

# OPEIU pioneered shorter workweek concept

In using its negotiating and persuasive powers in behalf of a workweek of four eight-hour days, the Office and Professional Employees International Union speaks with the authority that comes of long involvement.

On March 28, 1962 in an address to the Manufacturing Forum of the American Management Association in New York City, OPEIU President Howard Coughlin called for the establishment of a four-day workweek. In that speech 10 years ago, he stated: "Management can take the lead in making proposals to better the workers' lot in life. It does not always have to sit back and adopt a defensive position."

Coughlin then inquired: "What is wrong with the possibility of American management reducing the workweek and making such changes where feasible? For example, it may be possible to work the office employees' historic workweek of 35 hours in four days, as compared to the present five-day schedule. It may be possible to do this and still continue both the plant and the office on a five or a six-day basis."

Even in that speech a decade ago, Coughlin pointed to the fact that the economy would be improved through the encouragement of leisuretime industries. He emphasized that traffic problems then confronting our cities could very well be alleviated.

In a speech before a labor-management group sponsored by the American Arbitration Association at Texas Christian University on March 9, 1965, the OPEIU's President said: "Despite the tax cut, our gross national product is not growing fast enough to provide jobs for millions of younger workers who are entering the labor market. In the year 1965, there will be one million more young people available for work as compared to the year 1964. There will be eight million more workers entering the labor market by 1970 than there were in the same period in the previous decade."

In this 1965 speech, Coughlin called attention to improved technology and increasing automation. He again called for the shorter workweek, declaring that the four-day workweek is inevitable, adding: "Just as the

six-day workweek of 40 years ago evolved to the five-day workweek, the five-day workweek will be succeeded by the four-day workweek."

He also quoted Thomas J. Watson, President of International Business Machines, as stating: "In addition, we must be willing to consider shortening the workweek."

In an article published in the New York State Department of Labor's *Industrial Bulletin* in February 1967, the OPEIU President once more outlined the need for a four-day workweek.

As a fraternal delegate to the Canadian Labour Congress Convention on May 8, 1968, Coughlin said that with the end of the war in Vietnam, increased automation and technological change, it will be incumbent upon the labor unions of Canada and the United States to be in the forefront for the establishment of a shorter workweek. He pointed to a published year-long study

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## WHITE COLLAR

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### Education Conferences Set

Director of Organization Art Lewandowski urges all locals to name as soon as possible the delegates who are to attend the forthcoming OPEIU Regional Educational Conferences scheduled for September through November. The conference areas, dates and host cities follow:

CONFERENCE AREA	DATES	HOST CITY
Southeast & Southwest	Sept. 16-17	Mobile, Ala.
Erie	Sept. 22-23	Franklin, Pa.
Northeast	Oct. 14-15	Washington, D.C.
North Central	Oct. 28-29	Whiting, Ind.
Northwest & Western	Nov. 2-3	Los Angeles, Calif.
Canadian	Nov. 11-12	Ottawa, Canada

### 170 Perot employees vote to join OPEIU

Computer tycoon H. Ross Perot's ban on beards and mustaches, mini-skirts and mod fashions among his employees boomeranged in the Electronic Data Systems office in Oklahoma, Calif., where 170 EDS employees voted 82 to 70 for the OPEIU in an NLRB election, choosing Local 29 as their bargaining representative. EDS sub-contracts computer work for Blue Shield in Los Angeles.

The Dallas-based computer firm gained notoriety two years ago when it obtained a sub-contract for New York Blue Shield's computer work in an overnight deal that stunned BS data processing personnel who had been given no advance warning. Some 250 unorganized Blue Shield computer employees were "traded off" to EDS as "new hires."

Without union representation or a written contract, they lost their seniority rights, vacation accruals, sick leave, hospital-surgical and pension benefits. It was a bitter lesson in employer "paternalism." But the New York deal did bring to light the martinet personnel policies followed by the Perot organization.

The Blue Shield computer employees quickly found that EDS hires only about one in every 30 job applicants. First

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### Locals gain 650 members

As major big city drives added nearly 2,500 to OPEIU ranks, other Locals in the U.S., Puerto Rico and Canada jumped on the bandwagon with their own campaigns to bring in approximately another 650 office and professional employees to bargaining units.

International Representative Adan Melendez reports the winning of a 155 member unit by a 2-to-1 margin in an NLRB election at the Professional Hospital in San Juan, P.R. The unit consists of office clericals, nurses and auxiliary nurses.

The campaign was ably assisted by AFL-CIO Regional Director Augustin Benitez who, scheduled to go on vacation, made a tape recording which was played at a meeting of employees prior to the vote, stressing their need for unionism. His

## Big Blue Shield unit votes for the OPEIU

The OPEIU scored one of the greatest triumphs in its history when Local 3 was chosen in a National Labor Relations Board election as bargaining representative for a 1,700-member unit at Blue Shield in San Francisco. Of those eligible to vote 780 voted for unionism to 664 against. Nineteen votes were challenged, and seven voided.

The arduous six-month campaign was an excellent example of close teamwork between a local and the International Union to achieve a major organizing success. Spearheading the drive were Vice President John B. Kinnick, International Representative

**BULLETIN:** Local 2 in Washington, D.C., has been certified as bargaining representative for an office unit of 525 employees at the National Bank of Washington. Certification followed an independent card check.

The latest success raises to 3,100 the total of new members organized in a month—"an all-time record," according to Director of Organization Arthur Lewandowski.

Joe McGee, Local 3 President George Davis and Organizer Gerry McCool.

An energetic In-Office Blue Shield Organizing Committee was active among fellow-employees. The campaign was assisted by the AFL-CIO California Regional Office; staffers from Oakland's Local 29 lent a valuable hand.

President Howard Coughlin describes the Blue Shield victory as "one of the most satisfying and significant in the history of white-collar unionism, proving that office employees are finally voting their own self-interest."

He said the success will give new impetus to other OPEIU organizing campaigns now under way among Blue Cross/Blue Shield office employees in New York City, Los Angeles, Detroit and Baltimore.

The San Francisco center is the seventh and largest such office to be organized to date. Others previously brought into the OPEIU are Buffalo, N.Y.; Newark, N.J.; Milwaukee, Wis.; Montreal, Canada; and San Juan, P.R.

Blue Cross salesmen already are organized in New York City where a Local 153 campaign is now proceeding among the agency's 6,000 office employees, the largest Blue Cross group anywhere in the country.

remarks and personal interest were enthusiastically applauded.

Detroit Local 417 gained official certification for a 250-member unit at Evangelical Deaconess Hospital in that city after several hearings on employer objections to an earlier election, all of which were overruled. Negotiations have started for an initial contract, Executive Vice President Henry Lyons reports.

Vice President H. R. Markusen announces that Twin Cities Local 12 has been recognized as bargaining agent for 60 clericals and secretaries at the Board of Education for North St. Paul-Maplewood School District, the second school unit won in his area recently. The other was School District No. 832's (Mahomet) School Secretaries Association, an independent union

which voted to affiliate with the OPEIU. Business Representative Gerry Schmit was active in both campaigns.

Local 89 President Silas A. Mayor reports the organizing of a 20-member unit of employees at Evans Cigarette Service, Inc., in Bogalusa, La. A new campaign to unionize 25 clericals and secretaries at the Bogalusa School Board is under way.

Local 13 Business Representative Tom O'Brien reports the local won a 20 member unit of office clericals at Alexander Discount Corp., in St. Louis, Mo., in an NLRB election. The finance company is a furniture store subsidiary set up to handle time-payments.

Chicago Local 28 in a unanimous vote won representation rights for the office unit of Station WVON in the Windy City.

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# OPEIU pioneered concept of the shorter workweek

(Continued from page 1)

by the Southern California Research Council, a non-profit organization for economic and social studies, which indicated that we will reach an age of leisure by the year 1985. He reported that the study showed we will either work six months each year by that time and receive a full year's pay, or shift to a shorter workweek with retirement by age 38.

In numerous articles published in various newspapers throughout the United States over the past 10 years, the OPEIU is on record for the establishment of a shorter workweek. In the *New York Times Magazine* for September 20, 1964, the following paragraph in an article headed "Four Days Shalt Thou Labor?" made this forecast:

## 1964 forecast

"The four-day workweek would create a real boom in the service industries, especially leisure and recreation. People will travel more, indulge to a greater degree in sports and hobbies, possibly buy more automobiles and even a second house in the country. Howard Coughlin, president of the AFL-CIO Office Employees International, points out the present difficulties that a five-day-week worker has today in simply getting to the bank or getting his car serviced. Another day off not only would give him the time to do these

chores, but, says Mr. Coughlin, would also tend to upgrade the quality of work in the service industries and even cause a boom in neighborhood-type trades, such as tailoring, furniture repairing and the like."

In view of the OPEIU's history in pioneering the four-day workweek, it is particularly gratifying to cite a recent research report on the four-day workweek by the American Management Association. Its major highlight is "a rapidly accelerating trend toward a reduced workweek in America."

The research report is based on a survey conducted by the American Management Association in August and September 1971 and selected from two sources: one from 2,400 questionnaires addressed to randomly selected presidents of companies enrolled in AMA's General Management Division; and second from questionnaires sent to 600 executives of companies either known to be operating on a rearranged workweek, or who have expressed some definite interest in the subject.

Only 11% of those companies on the four-day workweek experienced higher costs, while 38% reported an overall decrease in operating expenses. Production rose in 62% of the companies surveyed and declined in only 3%. Efficiency increased in 66% of the four-day companies reporting, with only 3% reporting a decline.

Profits increased for 51% of the companies reporting, with only 4% reporting a decrease.

The reports throughout the United States indicate that approximately 1,400 companies employing a half-million workers are presently on a four-day workweek of varying schedules. In the overwhelming majority of instances, efficiency and production increased measurably. Worker morale improved and absenteeism was noticeably lessened. More and more companies are either in the process of introducing the four-day workweek or are contemplating doing so in the near future.

With the phase-out of the Vietnam war, and with the tremendous increase in our work force due to the population explosion which occurred in the years immediately after World War II, increased automation and dramatic changes in technology, the shorter workweek is an absolute necessity. It is being recognized by union and non-union employers alike.

The major difference is the fact that non-union employers are seeking to keep the 40-hour schedule, or a workweek of four ten-hour days. The OPEIU feels that the only viable shorter workweek is one composed of four eight-hour days. In any event, the movement towards the four-day workweek is accelerating. The OPEIU is happy to have played a major role in its birth and growth.

## Union idea draws middle managers

The man in the gray flannel suit is eyeing white-collar unionism, an American Management Association survey discloses. It finds what "may seem to some readers an alarming and even shocking degree of pro-union sentiment among low and middle-level managers."

The survey classed middle managers as those below corporate or division vice presidents but above first-line supervisors. A questionnaire was mailed to 3,000 such individuals in non technical fields, of whom 536 replied. Their responses indicated:

- Nearly one-half favored new laws to require companies to bargain with managers' unions.

- About 35% would consider joining such a union. Generally, younger managers looked more favorably on this than older ones.

- Three out of four middle managers favored having "informal associations" of middle-management employees at individual companies to deal with top management on working conditions.

- About one-half expect to see the unionization of management ranks, and most of them expect it within the decade.

The AMA report interpreted the survey as disclosing "widespread disenchantment among American middle managers." It considered "economic and social insecurity" at the heart of the discontent, but it also cited external factors such as "dramatic changes in life styles" throughout U.S. society.

The most common complaint by middle managers was that blue-collar union gains outpaced

their own. The management people also complained of low salaries, growing uncertainty about job security, lack of involvement in company decisions, and having to bear heavier responsibilities without more authority.

Those who favored unionism expected to enhance job security, pay levels and morale. But they didn't expect unionization to come easily.

## 37½ hour week achieved for publication unit

A first contract negotiated by Philadelphia Local 14 for its new accounting office unit at Triangle Publications, Inc., publisher of *TV Guide* and *Parade*, sets starting minimum clerical salaries of \$97 a week, rising to a \$130 maximum after three years. The minimum for senior clerks is \$147 weekly, rising to \$186.

The pact provides a 37½-hour week, 1½-times for overtime; eight paid holidays and two halfdays. It calls for two weeks vacation after one year; three after two, and four weeks after six years.

The publisher agreed to con-

tribute into a health-surgical plan for each employee, and to provide sickness-accident insurance paying 65% of base pay up to 26 weeks in event of illness or disability. The employer also agreed to pay \$4 weekly per employee into the Local 153 Pension Plan for the first year; \$5 in the second, and \$6 in the third.

The pact provides a three-day bereavement leave; grievance procedures, and a union shop with dues check-off. Business Representative John McCusker headed the OPEIU negotiating team, comprising unit members Maureen D. Hickey and Thomas J. Callahan, Jr.

## WHITE COLLAR

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

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## A trail blazing victory

The inspiring victory of San Francisco's Local 3 in organizing 1,700 Blue Shield office employees widens the beachhead in the nationwide campaign to unionize the 70,000 office employees of Blue Shield and Blue Cross.

It is particularly significant because it came in the face of management's tough anti-union stance and hard counter-campaign by an employee Ad Hoc Committee to Defeat the Union.

Blue Shield's management announced on the day Local 3 filed its election petition that it was implementing a new dental plan which the OPEIU had vigorously advocated in its campaign literature. But the employees didn't buy this obvious management ploy.

Instead, their votes informed management that they wanted self-determination, a collective voice in deciding their pay and other working conditions. The Blue Shield employees knew from experience that their low pay and promotions through favoritism resulted from the rule of so-called paternalism. Consequently, they brushed aside the "one happy family" cliché which allows management to make unilateral decisions on everything. The election result was a clear-cut victory for collective bargaining.

The win in San Francisco gives a powerful stimulus to OPEIU organizing campaigns now under way in New York City, Detroit, Los Angeles and Baltimore.

We congratulate all those who made this notable victory possible.

## Non-unionism is costly

A survey by *Business Week* reveals that the average salaries of the top officers of 25 corporations increased nearly 10% in 1971, "paralleling the rise in corporate profits." This compares with a meager 2.1% average increase in overall business and professional pay last year, it notes.

With unusual candor, the business publication remarks that fatter paychecks of the "industrial chieftains" helped them fare better in the race to stay ahead of inflation than "the armies of white-collar workers that the top men command."

Meanwhile, *The Wall Street Journal* reports that managements with established merit rating systems are trying to hold down wage boosts to the general Phase Two guideline of 5.5%, some cutting merit raises (which are allowable) about one-third with "minimal resentment" by non-union employees. It quotes a Dallas firm: "The salaried employee is the one who gets the raw deal."

The OPEIU warned that this would happen in offices where employees are unorganized.

In an effort to pinpoint the actual value of a union card versus a college degree, a *Philadelphia Inquirer* reporter found these contrasts in wages: for college graduates in Liberal Arts, \$3.98 an hour; in Economics, \$4.43; in Chemistry, \$4.76; in Physics, \$4.91. All these are unorganized white-collar occupations, of course.

But the newspaper found that in the highly organized blue-collar trades the going union wage for laborer is \$6.25 an hour; painter, \$7.53; bricklayer, \$8.74, and plumber, \$9.55.

College degree or badge professionals, as they are known, are belatedly discovering that a union card is as valuable as a college degree. As the popular song says about love and marriage, "they go together like a horse and carriage."

## Local 12 Gains 14% in 2 Years

A 14% wage boost over a two-year period (subject to Pay Board approval), plus an additional holiday bringing the annual total to nine, were negotiated by Twin Cities Local 12 for its office unit at Consolidated Freightways Corp., in Minneapolis, Minn.

Business Manager H. R. Markusen says that the pact calls for 5.5% across-the-board wage

boost, plus an additional 1½% in the first year, with a similar amount in the second year. If wage controls are abolished in the meantime, it was agreed that the contract will be open for renegotiation of all items.

The OPEIU negotiating team was headed by Markusen. It comprised Stewards June Carlson, James Buchanan and Joe Filas.



The annual meeting of OPEIU staffers from the U.S. and Canada, held in Atlanta. Top right, Frank Pollara, AFL-CIO Asst. Research Director, assesses Pay Board rulings. President Howard Coughlin is at right, Director of Organization Arthur Lewandowski at left.



## Local 15 scores at university

A major breakthrough in the campaign to organize 1,200 employees of the University of British Columbia has been achieved by Local 15. Vice President Bill Lowe reports that the local has been certified to represent a 50 member clerical-technical unit in the Department of Physical Plant.

Despite opposition by the university and another union at a recognition hearing before the Provincial Labour Board, certification was granted for the new OPEIU unit, which also includes draftsmen and centre operators.

"With this certification, we are more confident than ever that other campus departments will heed our message," comments Local 15 Sec.-Treas. Opal Skilling. She says that the "Vancouver organizing climate was never better."

A bargaining committee was elected to draw up proposals for an initial contract.

## Blood bank unit gains

Medical technologists at the Blood Bank of Alameda, Calif., won salary gains ranging from \$2,500 to \$3,420 per individual in a two year contract negotiated by Oakland Local 29 with the Contra Costa Medical Association. Retroactive to Feb. 1, the agreement runs to Jan. 31, 1974.

In the second year, salaries will range from \$1,045 a month for technologist in the lower grade to \$1,330 in the supervisory classification. In 1973, a floating holiday will bring the annual total to nine. Employees will be entitled to five weeks

vacation after 15 years starting in 1973.

Other improvements are liberalized bereavement and sick leave clauses. Paid education leave was increased to five days from three, and new language was inserted covering leave of absence, non-discrimination and discipline-discharge warning notices. Language was also clarified for past experience and hours scheduling.

The pact was negotiated by Business Representative Bruce Lockett, assisted by Supervisory Medical Technologist Herb Millings.

## Increases negotiated for public utility unit

Across-the-board salary increases ranging from \$276 to \$660 per annum were negotiated for 81 office employees at Public Utility District No. 1 of Clark County, Washington by Portland Local 11, Sec.-Treas. Walter A. Engelbert reports.

The new pact sets for the lowest office grade a starting \$518 monthly minimum salary rising to \$533 after three months, and a maximum of \$644. In the top office classification, the new minimum is \$1,093 a month, rising to a \$1,231 maximum. The student scale was increased by \$25 a month to \$475.

The employer agreed to make

full payment of premiums for medical-surgical care into Local 11's Health-Welfare Plan. A joint union-management study of the costs and benefits of a dental plan will be undertaken and that this information will be circulated among the employees.

Improvements were made in contract language covering annual, bereavement and maternity leaves.

The OPEIU team assisting Engelbert, who headed the negotiations, were Business Representative Gary Kirkland, Chief Steward Ron Beems, Stewards Darrell Burk, Joan Fifer, Richard Denney and Fran Sawyer.

# Deauville again picked for OPEIU convention

In a three day meeting in Atlanta, the OPEIU Executive Board chose the Deauville Hotel in Miami Beach for the June, 1974 convention. The hotel helped to make last year's convention a success and has pledged to guarantee a \$16 single daily rate again in 1974.

The board made its decision after giving serious consideration to two major hotels in Toronto. One of these hotels was already booked for the convention dates, however, and the rates quoted at both were far in excess of those charged by the Deauville. Nor even these rates were guaranteed.

These were the other actions at the semi-annual board meeting:

- President Coughlin reported that the OPEIU had added more than 6,000 members to its bargaining units since the last meeting. [A recent victory at the National Bank of Washington places this figure in excess of 7,000.] He also announced a gain of 692 members in Canada.

- The board directed Coughlin and Vice Presidents Ronald Bone and Romeo Corbeil to meet with officers of the Canadian Labour Congress to work out jurisdictional understandings concerning the projected white-collar organizational drive in Canada.

- The board awarded the 1971 Henderson B. Douglas Award to Secretary - Treasurer Walter A. Engelbert of Portland's Local II for organizational successes achieved by the local. Previous winners were George Carney of New York's Local 205 in 1969, and International Representative Jay Porcaro in 1970.

- The board analyzed the Federal Election Campaign Act of 1971 and Title VII of the Revenue Act of 1971 which impose certain restrictions on all labor unions that collect voluntary dollars for political purposes in connection with campaigns for federal office. It recommended that local unions channel all such monies collected through OPEIU's VOTE in order to avoid possible legal

violations and the necessity for complex filing and reporting problems.

- The board discussed the Educational Conference Program with a view to obtaining greater participation by local unions. It was decided to set up a pilot program whereby certain conferences will be scheduled to run for four consecutive hours, preferably from 10 AM to 2 PM without a luncheon break. This will enable participants to concentrate on problems which are particularly current and also provide time for sight-seeing in host cities.

- The board emphasized the need to push for the establishment of the four-day workweek, stressing its great organizational value and appeal to the imagination of the unorganized. It reminds all local unions that the OPEIU was the first organization to call for establishment of the four-day workweek almost 10 years ago.

The board reviewed numerous other subjects, including strike benefit rules and regulations, appeals, the possibility of additional mergers, unionization of banks, Blue Cross and Blue Shield, and the International Union Health & Welfare Plan.

## Variety pack of gains obtained at U.S. Pipe

A packet of wage and fringe improvements valued at almost \$4,000 per member was gained by Local 179 in Chattanooga, Tenn., for 55 office and technical employees at U.S. Pipe & Foundry Co., manufacturer of pipe and hydrant valves.

According to Business Representative W. Charles Harris, the three-year pact includes new clauses providing premium pay of 10¢ hourly for the evening and 15¢ for the night shifts; three-day bereavement leaves, and provisions covering call-back and reporting pay.

Washington's Birthday was added as a paid holiday, making the annual total 10. A \$4 additional monthly wage boost was agreed on in lieu of longer vacations. Other improvements were made allowing employees to observe a legal picket line; seniority retention in event of promotion or transfer, and overtime

pay for Saturday work. The merit rating system was liberalized, speeding up wage progression by 15 months for most employees.

Health-welfare insurance coverage was improved to 365 days (was 120), with semi-private room; the sickness or accident benefit was boosted to \$65 a week (was \$30), and a \$1,000 per year major medical provision was added (none previously).

The new pact also calls for a pension of \$6.50 monthly for each year of service starting May 1, 1973. As a result, two members scheduled to retire during the life of the current agreement will more than double their pension benefits. The agreement runs to April 30, 1975.

The OPEIU negotiating team assisting Harris included Harold Clowdis, Dewitt Slaton and Gentry Perry.

# Bottom scale of \$4.10 set by Local 11 pact

Wage gains ranging from \$1,040 to \$1,248 per individual over a two-year period and a new dental plan were negotiated by Local 11 for its 700-member Gas Workers Division bargaining unit at Northwest Natural Gas Company in Portland, Ore.

In the second year, the agreement sets a \$4.10 hourly wage scale in the lowest grade, rising to \$5.87 in the top classification, according to Local 11 Sec.-Treas. Walter A. Engelbert. Four new job classifications were established with wage scales ranging from \$4.45 an hour to \$5.11.

Job posting was extended to seven calendar days (was 5). The company agreed, starting April 1, 1973, to pay 1½ times the regular rate for Saturday scheduled work. A ninth paid holiday, the day before Christmas or New Year's at the company's option, also takes effect on that date. Vacations were improved to three weeks after eight years of service.

The new dental plan becomes effective on October 1, 1973. The company will contribute \$10 a month per employee, while maintaining the existing medical-hospital plan at its present level during the two contract years.

Both sides agreed to make a joint study of the practicability of converting the present company pension plan into the OPEIU Western States Pension Plan.

It was also agreed to revise and update company working rules to establish more operable Union Health & Safety Committees, to eliminate premium payment in cases of industrial injury, to modify lines of progression and training, and qualifying periods. Supervisors "shall not perform any work of bargaining unit members."

The OPEIU negotiating team included Jack D. Wiebe, Wayne G. Shelton, John L. Parker, D. Di Palma, James E. Sullivan and John T. Bral.

Salary increases averaging 6.61% were agreed on in a one-year contract concluded with TVA by the Council of Tennessee Valley Authority Office & Professional Employees, which negotiates for more than 2,700 TVA employees.

The pay increases (subject to Pay Board approval) average 6.24% for the administrative employees; 7.23% for the clericals, and 6.37% for those in the reproduction and communications grades. TVA also agreed to increase its contributions for medical insurance to \$13.30 per month for individuals (was \$10.70), and to \$33.25 for family coverage (was \$28.30).

In the administrative section, the new pact boosts annual salaries in Grade 1 to a \$9,625 minimum and an \$11,950 maximum.

It sets a \$14,120 minimum with an \$18,890 maximum for Grade 4, the top group classification. A total of 115 of the 513 employees in this group were already at their maximums.

In the clerical group, numbering almost 2,000, it sets a \$5,090 minimum with a \$6,110 maximum in Grade 1, and a minimum of \$9,500 with an \$11,945 maximum in Grade 6, the top group classification. Approximately one-third of the clerical employees had reached the previous maximums.

For the reproduction and communications group, the pact sets a \$5,390 minimum with a \$6,390 maximum in Grade 1. The new Grade 6 scale, top group classification, runs from an \$11,060 minimum to a \$13,800 maximum. Of the 115 em-

ployees in the latter group, 46 already had reached the maximums under the old pact, according to TVA Council President Russell Bailey.

Four OPEIU Locals are represented by the Council in the annual negotiations. They are Local 52, Sheffield, Ala.; Local 119, Chattanooga, Tenn.; and Locals 268 and 273, both in Knoxville, Tenn.

## Stadium ushers win 18% raise

An 18% wage increase over 35 months was obtained by Local 375 in an agreement with the Cincinnati Reds for ushers at Riverfront Stadium, home of the Reds and Bengals teams, Business Representative Bob Pierce reports.

Other gains are an additional paid holiday, improvements in overtime pay, and selection by seniority for overtime. The pact increases the minimum number of employees to 40, as well as improving the method of seniority calculation. It also won exclusive rights for members to pass out promotional materials to patrons.

Assisting Pierce was a negotiating team comprising Robert Junk, Paul Eilerman, Sr., and Walter Purcell.

## Two locals negotiate gains for fund raisers

An initial one-year contract negotiated by Detroit Local 42 for its new office unit at United Community Chest of Ingham County, Inc., in Lansing, Mich., sets minimum starting salaries for fund-raising professionals at \$10,728 annually rising to \$12,926.

In the lowest clerical grade it calls for maximum annual salaries of \$6,239, and \$7,349 in the upper grade. It sets a 5-day, 40-hour week with two 15-min. daily rest periods; 1½ times for overtime, and doubletime for Saturday or Sunday work.

It provides nine paid holidays, three weeks of vacation during the first five years, and four weeks after six years. Employees are entitled to 12 days sick leave annually, with no limit on accumulation.

The employer agreed to pay full premium costs for hospital-surgical coverage and gave the employees the option of participating in its retirement program.

The pact calls for a union

shop with dues check-off. It establishes seniority, lay-off and promotion rules, and sets up grievance procedures.

The OPEIU negotiating team included Pauleen J. Field, Lansing Unit Chairman; Richard E. Elbert and Linda S. Jones, unit members.

Vice President John Kinnick reports that San Diego Local 139 has signed an initial two-year contract for its recently organized unit at United Community Services, gaining a 16% increase in the first year.

This includes across-the-board wage boosts, step rate increases and fringe benefits, with the workweek reduced from 40 to 37½ hours. The pact will open for wage negotiations after the first year.

## 5.5% plus merit hike gained in Galveston

A 5.5% across-the-board wage raise retroactive to May 7, together with a merit increase effective six months later, were negotiated by Local 27 for its office unit at Southern Union Gas Company in Galveston, Texas.

Business Representative Lucile Davenport reports that the merit increase will be based on work performance, conduct and ability, and will be paid on the first regular pay period after No-

vember 7.

Other improvements in the one-year pact are a more liberal vacation schedule, and sick leave accumulation to 55 days for 10 to 15 years of service, rising to 70 days for 15 years and over.

Assisting Miss Davenport in the negotiations were OPEIU Vice President Frank E. Morton; Unit Chairman Edna Bradshaw, and Steward Billie R. Blair.

## ITT subsidiary yields \$3,200 in three years

Wage gains amounting to 15.1% or more than \$3,200 per individual, over a three-year period plus an additional paid holiday and major fringe benefit improvements, were negotiated by Toledo Local 19 for its office unit at ITT Abrasive Products Company, in Tiffin, Ohio.

Wage increases are 4.6% across-the-board in the first

year; 5.8% in the second, and 4.7% in the third. The day after New Year's becomes a paid holiday, bringing the annual total to 10.

## CLC raises per capita for white collar drive

A white collar organizing fund, from which the OPEIU hopes to benefit, was approved by the Canadian Labour Congress at its biennial convention in Ottawa.

Delegates voted to increase CLC's per capita to 15¢, from 13¢, to create a 5-year \$1½-million organizing fund. CLC President Donald MacDonald termed establishment of the five-year fund the most important action at the convention.

The CLC will hire staff for the white collar organizing campaign this summer and money, as well as manpower, is expected to be made available to participating unions. The OPEIU is a CLC affiliate.

Convention delegates condemned the Trudeau government for economic policies designed to fight inflation at the cost of increased unemployment, called for controls over foreign

investment and protested U.S. economic policies and trends that, MacDonald said, would have grave consequences for the Canadian economy.

Another recurrent theme was the danger of the spread of restrictive labour laws, including forced arbitration.

In his opening address, MacDonald, who was reelected for another two-year term, spoke out against efforts to stifle the right to strike.

"The right of organized workers to withhold their labour is, in the final analysis, the only way in which the collective bargaining process can remain viable," he said.

David Lewis, leader of the New Democratic Party, called for an end to discrimination against women in separate rates of pay and seniority lists. He said Canadian labour had too long neglected women's status.

## Perot employees join

(Continued from page 1)

they had to fill out seven-page questionnaires giving three personal references, three business references, and three bank references. They were also ordered to furnish a list of their savings accounts and investments, and to detail all personal indebtedness.

In addition, they were handed a lengthy mandatory list of "do's and don'ts" governing male and female attire and office deportment. Regarding these

arbitrary management rules as odious, and disclosure of their finances as an invasion of personal privacy, many Blue Shield "new hires" went elsewhere.

EDS is now said to have more than 700 employees in its offices in Dallas, Atlanta, Topeka, Los Angeles, Wilmington, Chicago, Washington, D.C., Harrisburg, Pa., San Francisco and New York City, where Perot expanded into Wall Street in the meantime through acquisition of a large brokerage firm.

### U.S. Price Index

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

1971		
May	120.8	
June	121.5	
July	121.8	
August	122.2	
September	122.4	
October	122.6	
November	122.6	
December	123.1	
1972		
January	123.2	
February	123.8	
March	124.0	
April	124.3	
May	124.7	

### Canadian Price Index

Dominion Bureau of Statistics

1971		
May	132.7	
June	133.0	
July	134.1	
August	135.0	
September	134.7	
October	134.9	
November	135.4	
December	136.3	
1972		
January	136.7	
February	137.8	
March	137.4	
April	138.2	
May	138.3	