



WHITE COLLAR

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

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17 CENTS



VETERAN MEMBER HONORED: Local 391 President Carrie B. Brown presents silver pin to Pauline Rose on her 25th anniversary as an OPEIU member and employee of Roosevelt University, Chicago. Miss Rose is administrative secretary to the Director of Libraries and an Executive Board member and historian of Local 391. The local also presented her with a silver and gold watch and a book of congratulations and good wishes signed by the faculty and administrative staff as well as OPEIU members at Roosevelt University.

5 organizing successes add 260 to union ranks

Two hundred and sixty employees in five bargaining units have been added to OPEIU rolls through representation elections and certifications in the U.S. and Canada.

The organizing successes include a school board and an insurance company in Canada; a unit of office clericals at a department store warehouse in Bayonne, N.J., a union health-welfare fund in Connecticut, and a manufacturing company on the outskirts of Atlanta, Ga.

Vice President Romeo Corbeil reports that Montreal's Local 57 has applied for certification to the Quebec Labour Relations Board for a unit of some 100 office employees at the C.N.A. Assurance Company. Local 57 Business Representatives Marc Boulard and

Jacques Leboeuf headed a brief, highly successful campaign in signing up a majority at the insurance company.

The Quebec board has certified Local 57 as bargaining representative for a 60-member unit of secretaries and office employees at the South Shore Protestant Regional School Board in Montreal. OPEIU Locals in Eastern Canada in recent months have run up a string of victories among office employees and secretaries of school boards in that area where interest in unionism is high.

Sec.-Treas. John Kelly reports that New York Local 153 has organized a unit of 60 office clericals at the W. T. Grant Company's warehouse located in Bayonne, N.J. In a National Labor Relations Board election,

the department store employees voted for union representation by a 3-to-2 margin. Local 153 Organizer Jerry Fromm led the campaign.

International Representative Justin F. Manning reports the winning of a 30-member unit of clerical employees at the Health-Welfare Fund office of the International Laborers' in West Haven, Conn. In an NLRB election, the employees voted 27-to-1 for OPEIU representation.

Vice President J. Oscar Bloodworth reports that Atlanta's Local 21 was chosen as bargaining representative by an office unit at Glass Containers Corporation in Forest Park, Ga. In an NLRB election the employees voted by a 5-to-2 margin to join the union.

More states act on union rights of public employees

Legislative measures to allow public employees to unionize and bargain collectively were enacted in 15 states this year. These were the major changes:

- The enactment by Oregon of a comprehensive new collective bargaining law allowing the state's approximately 90,000 public employees agency-shop agreements and calling for compulsory arbitration in bargaining impasses for policemen, firemen and institutional guards.
- The strengthening of Vermont's bargaining statutes covering municipal employees, firefighters, and policemen through adoption of new procedures for collective bargaining on wages, hours, and other conditions of employment.

New Texas law

- The enactment by Texas of the first bargaining law for policemen and firemen.
- The granting of organizing and collective bargaining rights to teachers in Indiana, the first group of public employees ever to gain such statutory rights in the state.
- The amendment of existing statutes in Michigan and Minnesota to permit agency-shop provisions in negotiated contracts.
- The approval by Vermont, Minnesota, and Oregon of the innovative feature of granting public employees the right to strike, but with such rights qualified and conditioned by specific requirements.

Nine states—Arizona, Colorado, Louisiana, Mississippi, North Carolina, Ohio, South Carolina, Tennessee and West Virginia—have yet to enact laws granting organization rights to any groups of public employees.

Other states not conferring these rights on public employees by statute have allowed them to bargain with their employers by virtue of the opinions given by state attorneys general or by rulings of state courts.

Inflation seen stiffening pay demands by negotiators

The head of the Cost of Living Council indicated at an informal news conference in Miami Beach, Fla., that adjustments might have to be made in Federal wage guidelines next year if living costs continue their rapid advance.

John Dunlop, Council director, acknowledged that pressure from labor for bigger wage settlements was becoming more of a problem. But he said it was too early to predict the outlook for 1974. He said, however, that a reappraisal of the controls program was likely before the end of the year.

The comments were made following a speech at the convention of the AFL-CIO Building and Construction Trades Department which represents 17 building trades unions.

Economists, armed with slide rules and computers, debate whether a recession impends, says *The Wall Street Journal*, adding: "But don't tell that to the average working man. For him, the recession began a year ago."

The table below, published in the *Journal*, pinpoints the shrinkage of paycheck buying power since last October. The

figures in both columns are based on the average weekly pay of non-supervisory employees in private business. The buying power figures are obtained by adjusting actual paycheck pay to reflect price increases and Social Security and federal income tax deductions.

	Wkly Pay	Wkly Buying Power
October	\$139.13	\$97.49
November	138.76	96.98
December	138.75	96.78
January	139.11	95.81
February	140.62	96.08
March	141.35	95.67
April	142.85	95.96
May	143.22	95.61
June	143.58	95.29
July	145.45	96.16
August	145.43	94.34

Thus, from October through August, the latest month for which figures are available, the average paycheck has gone up \$6.30 a week while its actual buying power has gone down \$3.15 a week.

An economist for the AFL-CIO in Washington confides he is "astounded" that union bargainers, in view of such a trend, remain "so docile," and he an-

tipiculates "much harder bargaining" just ahead.

The Canadian Labour Congress also expresses concern over the decline in wage earners' purchasing power and calls for increased militancy at the bargaining table in order to preserve living standards.

"We are greatly concerned that wage gains are being wiped out by rapidly rising living costs," CLC Secretary William Dodge said in a prepared statement. "We have stated this repeatedly over many months. The latest official figures again underline our concern."

"The real purchasing power of average wage and salary earners, both organized and unorganized, has been declining sharply. At the same time, corporation profits have been soaring to unprecedented levels and have taken a share of national income to a degree not exceeded in 17 years."

"On the other hand, labour income has had its share drop lower than at any time in the past five years. The time has come when wage earners, in order to protect themselves and their families, must become more militant in their demands."

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WHITE COLLAR

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

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Bank employees are not gullible

The American Bankers Association has unfolded its "battle" plans against unionism. It is hiring anti-union advisors. Naturally, these advise the bankers that there's a "built-in conflict relationship" between banks and unions.

Already the OPEIU has disproved this cockeyed theory. We have organized to date some thousands of bank employees in 16 banks in the U.S. and Canada without strikes, and negotiated amicably excellent contracts for these unionized employees.

But some ABA members are falling for this anti-union ploy. For example, one bizarre tactic their "educators" urged is to recognize seniority when disciplining an errant employee. "Does this mean that an employee with 27 years of service can come to work drunk more often than one with two years' service?" asked one skeptical banker.

"Absolutely," was the sober reply of the anti-union "educator."

The advisors passed around a list of 57 Do's and Don'ts for bank supervisors to use if a union campaign starts, together with sample ghost-written scare letters to be sent to individual employees, addressed by their first names and oozing "paternalism."

If the guide lines are followed, the bankers were assured that unionism at their banks was not "inevitable." But if a bank becomes a loser, the advisor disclosed another bag of tricks to teach bankers in one easy lesson "How to Negotiate a Contract."

The general thrust of their plan to keep bank employees from unionizing is to scare them off with threats about possible loss of jobs, imaginary strikes, and the usual union dues bugaboo. But the corny propaganda doesn't even hint at the automation now underway in many banks which can result in the loss of tens of thousands of jobs.

Ivory tower bankers may be duped by such scarecrow tactics distorting the facts, but we doubt very much that their employees are equally gullible. These fear tactics may boomerang.

Questions for the ghost writer

The ghost writer of the sample scare letters to "educate" underpaid bank employees against unionizing insults their intelligence when he states that he "has never heard or seen anything that would lead" him to believe that the "best interests of bank employees will be served by a union." Where has he been day-dreaming?

In this country and Canada countless non-union cashiers and tellers are daily cashing checks of union factory workers and glumly comparing these union pay rates with their own. The bank president's signature doesn't change facts. These employees know, too, that U.S. government statistics prove that unionized employees on average earn about \$1,200 a year more than those unorganized.

There are now some 23 million unionized workers in this country. Would they continue to pay union dues if they didn't benefit from collective bargaining? Can the ghost writer explain to us why bank employees in Europe, Asia, Africa, Australia and South America are all highly unionized?

Big U.S. and Canadian banks operating overseas recognize these foreign unions and negotiate contracts with them. Thus any bank presidents signing such scare letters are deliberately duping their own employees. Why don't the banks come clean with their current and future plans for automation? They know that revealing these top-secret plans would really scare their employees.

Recently we published the inflated salaries of bank presidents of ten big U.S. banks, ranging anywhere from \$150,000 to more than \$250,000 a year without counting stock options and other goodies. What does the underpaid bank employee who gets a "Dear Joe" or "Dear Sally" letter have in common with these gentlemen?

Because they are grossly underpaid, unorganized bank employees realize they urgently need to unionize the same as other workers. Isn't it rather odd that these same bankers maintain their own union (American Bankers Association), and pay hefty dues for a plush Washington, D.C. headquarters with a large staff to enable them to act collectively for their own benefit?

They can't have it both ways. What's good for the goose is good for the gander.

Bankers work on game plan for keeping unionism out

At the annual convention of the American Bankers Association in Philadelphia an anti-union consultant firm was given the spotlight to explain its plan for preventing unionism among bank employees.

The hired outside advisors trotted out a list of 57 Do's and Don'ts that, they said, bank supervisors should use in combating union organizing campaigns. They then passed around samples of scare letters which could be sent to individual employees, intimately addressed by their first names.

Bank employees thinking of

joining a union can expect to get such scare letters. However, the anti-union "educators" were careful to add a word or two of warning to the bankers to keep inside the law, as follows:

"Never reduce to writing your company's position in a union campaign without prior advice of your labor attorney. Good, well thought out written communication can be a useful tool in your campaign, but it can also be used as a basis of an *Unfair Labor Practice Charge*. This 'composite' is presented to you as an example of what you can

say and should not be used verbatim."

So that bank employees won't be caught off-guard by such phony letters on bank stationery signed by a bank president or some other higher-up, they should be alerted to the game plan in advance. When employees separate the wheat from the chaff, they will see where their self-interest lies. Flattery or fear won't pay their grocery or rent bills.

Two of the sample letters and union replies to them follow:

Bank letters

Dear (first name):

By voting for the union, here is what you let yourself in for:

1. The leadership of the union may force you to go on strike for something in which you do not believe.

2. You may be forced to go on a "sympathy strike" for workers employed in other plants, here or in some other city. Whether or not you are actually in sympathy with them is immaterial.

3. You may be kept at the union's insistence from earning a living, because you will not be allowed to cross a picket line.

4. You may be forced to march in a picket line, without pay, when you would prefer to be at work and drawing your salary.

5. Your opportunity for advancement and your salary increases will become a matter for the union to debate and will no longer depend upon your initiative and ability.

6. Your days of being considered an individual will be over—you will be dealt with by the union as one among many members, efficient or inefficient—ambitious or lazy.

7. You will have placed your job, your freedom of individual action, and your entire career at the mercy of a group of outsiders who know little or nothing about the running of our business.

Don't trade your freedom for Union Promises, Union Dues, and the possibility of Union Strikes and Union Picket Lines!

Dear (first name):

It appears that "outsiders" are knocking on our gates wanting you to join their union. I have never believed, nor have I seen or heard of anything new which would lead me to believe your best interests will be served by a union.

Several questions exist in my mind which I feel sure must be in yours too. Do you really want these outsiders? Why are they interested in you? Do you realize they are asking you to turn over to them the welfare of yourselves and your families? Do these people really know or care about your personal problems? Must you give them part of your pay check each week in addition to your regular deductions and other commitments? Are they really interested in peace, or will they produce unrest, strikes and shutdowns?

(Continued on page 3)

Union replies

Dear Bank Employee:

By voting to unionize, for the first time you gain a voice in bargaining for a just wage and better working conditions.

1. Only a bargaining unit majority can vote to strike; the union cannot compel you.

2. Reference to "sympathy" and other strikes is a red herring. U.S. statistics show that 98% of contract negotiations are reached amicably without any strikes.

3. This business of crossing a picket line, unless it's your own, rarely comes up. Union contracts cover this possibility to fully protect its members.

4. Also, a union maintains a strong Defense Fund to guarantee that its members won't be starved into submission if management forces a strike.

5. Unions don't debate; they negotiate proper job grades, periodic salary increases. They do NOT prohibit merit raises above the union scale. They also respect initiative and ability in promotions. Where such factors are equal, seniority prevails. This prevents favoritism, unfair promotion of pets or management relatives.

6. You no longer are just a personnel file card. When you have a just grievance union contracts provide a hearing and, where necessary, binding arbitration. Do you have this now?

7. Unorganized, the only "personal freedom" you have is to look for another job when dissatisfied with unfair supervisory decisions. With a union you gain real job security, but martinet supervisors lose their freedom to fire you arbitrarily.

Management's real worry is not about your personal freedom; the catch-cries reflect their awareness that organized employees gain higher pay and fringe benefits.

That's why they don't want you unionized.

Dear Bank Employee:

The union is organizing the bank where you work because many of your fellow-employees believe their only hope of a living wage and job security is collective bargaining, the same as 23 million union workers in other industries have achieved.

When did your employer start calling you by your first name? Why has he suddenly become personally interested in your problems? How much sleep has he lost worrying how you and your family are trying to make

(Continued on page 3)

Bank letters

(Continued from page 2)

If you and your family take a hard look at what the () union is selling, it boils down to one simple thing—Promises. Is there any guarantee that goes with the purchase? (NO!) The union can make you only one promise, that they will present your company with a list of their demands and if your company does not agree with these demands (no matter how outrageous), the union can pull you out on strike.

You should be aware that if the union strikes in support of contract demands like wages, compulsory membership, or automatic deduction of monthly dues, the company has the right to continue to operate its business and can hire new men and women to permanently replace the strikers. Statistics show that many strikers are permanently replaced. Furthermore, strikers cannot even get unemployment compensation.

When you've finished reading this issue, please pass it on to the teller at your local bank the next time you transact business there. Let them know OPEIU is fighting for the right of bank employees to gain the benefits of collective bargaining.

Union replies

(Continued from page 2)

ends meet on your present salary? Union dues are your concern, not his. Here he says they are paid "weekly," elsewhere he says they're paid "monthly"—a tip-off to his ignorance on union matters.

He says the union is "selling" —PROMISES. A union provides expert services in labor-relations for which it collects dues, just as a bank collects interest on loans it makes. The strike theme is shrewdly calculated to arouse FEAR. Unions don't cause strikes, or "pull you out." Only a majority vote of bargaining unit members can do this, the last resort when arrogant management refuses to bargain in good faith. Unit members draw up their own demands; the union then negotiates—an entirely different picture.

Finally, this scare letter adds insult to injury by telling experienced employees that if they exercise their legal right to join a union, they can be "replaced" overnight. The fact is that when strikes do occur, settlements provide that all strikers are reinstated. Contrary to the letter, some states do pay strikers unemployment benefits; others don't.



from the desk
of the

PRESIDENT

Retirees still need the union —and vice versa

At the Philadelphia Convention of the Office and Professional Employees International Union in 1968, Local 153 of New York proposed a change in the constitution whereby OPEIU retirees would, upon retirement or total disability, be placed on a retired member status and with the payment of \$1 per month have certain rights and privileges within each local union of the OPEIU which elected to institute such a program. Only a few of our local unions did elect to put such a program into effect. I think it would be interesting, however, to report on the success achieved by Local 153 with its retiree program.

One of its retired members was chosen by the retirees of that Local Union to head the program. Edward Edom, a retired salesman from the Canada Dry Company of New York City, after election as president was sent to attend courses given by local colleges on pre-retirement programs and programs designed to interest retirees. In accordance with the constitutional change, all retirees were offered retirement membership at \$1 per member per month. More than 30% of the eligible retirees joined and still retain membership. This percentage is higher than the percentage of retired members of other unions in the metropolitan area of New York.

Local 153 retirees hold their own membership meetings, in addition to participating in the membership meetings of the local union. They participate in three or four outings each year, in addition to a yearly Christmas dinner. Through Ed Edom's leadership, they keep in close contact with all of their members including some who are disabled or ill and therefore unable to attend regular meetings. They have set up a visitation program whereby the active retirees regularly call on the infirm.

The retirees, in addition to their own programs, participate actively in the affairs of the local union and, although their numbers are small, they make the rest of the membership aware of their existence and their needs. They distribute leaflets along with the organizers during organizational campaigns. Their services are used for unusual clerical functions in the office of Local 153 which the paid clerical staff is unable to handle. They actively lobby on behalf of senior citizens and retirees.

While the Supreme Court of the United States overruled the NLRB and held that an employer is not required to bargain for changes in retiree benefits, Local 153 retirees continue to fight for such improvements. The Local 153 Pension Plan has substantially increased pension benefits three times since 1968. These Pension Plan-increases amounted to 12½% in 1968, 10% in 1971, and an additional 16% in 1973. While the trustees of the Local 153 Pension Plan unanimously agreed to extend the above-mentioned increases to all retirees, both present and future, it is doubtful that such an action would have been taken if it were not for the active participation of the Local 153 retirees in union affairs. It was gratifying to note that a recent issue of *Local 153 News*, the local's monthly newspaper, contained excerpts from letters written by a large number of retirees expressing their appreciation for the pension increases.

At Local 153 retiree meetings, representatives of Medicare, Medicaid, Social Security, the medical profession and the legal profession regularly participate and keep the retirees fully informed of their rights as senior citizens.

A number of pre-retirement programs have been arranged by Ed Edom to prepare members for the problems they will encounter.

Between 1950 and 1969, the number of persons drawing benefits from private pension plans skyrocketed from less than one-half million to 4.8 million retirees. While unions only represent 20% of the work force in the United States, it is noteworthy that one-half of the total number of pensioners from private pension plans are represented in plans negotiated by unions. This number is growing by leaps and bounds.

It is, therefore, important that all local unions of the OPEIU think seriously about allowing retirees to retain active membership. These people are not looking for political power or the right to run for local union office. They are willing to remain active and involve themselves in the growth and well-being of our local unions.

The local unions and retired members need each other!

Women bank employees stand to gain equal status when they join a union

Non-supervisory employees in all offices (including banks and insurance companies) in the U.S. and Canada are legally entitled to seek collective bargaining rights through a union of their choice. In the U.S., it costs an employee nothing; in Canada procedures are slightly different.

All an office employee in the U.S. need do is sign an OPEIU designation card without obligation. Names are held in strictest confidence. When 30% of eligible employees in a company sign up (we prefer 65%), an election petition is filed with the National Labor Relations Board, or state labor board when this is appropriate.

A hearing is then held to define the eligible bargaining unit, excluding confidential employees. When the unit is deter-

mined, an election is scheduled usually within 30 days. After a majority of eligible employees vote for the union in the election, it is officially certified as bargaining representative. The law then requires an employer to bargain in good faith with the union for a contract covering the employees.

Union members draw up their own contract proposals and elect a negotiating committee to assist an experienced union negotiator who acts as their spokesman. In organizing campaigns, the union waives initiation fees. Union dues begin only after a satisfactory contract is obtained and ratified by a unit majority in the democratic American way.

Union dues provide skilled, experienced contract negotiators backed up by a competent team

of experts in labor law, economic research and wage analysis, together with other vital services that include a Defense Fund, arbitration machinery, and educational materials. The union also thoroughly trains shop stewards to represent unit members on the job in solving grievances.

Periodic general membership meetings are held.

Unorganized, women bank employees have a golden opportunity to end discrimination against them in pay and promotions. Banks now assign them to the lowest-paid, deadend jobs. With collective bargaining they can win equal pay and equal opportunity for advancement on the same basis as men doing the same work.

Signing a union designation card is the first step toward economic equality, Women's Liberation, and more satisfying careers.

Local 2 unit advances \$800

A wage boost averaging more than \$800 per member, an additional half holiday and an improved vacation plan were secured in a new one-year contract negotiated by Local 2 for its office unit at Carday Associates, Inc., in Washington, D.C. The firm administers health-welfare and pension plans.

Business Manager John P. Cahill says that the wage gain averages 12.9%, or \$15.45 per week. The agreement makes Good Friday a full holiday (was half-day). In the future, employees gain one week's vacation after six months. Previously, it was one year.



ALBUQUERQUE PACT CEREMONY: Affixing signatures to new contract signed with Sandia Laboratories at Albuquerque, New Mexico, are, seated from left, Local 251 President Maxine Stephenson, Labor Relations Manager E. C. Peterson and Local 251 Sec.-Treas. Nancy Barela. Standing from left: Chief Steward John Martinez, Labor Relations Division Supervisor Don Weldon, and Local 251 Vice President John Ayala. Contract details were reported earlier.



The recent Pacific Northwest Educational Conference, held at the Hotel Vancouver in Vancouver, B.C.

250 gain from new Wisconsin pact

A packet of wage gains and fringe benefits totaling 16.15% over two years was won by Local 95 for its 250-member office unit at Nekoosa Edwards Paper Co., Inc., in Port Edwards, Wisconsin. The company is a subsidiary of Great Northern Nekoosa Corp., which manufactures pulp, fine papers and business forms.

Business Manager Carl Meisnest reports that the contract calls for across-the-board wage boosts of 7% in each of the two years, a gain of more than \$1,860 for each individual member over the period. In the second year, it sets a starting weekly minimum of \$131.66 in the lowest office grade and \$251.72 in the top classification.

The pension plan was improved to provide early retirement at age 55 and 15 years of continuous service (was age 55 and 20 years), with vesting age 45 after 15 years. It calls for a minimum pension benefit of \$7 per month to a maximum of 35 years in the first year, with no maximum on years of service in the second. Previously, pension benefits were based on career earnings only.

In the first year, the company agreed to pay 100% of increased cost of NEMBA insurance (hospital and surgical), also pay in full for diagnostic x-ray and lab service, and to apply sick leave to make up the difference between Workmen's Compensation benefits and normal salary.

In the second year, life insurance will be increased to \$7,000 per employee with AD&D (was \$5,000).

The unit negotiating team assisting Meisnest was headed by Chairman Donavon Dix and Vice Chairman Arnold Brost, and included as members Larry Daberkow, Marvin DeWitt, Dale Krans and Sue Smoodie.

Bridgeport negotiations yield wage, fringe gains

A new Local 123 contract brings wage gains ranging from \$8 to \$13 per week, establishing a \$107.42 weekly salary in the lowest grade and \$248.13 in the top grade, with reopeners in the second and third years. The three-year agreement covers employees of Jenkins Bros. in Bridgeport, Conn.

International Representative Justin F. Manning says that AD&D benefits were increased to \$80 per week (was \$70) and that employees won their birthday as an additional paid holiday.

15.76% gain in 2 years won at Madison utility

A 15.76% package of wage boosts and fringe benefits has been negotiated by Local 39 for its unit of office employees at Madison Gas & Electric Company in Madison, Wis., OPEIU Vice President Billie Adams reports.

The two-year pact calls for increases totaling 8.76% in the first year. This consists of a 5.5% across-the-board wage boost retroactive to May 1, and

1½% placed in a special account to be paid to employees, also retroactive, upon approval by the Cost of Living Council. The remaining 1.76% increase is to be applied to insurance benefits.

Both the employer and the union agreed to draft a joint letter to the CLC urging approval. A 6½% general wage increase is called for in the second year of the settlement.

50 in Wisconsin local win a \$3,000 advance

Wage gains totaling more than \$3,000 per member over three years, in addition to improved fringe benefits, were won by Local 95 for its 50-member office unit at C.W. Transport, Inc., over-the-road trucking concern in Wisconsin Rapids, Wisconsin.

Business Manager Carl Meisnest reports that the new pact calls for a 25¢ an hour across-the-board wage boost in each of the three years. In the final year, it sets a starting weekly minimum salary of \$131.20 in the lowest office grade, rising to a \$145.20 maximum, and \$138.40 rising to \$159.20 in the top classification.

The vacation schedule was improved to three weeks after

eight years (was 10), and four weeks after 15 years (was 20). Employees will be entitled to Good Friday afternoon off with pay; previously, two hours off were allowed. In the third year, the pacts calls for an additional paid holiday yet to be designated, bringing the annual total to 10.

Other fringe gains are time off with pay to get an eye test for a driver's license or to obtain a marriage license. Maternity leave was extended to six weeks after birth—an addition of two weeks to the previous four.

The negotiating team included Chairman Marianne Systrom and committee members Maxine Le Mieux and Janice Musch, assisted by Meisnest. The contract expires April 16, 1976.

Arbiter finds for Holyoke local in promotion case

Arbiter Robert Stutz found that the National Blank Book Company in Holyoke, Mass., violated the seniority clause provisions of Local 247's contract when it denied promotion of Carol Pease, a clerk-typist, to traffic rate analyst.

After the company posted the vacancy in Grade 6, Mrs. Pease (Grade 3) applied but her bid and those of three other applicants were turned down by the supervisor as not meeting the qualifications required. When attempts to hire an outsider failed, a Grade 4 clerk expressed interest and was pro-

moted to the job last Feb. 20, although she had less seniority than Mrs. Pease.

After hearing testimony by Mrs. Pease and other supporting witnesses, the arbiter ruled that she should be awarded the job retroactive to Feb. 12, 1973, as "otherwise, the seniority rights of bargaining unit employees are not given adequate recognition."

The OPEIU case was presented by International Representative Justin F. Manning, assisted by Local 247 President Ed LaBarge.

Turnabout

A teachers' union notes with obvious relish that members of an Indiana school board ("that's right, not the teachers but the school board") have been ordered to jail for refusing to bargain with teachers in good faith.

U.S. Price Index

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

1972		
September	.....	126.2
October	.....	126.6
November	.....	126.9
December	.....	127.3
1973		
January	.....	127.7
February	.....	128.6
March	.....	129.8
April	.....	130.7
May	.....	131.5
June	.....	132.4
July	.....	132.7
August	.....	135.1
September	.....	135.5

Canadian Price Index

Dominion Bureau of Statistics

September	.....	141.8
October	.....	142.0
November	.....	142.3
December	.....	143.8
1973		
January	.....	144.5
February	.....	145.2
March	.....	145.7
April	.....	147.3
May	.....	148.4
June	.....	149.7
July	.....	151.0
August	.....	153.0
September	.....	153.9