly bonus, based on trading volume, and converts it into a flat 18%

salary increase instead. This gain will be reflected in increased pensions and health and welfare benefits, according to Local 205 President John R. Kret.

The issue of basic wages had been the last major hurdle in negotiations, whose final sessions required participation of two Federal mediators. International Representative Gene Dwyer was assigned by President Howard Coughlin to assist the 22-member negotiating committee.

Agreement on scrapping the volume bonus and other major issues, including an improved vacation schedule, was reached but negotiations deadlocked on the issue of basic pay. The exchange offered an 11% increase, but the union success-

fully held out for the 15% across-the-board figure.

The old contract officially expired at midnight, May 3, but was extended by both parties until midnight, May 31.

The new pact calls for raises in three steps over its 30-month life. There are immediate increases, retroactive to May 4, ranging from 6% to 7%. The higher figure is for those working 40-hours, the lower for floor employees and others paid on a 32½-hour weekly basis. The union originally had sought a shorter workweek for the 40-hour group.

A 4% to 5% raise occurs on March 1, 1970, and a 5% to 5½% boost on January 3, 1971. There is a 10% pay differential for those working the evening and night shifts.

## OPEIU makes 'The News'

International Representative Justin Manning recently brought the attention of two million readers of the Daily News, New York City tabloid, to the existence of the OPEIU. A letter from him headlined "Champion at Hand" appeared on the editorial page in "Voice of the People." It read:

"West Haven, Conn.: A recent Voiceer bemoaned the fact that no one was speaking for the 'little people,' among whom he listed the office workers of New York City. May I point out that there is in New York a strong and vocal force for those 'little' office workers. Local 153 of the AFL-CIO Office & Professional Employees International Union. More than 13,000 members can attest to the effective representation this organization has afforded them."

In other actions the board:  
• Called upon the AFL-CIO  
(Continued on page 4)

## WHITE COLLAR

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

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## Calling all bank employees!

Everyone knows that the rank-and-file bank employee is miserably underpaid, but the OPEIU is the only voice raised in protest. We seek to improve their status through white-collar unionism and collective bargaining. The OPEIU has just won the right for Federal Reserve Bank employees to unionize.

Strange to say, other voices are now spotlighting the fact that bank executives are in the same boat—that is, comparatively speaking. Author Peter M. Sandman's book: "The Unabashed Career Guide" notes that banks have long had a reputation for paying lower executive salaries than industry or other businesses.

Well, brace yourself for a shock: It's true. Bank executive salaries are lower. Considerably . . . , says Author Sandman.

And even bank presidents are underpaid!

That's the believe-it-or-not conclusion by Heidrick & Struggles, Chicago management consultants.

Their study of 224 bank heads shows that 60% earn less than \$75,000 a year. This compares with one of every 10 presidents in non-banking corporations. It looks like bank stockholders are the real big winners. They toil not; neither do they spin.

We can't shed any tears about the "poor" bank presidents who can't unionize because they are executives. However, we do shed tears for the rank-and-file bank employee who has the legal right to unionize but so far has failed to do so in any meaningful numbers. Less than 2% of the bank employees in the U.S.A. now belong to unions. The other 98% are missing the boat!

## Labor demands tax justice

A new AFL-CIO pamphlet: "We Want Tax Justice" outlines the tax loopholes used by wealthy individuals and corporations to take away money from the paychecks of salary and wage earners, and sets forth the federation's tax reform program.

Plugging the loopholes which cost the Federal government about \$16 billion annually, the pamphlet points out, would provide revenues to make taxes fairer for you as well as ample funds to finance urgently needed programs.

Special interest lobbyists "are doing everything they can to block meaningful reform," the AFL-CIO declares, adding: "It will take a mighty outpouring of public indignation to counteract their influence."

Union members are told they can join this outpouring for a mere 18¢ investment—just the postage stamps to write your congressman and the two senators from your state.

Supporting the AFL-CIO tax crusade, the OPEIU has prepared a "how-to-do-it" kit that can win our union wide, favorable publicity in every community. Every OPEIU Local is strongly urged to use this kit to educate the general public on what tax reform means to every wage and salary earner.

The AFL-CIO pamphlet is available free by writing the Pamphlet Division, AFL-CIO, 815 Sixteenth St., N.W., Washington, D.C., 20006.

## Three boosts at U.S. Pipe

The 27-member unit of Local 179 at U.S. Pipe & Foundry Company, in Chattanooga, Tenn., won a 6½% pay raise retroactive to February 24; a similar raise, effective May 4, 1970, and 16½¢ an hour increase on May 3, 1971, in a new three-year agreement.

On the 1971 date the contract will bring the lowest office salary to \$462 a month, ranging to a \$736 monthly high, according to Local 179 President W. Charles Harris.

Improved fringe benefits include an additional paid holiday

for the day after Thanksgiving, a new check-off clause and more liberal insurance benefits. The company also agreed to post job openings for a two-day period. Formerly, employees learned of job openings only after they were filled.

Another new clause grants up to two years' leave of absence for employees selected for full-time local union work, or work with the International.

The settlement followed a work stoppage in which the office unit and five production unions were jointly involved.

## Women Who Work:

# U.S., Canada surveys show they fill lowest-pay jobs

Final in Series

The substantial body of statistics which describes the employment position of women workers has been analyzed and summarized in a U.S. Department of Labor publication, "Underutilization of Women Workers."

This report highlights women's inferior status in both income and occupation. For example, among persons working full time throughout 1965, only 11% of the men had incomes of less than \$3,000 a year, as compared with 29% of the women.

Although their employment in professional and technical occupations more than doubled between 1940 and 1966, women's share of these jobs fell from 45% to 37%. At the same time, their portion of low-paying service jobs outside the home rose from 40 to 55%.

Recent research has exploded some of the myths on women's reasons for working. Most women work because they or their families need the money they earn. Of the women who worked during 1966, about two out of every five were either single, widowed, divorced, or separated.

Nor is work a passing fancy,

although the length of a woman's working life varies, of course, with marital status and number of children. Even at age 35, the married woman who has borne her last child, and is in the work force, can expect to work another 24 years on the average.

Same Story in Canada

What applies to women who work in the U.S., also applies to their sisters in Canada. Professor Stanislaw Judek, an economist at the University of Ottawa, finds that the Canadian government has not "made full use of the talents and qualifications of women" in staffing the public service.

He finds that while women in public service get just as many promotions as men, they earn a lot less than men. That's because most women are concentrated in the lower-paid occupations, he says.

The median salary for Canadian men was almost 34% higher than the median salary for women. The median salary for men at September 1966 was \$5,350, while the median rate for women was \$4,000, Professor Judek reports in his book, "Women in the Public Service: Their Utilization and Employ-

ment," published after a two-year study.

He found that men earning more than \$10,000 a year outnumber women earning a like figure by more than 16-to-1. The results of his survey showed that "despite the same level of education and the same range or work experience in and out of the federal service, actual salaries earned by women are less than those of men."

Professor Judek also found a feeling of frustration concerning career opportunities for women in public service. Women complained of prejudice against their sex occupying higher positions. One woman remarked that it is difficult to persuade management to appoint women to jobs that have not previously been held by them.

Denied Top Jobs

A woman economist says she was advised frankly "that there is no place for women in senior positions." In the long run, Professor Judek concludes, "nothing but negative social attitudes and prejudice limit women's full utilization in the areas concerned."

However, he finds that women themselves contribute to this negative social attitude. As might be expected, most men workers prefer a man supervisor; but a survey of more than 12,000 women indicates that women also prefer a man as a supervisor.

Professor Judek's recommendations to improve the lot of Canadian working women include: their greater participation in training programs; provision of self-financing child-care nurseries for working mothers; tax deduction of child-care and housekeeping expenses; more flexible special leave provisions; paid maternity leave, or use of sick leave credits during maternity leave, and improved health-care facilities and rest rooms.

Women who work in the U.S. and Canada hold the future in their own hands. Through dedicated and devoted participation in the organized labor movement, they can take a giant step forward in raising themselves from their present inferior status to one of equality in earning their livelihoods. Women in white-collar occupations, especially, have much to win and nothing to lose in becoming active union members.

## Local 153 extends bakery pact to N.J.

Office employees at Continental Baking Company's locations in Hoboken and Paterson, N. J., were recently brought under Local 153's contract thereby achieving big wage gains and parity with their co-workers in New York City.

The benefits include wage increases of 7% and 6½%, broken into four increments; all maximums and minimums increased by similar amounts; and 10¢-an-hour wage increases every six months for new employees until they reach their maximums.

Vacation improvements effective January 1, 1970 provide four weeks after 15 years, and five weeks after 25. Both the New Jersey and New York contracts expire in 19 months.

The OPEIU represents Continental Baking office employees in Washington, D. C., Detroit, Mich., Minneapolis, Minn., Little Rock, Ark., and the Bronx, Brooklyn and Jamaica in New York. The company operates 71 bakeries in 60 cities in 31 states.



Local 303 President Clara Morris signs new contract with Day & Zimmerman, Inc. at the Lone Star Ammunition plant in Texarkana, Texas. Vice-President Jerry Poore looks over her shoulder, and to right are Gil Glover, committee chairman, and E. C. Rothrock, personnel director. Agreement brought substantial wage advances and fringe benefits.

## Board upholds doctors' union

The New York State Labor Relations Board in a breakthrough decision has ruled that resident physicians in a Brooklyn hospital may organize.

The SLRB rejected the argument that such doctors are not technically employees but are primarily "students."



from the desk  
of the  
**PRESIDENT**

## Blue Cross Employees: Organize!

Many complaints are coming to the OPEIU from Blue Cross/Blue Shield employees about low wages and unsatisfactory working conditions, and my advice to them is to organize nationwide in our white-collar union.

Substantial groups of their fellow-employees already have done so in Newark, N.J., Buffalo, N.Y., Montreal, Canada, and San Juan, Puerto Rico. Today they enjoy higher pay and better working conditions than those in the agency's non-unionized offices in other cities.

Non-unionized Blue Cross/Blue Shield employees should study (on this page) our OPEIU's newest contract for unionized employees in the Buffalo, N.Y. office. It proves that white-collar unionism can solve their problems.

Moreover, all Blue Cross/Blue Shield employees should realize that the jobs they now fill result from organized labor's successes in making the health of workers a social obligation of employers. Labor premiums furnish their bread-and-butter.

The spectacular growth of Blue Cross/Blue Shield since the end of World War II came only after union negotiators in 1948 insisted that health care be made part of union contracts. The agency benefited again from the successful campaign waged by unions for legislation establishing Medicare and Medicaid. Before that, Blue Cross/Blue Shield was an infant agency.

Blue Cross/Blue Shield managements still show an anti-union bias. Organized labor and the general public can hardly applaud any health insurance agency for paying its own employees substandard wages, excusing itself on the ground it is non-profit.

As I write this, Blue Cross in New York State is preparing a request to the State Insurance Department for the highest rate increase in its history for over four million subscribers. Its rates soared 115% between 1958 and 1964, when Blue Cross was given another 32.9% increase. But in 1965 it was back again asking another boost ranging from 6% to 40%. Similar rate boost requests in other areas are now likely.

However, the 1965 request was turned down. The Insurance Department explained that Medicare and a new state program dispensed with the need for any further increase for "the foreseeable future." One N.Y. State Senator sees the new Blue Cross proposal as "absolutely outrageous and incomprehensible."

He says that if Blue Cross needs more money, it's because "they have continued their old habits of extravagant spending," since Medicare relieved the health agency of the subscribers who had been its greatest burden, thus giving it "enormous surpluses."

Blue Cross Vice-President George L. Goodlett concedes that there had been surpluses but they had been "eaten away completely" by higher hospital costs. He alibis that the unions are responsible, conveniently forgetting that his own New York office is not unionized presently. He refers, of course, to hospital unions whose new contracts raise the lowest paid hospital workers from \$88 to a \$100-a-week minimum. There is no reason why Blue Cross office workers should be paid less than this starting \$100 minimum.

Needless to say, the Blue Cross executive also ignores the huge increase in fees being charged by physicians and surgeons, something now agitating legislators in both the U.S. and Canada. He also ignores the increases in food costs, rents and other services, or the rising cost-of-living that everyone faces today—including his own underpaid employees.

Meanwhile, Blue Cross/Blue Shield office employees cannot remain indifferent to their own personal interests under prevailing inflationary conditions. To protect themselves, unionism is now urgent for every Blue Cross/Blue Shield employee in the U.S. and Canada. The OPEIU pledges them every assistance where in-office organizing committees are set up.

Wherever organizing committees are formed, such groups should be aware that they are merely exercising their individual rights, protected by Federal law such as:

- The right to join the OPEIU and ask others to join.
- The right to distribute union leaflets to fellow-employees on their own time but away from the health agency's property.
- The right to do anything else to help get an OPEIU bargaining unit going, provided they do not interfere with work schedules or violate announced Blue Cross/Blue Shield policies.

OPEIU representatives are available to guide them in organizing, to help protect their rights under the law, and to arrange for a representation election allowing a majority at each location to choose our union as their bargaining agent.

# OPEIU message taken to Blue Cross offices

*The employees are stirring*

In all parts of the country the OPEIU is receiving numerous complaints from Blue Cross/Blue Shield office employees that their salaries remain low and that they lack job security.

Many also note poor working conditions, high personnel turnover, and a serious shortage of office help. As trainees come and go, this places an undue work burden on experienced employees.

The news is also spreading nationwide that the OPEIU has declared as its objective a \$100-a-week starting minimum wage for unionized office employees. As a result, Blue Cross/Blue Shield employees display mounting interest in the rapidly

expanding white-collar union movement.

Campaigns to organize them already have been launched in New York and other cities. The OPEIU goal is unionization of all 75 Blue Cross/Blue Shield offices in the U.S. and Canada.

The OPEIU believes that every health insurance agency employee is entitled to a collective bargaining agreement, guaranteeing not only job security but a living wage, promotions based on seniority and ability, proper working conditions, as well as standard union grievance procedures to iron out injustices to individual workers.

The OPEIU platform for Blue Cross/Blue Shield employ-

ees emphasizes that the future of an individual employee should not be subject to the favoritism, paternalism or personal whims of irritable supervisors or arbitrary management. The union also believes that wages and working conditions should be spelled out in a formal contract freely negotiated at the bargaining table between Blue Cross/Blue Shield managements and the employees represented by the OPEIU.

With the rapid growth of this health insurance agency since the advent of Medicare and Medicaid, and increasing automation of its office procedures, Blue Cross/Blue Shield employees in the future face new and growing problems that only white-collar unionism can solve.

## The OPEIU record

Blue Cross/Blue Shield managements and the OPEIU are not strangers to each other across the bargaining table. In fact, the OPEIU is the one white-collar union having contracts with this health insurance agency. It is uniquely familiar with the everyday problems of these particular employees.

Our oldest bargaining unit is that covering 500 Blue Cross/Blue Shield office employees of Western New York in Buffalo. This unit was organized in 1951 by Local 212 with a membership of 200. It has more than doubled in size.

The unit's newest OPEIU contract, covering 500 employees, won a 21% wage increase over the next three years, plus a cost-of-living adjustment estimated to add another 2% minimum raise in each of the three years. Altogether, this will mean a 27% wage gain amounting to a fat 9% increase each year.

Moreover, what was formerly an automatic

wage progression to the mid-point scale now becomes fully automatic to the maximum rate under the new contract.

Other OPEIU bargaining units exist among Blue Cross/Blue Shield employees in Newark, N.J., Montreal, Canada, and San Juan, Puerto Rico. Other health insurance agencies such as Group Health Insurance (GHI) and Health Insurance Plan (HIP) in New York City are also unionized and enjoy equally beneficial OPEIU contracts.

What the OPEIU has done for these unionized health agency workers, it can also do for every Blue Cross/Blue Shield employee in each of its 70 non-union offices in the U.S. and Canada once it is designated as bargaining agent by a majority of eligible employees at each location.

The right of all these office workers to organize in our union is fully protected by national laws in both the U.S. and Canada, respectively.

## Facts on finances

The vast majority of Blue Cross/Blue Shield office employees are unaware that this health insurance agency handles billions (not millions) of dollars annually. These monies are, for the most part, health premiums paid for some 15 million union members. Actually, these union premiums supply the funds that meet the agency's payrolls.

Moreover, the Federal government and its employees jointly contribute another half-billion dollars annually in health premiums, besides the vast sums also paid by the government for Medicare and Medicaid which the agency administers.

Senator Gale W. McGee (D. Wyo.) reveals that combined annual premiums paid by the U.S. government and its employees into Blue Cross/Blue Shield and Aetna health plans now total \$675 million annually, a boards of directors are named by businessmen and industrialists. Thus, this non-profit health insurance agency has become a management tail that actually wags what should be a democratically-run organization.

jump of nearly \$123 million over 1968.

The government's Blue Cross/Blue Shield participation, known as the Service Benefit Plan, is the largest health insurance plan in the program. Covering 1½ million government employees, these 1969 premiums will total \$495 million.

Based on these figures, it is estimated that premiums for union members paid to Blue Cross/Blue Shield reach the staggering total of more than \$5 billion a year. Usually, profit-making business concerns treat their best customer with dignity and respect. But individual managements of this non-profit health agency still persist in a peculiar anti-union bias.

This is due to the fact that Blue Cross/Blue Shield local

## \$1,040 advance won for unit in St. Paul

Business Representative H. R. Markusen of Local 12 in St. Paul, Minn., reports that Consolidated Freightways has signed a new three-year contract making it the area leader in pay and fringe benefits for office employees in the truck transportation industry.

Wage rates over the period are boosted by \$1,040 a year across-the-board. The increases are 20¢ an hour in the first year and 15¢ in each of the following two years. Night differential pay is upped to 15¢ from 13¢ an hour.

Other gains are dental coverage, fully paid by the employer, at the rate of \$8.65 a month; accumulative sick leave raised to 18 days from 15; a funeral leave clause, and increased pension payments. These will go up by \$1 a week on April 1, 1970, and another \$1 on April 1, 1971.

## Dina's Column

By Dina Merrill

World-famous TV and film star Dina Merrill, is not only extremely talented but incredibly beautiful. She is the wife of Cliff Robertson, who won this year's Academy Award for his starring role in "Charly." Miss Merrill graciously consented to answer OPEIU members' questions on beauty and grooming in this monthly feature written exclusively for your newspaper, "White Collar." OPEIU members are invited to address questions to Dina, the most representative of which will be answered in her column. Inquiries should be addressed to the OPEIU's public relations counsel, as follows: Dina's Column, c/o Dick Moore and Associates, Incorporated, 200 West 57th Street, New York City 10019.



Dear Dina:

Summer is upon us, and it's time to spend many hours at the shore. What I really worry about is taking preventive hair care. I tint it, and so I worry about getting too much sun on it. What do you suggest? Please no scarves or sunhats. They're too inconvenient. Sarah J.

Dear Sarah:

Hats and scarves may be inconvenient, but for gals who use tints, bleaches or dyes, protection from the sun's rays is terribly important. You'll be happy to learn that all the stores will be carrying an enormous collection of hats and scarves this year. At the beach, head coverings are going to be "in."

I often use a conditioner on my hair. If it's damaged or sun bleached, it's a good idea to use it after every washing. After a few applications, when your comb goes easily through your wet hair, you can use the conditioner less often—say once a month. Before going out into the hot sun, put a small touch of a good hair cream on, just lightly, and brush, and brush, and brush. This will stimulate the natural oils. There's nothing better than this for real protection. And now you're ready to sink your feet into the hot sand, and spend hours reading, relaxing, swimming and boy watching. Put on your pretty hat. Take a look in the mirror. A good hat can be the most flattering item of apparel in the world.

### News from Canada

## Local 15 freight firm contracts one more proof that unionism pays

White-collar unionism is paying off handsomely for office workers employed by freightways companies on Canada's west coast. Some individuals have had their wages boosted by nearly \$3,500 annually as the result of a first OPEIU contract.

Local 15 proves once again that a union card is worth hundreds of dollars per month with a first contract negotiated for office clericals of Gill Interprovincial Lines, Ltd., at its Vancouver, B. C., terminal.

Stenographers, clerk - typists

and filing clerks in this unit won raises ranging from \$135 to \$292 a month, according to Business Representative Bill Swanson. Figured on an annual basis, the raises run from \$1,620 to \$3,484 making an OPEIU membership card worth its weight in gold, studded with diamonds.

Local 15 members employed by Millar & Brown, Ltd., another freightways line, have ratified a two-year agreement winning an average of \$1,456 annually in wage boosts. The pact,

worked out with assistance from Federal Conciliator Douglas Cameron, calls for a 35¢ an hour across-the-board increase retroactive to February 1, with a similar raise due next January 1.

Local 15 has applied for certification to represent the company's office employees at Cranbrook, B. C.

Swanson reports that a major drive is underway to organize the entire white-collar labour force of the freightways industry along the west coast.

## New Montreal unit gains 22% hike

A 22% wage gain in two years highlights the first contract negotiated by Local 57 in Montreal for 160 office employees at Dominion Stores Ltd.

Effective last March 31, the agreement brought a 10% across-the-board wage boost with automatic progression providing an additional 5%. A further 7% across-the-board raise becomes effective March 31.

The contract establishes a 37½-hour week, time-and-one-half overtime after 7½ hours; nine statutory holidays, two weeks' vacation after one year, three after five, and four after 15. It also provides for an annual Christmas bonus.

The agreement applies the Rand formula; provides maternity leave; payment for 10 days' sick leave annually with possi-

bility of accumulation, and group insurance fully paid by the employer. Seniority prevails in promotions or layoffs.

The union negotiating committee included Jean Marc Tremblay, president; Robert Deslauriers, vice president; Laurent Auclair and Emile Benoit. They were assisted by Romeo Corbeil, OPEIU Regional Director for Eastern Canada.

## Federal Reserve employees get union rights after OPEIU plea

Federal Reserve Bank non-supervisory employees have been granted the right to unionize. A policy ruling by the Federal Reserve Board to this effect followed a plea to U.S. Secretary of Labor George P. Shultz by OPEIU President Howard Coughlin, who pointed out that these bank employees were specifically excluded from coverage under the Labor Management Relations Act of 1947. He also called attention to the fact that Executive Order 10988, issued by President Kennedy giving federal employees the right to unionize, did not apply to them.

A reply dated May 15 from Asst. Secretary of Labor W. J. Usery, Jr., in behalf of Secretary Shultz, to Coughlin says:

"Secretary Shultz has asked me to thank you for your recent letter concerning collective bargaining rights of non-supervisory employees of Federal Reserve Banks.

"The recent issuance by the Board of Governors of the Federal Reserve System of a 'Policy on Unionization and Collective Bargaining for the Federal Re-

serve Banks', appears to afford employees of such banks organizational, representation and negotiation rights comparable to those provided employees in the Federal Service under Executive Order 10988.

"The Secretary appreciates your interest and concern in this matter and the expression of your views therein."

Coughlin's letter was prompted by an OPEIU campaign to unionize 500 Reserve Bank employees in Philadelphia, when it was found that they were not covered by any of the prevailing labor laws.

"Now that the F. R. System has removed the bars to unionism among its non-supervisory employees," Coughlin commented, "the present trend to-

ward unionism among employees of banks which are members of the Federal Reserve System will undoubtedly be stimulated."

Under the new Reserve Bank policy, recognition cannot be granted to any union which asserts the right to strike or which fails to agree to repudiate any organization employing "coercive tactics." The banks are obligated to negotiate with qualified organizations in the broad areas of "personnel policies and practices, and matters affecting general working conditions."

Negotiations, however, are not to concern "such areas of discretion and policy as the purposes and functions of the Bank," wages and hours, the bank's budget, the retirement system or life, health or accident insurance, its organization and assignment of people, or the logistics of performing the work.

Since the F. R. System does not have access to either the federal Executive Order procedures for government workers or the NLRB, its employee relations policy calls for use of American Arbitration Association machinery and a Federal Reserve System Labor Relations Panel.

## 13½% increase won at Curtiss-Wright

Across-the-board wage gains totaling 13½% plus inequity adjustments were gained for 65 office workers by Local 212, Buffalo, N. Y., in a three-year contract renewal with Curtiss-Wright Corp.

The first 7½% raise is retroactive to November 4, 1968, with an additional 3% effective November 3, 1969, and another 3% on November 2, 1970.

An additional paid holiday brings the total to 10.

Hospital - surgical - medical

coverage now includes dependents up to age 25 attending college. The surgical benefit was improved from \$500 to full payment of the customary rate and reasonable doctors' charges. Payment for in-hospital doctors' visits was raised from \$6 per day for 31 days to \$10 for 365 days.

Major medical coverage was increased from a maximum of \$5,000 per illness for a two-year period to \$15,000 for three years. Maternity and other benefits were improved.

Pension benefits were raised from \$4.25 to \$5.25 a month for workers retiring after November 4, 1960, with the rate going to \$5.75 on December 1, 1969, and to \$6.25 on the same 1970 date. Full pensions were won for those retiring at 62 after 25 or more years of service.

### 2 at OEO seminar

Mary C. Fortier, of Local 260 in Waterville, Maine, and Julius Bernstein, of Local 6 in Boston, were among students attending a one-week seminar held in Northampton, Mass., as part of the OEO Trade Union Leadership Training Program for New England. The course was held under the supervision of the University of Massachusetts Labor Relations Center.

### Prices up again

The U.S. price index jumped a whole percentage point in March to reach 125.6.

The Canadian index reached 124.6 in April, compared to 123.2 in March and 119.3 in April, 1969.

### Board

(Continued from page 1)

to ask affiliates to make deposits in unionized banks.

- Accepted the resignation of Vice-President Ben. J. Cohan with regrets and elected Local 153 Secretary-Treasurer, John Kelly as Vice President.

- Discussed the fall Educational Conferences.

- Appointed Vice-Presidents Springman, Cahill and Lowe as delegates to the AFL-CIO Convention. OPEIU President Howard Coughlin and Secretary-Treasurer J. Howard Hicks will also attend.

- Passed a resolution supporting the establishment of Day Care Centers and Nurseries for working mothers.

- Instructed Hicks to investigate the cost of coverage of retirees under the International Union Welfare Fund.