



WHITE COLLAR

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

No. 332

MAY, 1974



from the desk
of the
PRESIDENT

The Thirteenth Convention of the Office & Professional Employees International Union will be convened at the Hotel Deauville, Miami Beach, on June 10, 1974.

In order to insure full attendance at this Convention, we have called attention to the Convention, its location and its date at each Educational Conference held in the Fall of 1973. Subsequently, immediately after the first of the year, we sent letters to all Local Unions again notifying them of the Convention, place, dates and the need to elect delegates and send resolutions at the earliest possible moment.

Our Conventions establish the basic policies of our International Union and define the direction of our organization for the ensuing three years. Almost 500 delegates, representing approximately 300 Local Unions, will be in attendance and will deal with a host of resolutions covering a myriad of subjects. These subjects will include proposed constitutional changes, per capita tax increases, improvements of the Strike Benefit Fund, numerous collective bargaining subjects, the four-day work week, the economy and election of officers.

In order to have our Convention operate both expeditiously and efficiently, members of committees will be asked to meet on Saturday and Sunday prior to the Convention and be ready to report favorably or unfavorably on numerous resolutions. These committees will include: Rules, Resolutions, Constitution, Organization, Legislation, Publicity, Official Publication, and Officers' Reports.

In order to apprise the new delegates of the workings of our Conventions, we are forwarding a four-paged leaflet to all delegates wherein we describe the mechanics and functioning of the Convention. As each committee chairman reports, delegates will have an opportunity to debate the pros and cons of the committee's recommendations.

The Convention thereafter decides to adopt or reject the recommendations of the committee. This is usually done by a voice vote. However, any delegate may request a division of the house through a show of hands. One-tenth of the delegates present may demand and obtain a roll call, based on the voting strength of each Local Union, as provided in the Constitution of the International Union.

Each Local Union in good standing is entitled to one vote in the Convention for each 100 members or major fraction thereof on which per capita tax has been paid for the 12-month period ending with March 31st preceding the Convention. While Local Unions will have the right to cast all of their votes for or against a particular resolution, all Local Unions are limited to a total of five delegates each.

While the following is subject to actions taken by the Rules Committee, nominations for the offices of President, Secretary-Treasurer, and Vice Presidents generally take place on the third day of the Convention. Elections conducted by a committee of delegates who are not candidates for any office are held on the fourth day. These elections are held by secret ballot. The Office & Professional Employees International Union proudly boasts that its Convention elections have been held by secret ballot since our Union was chartered by the American Federation of Labor in 1945.

In order to insure representation from all parts of the United States and Canada, Vice Presidents must be elected from various geographic regions of both countries. Thirteen Vice Presidents include two from Canada. The Vice Presidents and the Executive Officers comprise the Executive Board of the International Union which operates between Conventions.

It is essential that all Local Unions be represented at the Thirteenth Convention of the Office & Professional Employees International Union. Only in this way can the thinking of each Local Union, which may represent varying shades of opinion, be brought to the attention of the Convention. A well attended Convention, representing most of the Local Unions of the OPEIU, will tend to result in well discussed, well thought-out resolutions which will reflect the majority opinion of the delegates in attendance. We are certain that the Thirteenth Convention will be the finest Convention in our history.

Aroused Women Employees Fire Up OPEIU Organizing

Management at University Hospital in San Diego, Calif., has officially recognized Local 443 as bargaining agent after a one-month intensive campaign for a unit of 1,400 professional and non-professionals at the hospital, International Representative Joe McGee reports.

Recognition was granted after some 250 employees signed OPEIU designation cards and became dues-paying members, enabling McGee, Local 443 President Naomi Parsons, and Organizing Committee Chairman Hildeliza T. Sanchez, R.N., to appear before the powerful University Staff Personnel Board to present their case for recognition.

Over 30 uniformed R.N.'s and other professional and non-professional employees were present at the board meeting which also received petitions signed by several hundred hospital employees supporting Local 443's presentation in their behalf.

Under California law, exclusive jurisdiction and recognition has to be negotiated but

is seldom granted by such agencies. However, the employees have no right to strike but may confer with management on wages, hours, fringe benefits and working conditions which can be included in a written contract.

At the hearing before the board, McGee persuasively stressed understaffing at the hospital and inequities in pay, benefits and working conditions in "dire need of immediate corrective action." Preparations are now underway to negotiate an initial agreement to bring about the improvements sought by the University group.

The hospital is a state-chartered institution operated by the University of California. The unit comprises registered nurses, operating room technicians, laboratory technicians, respiratory therapists, physical therapists, x-ray technicians, licensed vocational nurses, hospital attendants, nurses' aides, office and clerical employees, housekeeping and stockroom personnel.

The University Hospital Organizing Committee headed by Chairman Sanchez, included

Inez Beaty, R.N., Virginia Sullivan R.N., Vonda Walters, R.N., Margaret Williams, Lab. Asst., Theresa Pronschinske, R.N., Betti MacAdam, LVN, Willie Brown, LVN, Kathy de Katch, R.N., Jan Funke, R.N., Sharon Line, R.N., Amma Corvetp, Lab. Tech., Martha Tolbert, Lab. Asst. I, Craig Eneboe, Oper. Room Asst. I, and Heidi Curtis, Resp. Care Coordinator.

Following their own recognition victory, organizing committee members went on to assist actively Local 443 in a large scale campaign to help the 650 employees at Grossmont Hospital, also in San Diego, in their fight to win similar union recognition.

They attended meetings of Grossmont employees to acquaint them with techniques that were effective in educating and winning support of University Hospital fellow-employees. When Grossmont held groundbreaking ceremonies for a new \$45-million wing, University employees joined Local 443

(Continued on page 4)

Bank Drive Starts in Capital

A massive organizing campaign directed at all unorganized banks in Washington, D.C., has been launched by Local 2 which made the Union Trust Bank and the National

Savings & Trust Company its two initial targets. Eventually, Local 2 plans to include other local banks in the drive.

The campaign is being spearheaded by Local 2 stewards

from the National Bank of Washington which was unionized a little more than a year ago. Before the drive, a special meeting of National Bank stewards

(Continued on page 3)



BANKING DRIVE LAUNCHED: Stewards from the National Bank of Washington volunteered to handbill colleagues at two other Washington, D.C. banks. From left: Carmen Pow, Susan Jarvis, OPEIU Sec.-Treas. Bill Lowe, Mary Phillips and Nancy Knight passing out leaflets at the Union Trust Company.

WHITE COLLAR

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

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NLRB Chairman Ducks Issue Raised in Coughlin Complaint

The following reply was received from Edward B. Miller, Chairman of the National Labor Relations Board, as a result of a complaint lodged with the Board by OPEIU President Howard Coughlin against the inclusion of 30 officers in the appropriate collective bargaining unit in a decision handed down by the Board involving the Central National Bank and Trust Company in Des Moines, Iowa:

The Chairman's Corner

"This comment should, I suppose, have one of those *New Yorker* magazine headings: 'Which Newspaper Do You Read Department.'

"On March 1, *The Albuquerque Tribune* carried a story in which a Texas Senator was quoted as charging that the National Labor Relations Board 'breached its duty to the public interest' during the *Farah* dispute, and further charged that the N.L.R.B. is 'nothing more than an adjunct of the big unions.'

"Just a week later, I received in the mail a copy of an article which will appear in the April issue of O.P.E.I.U.'s monthly newspaper, *White Collar*, which concludes, after acrimoniously describing one of our decisions which reached a unit determination *contra* to the O.P.E.I.U.'s contentions in the case: 'This is another example of a management dominated National Labor Relations Board. . . .'

"Meanwhile, according to still other press reports, the Congress may be very close to passing a bill which will expand our jurisdiction to include non-profit hospitals. There are strong indications that the bill will have the support of both political parties and of both management and organized labor.

"The moral is, I think, that while we are regularly under critical attack from various and assorted sources, there is also a pretty general recognition, when the chips are down, that we do a necessary and effective job. Else why would Congress keep giving us more and more to do?

"So never mind the inconsistent barbs and arrows—Keep the Faith!"

EDITORIAL COMMENT: *We still do not have an answer as to why the Board included 30 bank officers in a collective bargaining unit, who were then licensed to campaign and intimidate clerical employees of the bank without violation of the Act. It should be remembered that in a case study made by the University of California Law School, published in 1972, Chairman Miller "voted against unions in 70 out of 73 cases."*

Member Elected Mayor of New Texas Town



Bill Long

The newly incorporated town of Ross, Texas, has elected Fort Worth Local 277 member Bill Long as its first mayor to head up the new government consisting of five aldermen and a town marshal.

Brother Long has been an

OPEIU member since 1965 joining the union at Owens-Illinois, Inc., in Waco, when that unit was organized. He served as a member of Local 277's executive board since 1967.

Being elected mayor of Ross is only one of several civic activities for Brother Long. He is also president of the board of trustees of the Ross School district, a member and deacon of Tokio Baptist Church since 1962, and minister of music in his church since 1968. He also teaches a men's Bible class.

ERRATA

Photo in last month's issue showing N.Y. Stock Exchange signing new contract said pact was for three years. It's a two-year contract.

Union Setback in North Carolina Stirs Anger of Black Community

A temporary setback for collective bargaining at the all-black North Carolina Mutual Life Insurance Company, in Durham, occurred when Local 464's effort to obtain a second contract improving poverty pay and miserable working conditions were derailed by the company's bitter anti-union president.

President William J. Kennedy III, himself black, ignored an appeal by Bayard Rustin, one of the nation's foremost and most highly respected black leaders, to bargain in good faith with the union. Instead, Kennedy launched a vicious anti-union drive using racial overtones in reverse to decertify the unit, winning by a small margin in a second NLRB election.

Local 464 officers sensed Kennedy's aim when he hired some 40 new employees prior to the expiration of their initial one-year contract. The new hands were unaware of the company's bitter anti-union background. Kennedy formed an *ad hoc* committee to slur and lie about the union and also hired two white law firms, costing some \$12,000, in his effort to end collective bargaining.

Local 464 took their cause to delegates at the first annual convention of the A. Phillip Randolph Institute assembled

in Raleigh. In an inspiring speech, Bayard Rustin lined up with the embattled employees, ridiculed Mutual's "black capitalism," and declared his conviction that a "black-and-union coalition is the best means to achieve social and economic changes to raise poor people—black and white—out of poverty." A synopsis of his address was reported prominently in the *Durham Morning Herald*.

Implementing Rustin's coalition proposal, delegates supported it 100% and adopted unanimously a resolution submitted jointly by ten North Carolina Chapters of the Institute. It called upon the officers and directors of the insurance company "to act in a responsible manner," to recognize the rights of the office employees, and "to sit down with the union and bargain in good faith."

Following up the convention's action, North Carolina State AFL-CIO President Wilbur Hobby the next day sent a letter to Kennedy citing the resolution and the feelings of the delegates. He offered his personal services to both sides "to facilitate the type of employer-employee relationship" that he felt the company "is not only capable of" but has "the responsibility to accomplish."

Ad hoc committee anti-union leaflets implied that white International Representatives Dan McShain and Jack Houston were "outsiders" who promised \$100 raises in the 1972 organizing campaign and then left, but deliberately failed to mention that Gladys Lee, a third International Representative who also helped in that campaign is black.

Local 464 officers refuted management's allegations on "broken promises" as a "lie," said the OPEIU representatives were invited in to help, and "did exactly what they were told." They then asked why Kennedy had hired two white law firms as "outsiders" to break the union. Their statement said:

"Our only promise then is the same one we make now: The promise to work harder to build a stronger union to fight for the rights of the employees—that is our sole promise."

Despite the setback, Local 464 members voted overwhelmingly to retain their OPEIU charter, to continue paying union dues, and to renew the battle to regain their right to bargain collectively for decent wages and better working conditions.

Memphis Key punchers Score In First Pact at ITT-Bakery

Pay increases ranging almost to \$6,000 over a three-year period for some keypunch operators, elimination of numerous inequities, more liberal vacations and an additional paid holiday were gained in an initial contract negotiated by Local 367 for its new unit at the EDP Center of the ITT-Continental Bakery in Memphis, Tenn.

Local 367 President Jennie Lee Murphy reports that the new pact calls for a 20¢ an hour increase across-the-board in each of the three years. But, she explains, no one received less than a 25¢ hourly increase in the first year, and over the period inequity raises run as high as \$1.65 an hour.

For example, she says that some keypunchers were earning only \$2.50 an hour prior to the union. These were upgraded to a starting \$3.02 hourly rate in the initial contract and will go to \$3.90 an hour in the final year. A lead keypuncher job also was created, with this individual to get an extra 10¢ an hour in addition to 50¢ an hour for upgrading.

Other gains include improving lunch room facilities with a microwave oven; the employee's birthday as a paid holiday; two weeks vacation after one year;

three after five, and four after 18 years.

The company agreed to include bargaining unit members in its Health-Welfare Insurance Plan at no additional cost to the employees, and also in its Pension Plan for Non-Salaried Employees.

The pact also calls for overtime pay after eight hours and call-in pay, grievance procedures and seniority clauses. The

agreement runs to March 5, 1977.

Name Omitted

In the report of the National Bank of Washington settlement in the March issue, the name of Susan Jarvis was missing as a Local 2 bargaining committee member. William Dent also should have been listed as Lillian Dent.



ITT-BAKING UNIT SIGNS: Local 367 President Jennie Lee Murphy (seated left) signs initial contract for ITT-Continental Baking EDP Center in Memphis, Tenn., as Vice President Frankie Sowell looks on. Standing from left in background are International Representative Jack Langford, who assisted in the negotiations, Pat Parker and Brenda Ksobiech, members of the unit negotiating team.

CLC Gives Trudeau Cabinet Labor Plan to Spur Economy

The Canadian Labour Congress stressed the need to restore lost purchasing power and reduce unemployment in its annual report to the Canadian government. The CLC delegation was headed by President Donald MacDonald and included Sec.-Treas. William Dodge and Executive Vice Presidents Joe Morris and Jean Beaudry.

Seated across from them were Canada's Prime Minister Pierre Trudeau and members of his Cabinet. Every seat in the committee room and standing room space was filled by several hundred union members from various sections of the country who came to demonstrate their support for the CLC program.

Canada is supposedly experiencing an economic boom, but as in the United States the chief beneficiaries seem to be business and industry. Profits rose at a record-breaking pace last year, the CLC noted in its presentation to the government. But the average worker's earnings, in terms of buying power, were \$5.50 a week less at the close of 1973 than a year earlier.

"Is it any wonder that the labour movement in this country is deeply frustrated with this turn of events?" the CLC asked. "Is it any wonder that workers and their families should be mystified when hearing about this great economic boom when they do not participate in it?"

Proposals advanced by Canadian unions "to counteract the declining standard of living" include:

- Protection against rising costs for low-income groups by tying to all social security programs both the consumer index and rising national productivity.
- An immediate increase in the basic social security pension to \$150 a month. It is cur-

rently \$100 with a cost-of-living review every three months.

- A rise in the minimum wage for industries in the federal jurisdiction from the present \$2 an hour to \$2.50, with annual revisions tied to the consumer price indexes and productivity.

The CLC delegation told the government officials that union members intend to bargain as hard as they can to achieve settlements that will take into account the rising cost of living.

MacDonald told Trudeau that the CLC agreed with him that wage-price controls would be "discriminatory against blue-collar workers" and that "they have proved unworkable where they were tried, notably in the United States and in the United Kingdom."

The trade union presentation urged improvements in Canada's manpower program, with stronger efforts to match up unemployed workers and job vacancies. The national unemployment rate of 5.6%—as high as 9% in some areas—is "unacceptably high," the CLC said.

It urged the government "to adopt a more positive stance" in defense of the nation's unemployment insurance program against the "obviously politically motivated" attacks on it. Despite its shortcomings, the CLC said, the unemployment insurance program "remains one of the best in the world" and without it jobless workers and their families would be thrust on welfare.

In other areas, the CLC:

- Praised the government's proposed housing legislation but criticized the failure to come to grips with high mortgage rates and the "fantastic and ever-increasing price of land arising

from unbridled speculation."

- Advanced a series of energy proposals including pipeline building and massive publicly funded exploration of Canada's oil resources, along with taxes on excess oil profits and research into alternate sources of energy.

- Renewed labor's endorsement of the principle of public broadcasting but took sharp exception to what it termed "a tirade of one-sided reporting of labor affairs" in news programs of the Canadian Broadcasting Corp.

Arbiter Upholds New Haven Unit

Newly-chartered Local 466, representing 60 employees at the Community Health Care Center Plan, Inc., in New Haven Conn., won its first arbitration award for an employee who had to quit her job without giving notice and was denied her accrued vacation and personal holiday.

Management contended that it exercised its managerial rights when Susan Goldsmith failed to give two weeks' notice as required by the company's Personnel Manual, and claimed the case, therefore, was not arbitrable. International Representative Justin F. Manning argued that Local 466's union agreement contained no notice requirement, or made reference to an Employer Manual.

Arbiter James Varrone, of the State Board of Arbitration, upheld the union and ruled that the employer "shall pay her vacation and personal day benefits computed to the date of her termination."

New Law Ups Minimum Wage To \$2.30 an Hour in Three Stages

President Nixon signed the bill increasing the minimum wage for American men and women from the present \$1.60 an hour to \$2.30 by stages.

It raised the minimum wage to \$2.00 effective May 1, with further increases to \$2.10 on Jan. 1, 1975, and to \$2.30 on Jan. 1, 1976, for those covered before 1966.

The bill, passed in March, brings another 7.4 million workers under minimum wage coverage.

Newly covered are five million federal, state and local employees; 1½ million private household workers and certain formerly exempted retail, service, farm, telegraph, movie theatre, logging and tobacco workers.

New Tacoma Housing Unit Scores Big in First Contract

Hefty pay raises plus a cost-of-living allowance annually, an additional paid holiday and improved vacations were gained by Local 23 in an initial one-year contract negotiated for its new bargaining unit at Tacoma Housing Authority in Tacoma, Wash.

Local 23 Business Representative F. S. Kerschner says the new pact has been approved by the employees and the Authority and will take effect on July 1, subject to acceptance by Housing & Urban Development (HUD), a U.S. government department which funds low-income housing developments. He says that "we have no reason to believe it will not be acceptable to them."

Wage boosts range from \$49 to \$100 per individual but the figures will increase by another \$35 per month for unit members as a result of upgrading to meet job descriptions for Tacoma City employees. All employees were upgraded at least one step, and some as many as four, Kerschner points out.

Moreover, the housing employees will get annual progressive increases ranging from \$23

to \$26 in the lowest grade, and from \$35 to \$40 in the top classification, and each January 1 will be entitled to a cost-of-living allowance approximating 6.2%, the same as other city employees.

The initial pact sets a starting monthly minimum of \$449 in the lowest office grade rising to a \$546 maximum, and a starting \$701 minimum rising to \$854 in the top classification.

An additional paid holiday brings the annual total to 11. Vacations were improved with two more days added after one year and three after three to a 15-day total; 17 days after five years, and 20 after 10 years of service.

The contract also provides a modified union shop with dues checkoff, annual evaluation of employees, a good grievance and arbitration clause, a new dental program which includes dependents, health-welfare coverage, and retention of the present pension plan.

The unit negotiating team assisting Kerschner included Lonell M. Silveira, Joyce L. Wild and Mary Jean Roeber.

Workers' Buying Power Takes Downward Trend

Real spendable earnings—gross pay adjusted for inflation and federal income and social security taxes—have dropped steadily since the economy recovered from the 1969-70 recession. As of February 1974, the buying power of the average worker with three dependents was only 40 cents a week higher than the average for 1965.

The following tabulation of seasonally adjusted earnings of private, nonfarm workers since 1965 tells the story.

	Gross Average Weekly Earnings	Gross Average Weekly Earnings 1967 Dollars	Real Spendable Average Weekly Earnings—Worker with Three Dependents
1965	\$ 95.06	\$100.59	\$91.32
1966	98.82	101.67	91.21
1967	101.84	101.84	90.86
1968	107.73	103.39	91.44
1969	114.61	104.38	91.07
1970	119.46	102.72	89.95
1971	126.91	104.62	92.43
1972	135.78	108.36	96.40
July 1973	145.45	109.77	96.16
Dec. 1973	148.74	107.45	93.88
Jan. 1974	147.53*	105.47*	92.24*
Feb. 1974	148.71*	104.97*	91.72*

*—Preliminary figure.

Bank Drive

(Continued from page 1)

ards was called to enlist their support. Some 40 stewards from the 560-member unit attended.

When asked to volunteer to hand out organizing leaflets, the

response was unanimous. The National Bank unit already has won substantial salary increases and greatly improved fringe benefits through collective bargaining and its members are determined that unorganized bank employees in the nation's capital should be made aware of

the benefits obtainable through union membership.

Without exception, the organizing leaflets were well received by nonunion colleagues. The fact that the OPEIU volunteers also work in a bank helped to get across the union message.



At National Savings & Trust Company, another team aids Local 2 organizing drive. From left: Local 2 Sec.-Treas. Emmett Etheredge, Katherine Speake, Local 2 Business Representative Jim Sheridan, Joffre Pritchett and Eleanor Turner. The National Bank unit stewards also supplied these volunteers.

Non-Union Bank Personnel Are Quitting Jobs in Droves

Four of every ten full-time clerical employees in banks are now quitting the job each year and the turnover is rising according to information developed by Cole Surveys, Inc., of Boston, which makes a continuing nationwide quarterly analysis for participating banks.

Results of the latest survey were reported in a recent issue of *The Banker*, published by the N.Y. State Bankers Association.

By the end of the third quarter 1973, the annualized four-quarter average turnover rate for bank staff people had reached 41.9%, continuing a rising trend that became obvious last spring.

It says much of the rise can be attributed to a leap during third quarter 1973 to an annualized rate of more than 50%, up 25% over 1972 and

the highest in recent years. Signals had been flying in the second quarter, when the previous high of 43% was recorded.

Unit banks, which historically fare worse than branch banks, kept the pattern intact, the study shows. Average turnover figures for the third quarter reveal unit banks knocking at 55%, compared with branch banking's 49%. The better retention rate of branch banks may be due to the greater proportional mobility associated with their more horizontal organizational structures and relatively larger number of employees, the study notes.

The turnover rate for individual branch banks ranged from the lowest annualized third quarter turnover rate of 23% to a high for the period of 92%. The study discloses that none of the statistics includes either officers or part-time em-



PRIZES UNIONISM: Fed up with bank job prospects and low pay, Candice "Bonnie" O'Dess quit her Detroit bank job to become a union painter. Instructor Colin Campbell shown coaching the comely apprentice.

ployees. Part-time employees had an even higher turnover rate than full-time clericals, while officer turnover stayed down around 12%. The survey points out:

"And with the average staff turnover now at better than 40% and rising, the spiraling costs associated with hiring and training (personnel) will continue to pile an increasing burden on banks' total manpower expense."

Union Women Unite In Coalition for Equal Rights

A program to get women really organized to fight for equal rights got underway in Chicago when more than 3,300 women members of 58 different unions met to establish the Coalition of Labor Union Women.

A major goal of the new organization will be to bring the benefits of union organization to an estimated 30-million unorganized women who work in industry and offices. Another will be to expand the influence of women in the labor movement.

The official conference caucus consisted of (1), the selection of representatives from each international union; (2), selection of state conveners (three from each state, depending on need and size).

OPEIU Vice President Gwen Newton, of Los Angeles, and women members from other Locals throughout the nation

represented the Office & Professional Employees International Union. Sister Newton chaired the OPEIU caucus which selected as representatives the following:

Susan Holleran of Washington, D.C. Local 2, representing the South; Kay Pietrzak of Chicago Local 28, representing the Mid-West; Luella Hanberry of Oakland Local 29, representing the West, and Camille Robinson of New York Local 153, representing the East.

The conference adopted a legislative program calling for ratification of the Equal Rights Amendment to the U.S. Constitution, and for action by state legislatures to extend to both sexes the protections of laws originally aimed at preventing the exploitation of women employees.

Other goals include:

- Expansion of child care facilities;
- Enactment of a "livable" minimum wage;
- Improved maternity and pension benefits;
- Stronger job safety and health standards;
- Adequate enforcement of existing labor legislation.

\$13,000 Salary Won at Utility

Numerous fringe benefit improvements, more liberal vacations, an earlier retirement inducement and pay boosts feature a new contract renegotiated by Portland's Local 11 for its office bargaining unit at Public Utility District No. 1 of Clark County, Washington, Sec.-Treas. Walter A. Engelbert reports.

He says that the new pay scale sets a starting monthly wage of \$584 for beginners in the lowest grade, while those in the top range start at \$1,319. Average earnings of P.U.D. #1 office employees next March will exceed \$13,000 per annum. Those with more than ten years of service will receive an additional \$25 per month in longevity pay.

All overtime pay was raised to doubletime for any hours over eight, the same to apply for Saturday and Sunday work or that on an employee's birthday.

Vacations were improved to 18 days after one month of service and to 26 days after 14 years. An additional benefit allows employees to convert up to 10 days vacation into cash at 110% of their straight-time pay.

As a result of the negotiations, earlier retirement becomes easier.

How Campaign Started

University Hospital in San Diego is a teaching institution operated by the University of California. It enjoys a well-deserved reputation of being one of the most outstanding hospitals on the West Coast, and its staff is regarded as among the most advanced in the medical field.

The University Hospital campaign began when an active interested employee group formed P.O.W.E.R. (Peoples Organization Working Toward Enhancing Reform) to investigate ways and means to correct patient care problems and to improve wages, hours, benefits and employment conditions.

After studying various unions, the group chose Local 443 as the best one suiting their needs. From the start, hospital employees actively distributed leaflets to all shifts and held meetings of fellow-employees to inform them of their rights under the law. Results were swift and sure—proving that employees themselves can be their own best organizers.

Women Employees Organize

(Continued from page 1)

members from the Kaiser Hospital unit in a lively picket line protesting the unreasonable rules set forth by Grossmont's management for Local 443 recognition. The Grossmont campaign is being intensified as additional employees sign up to become Local 443 dues-paying members.

New York Local 153 reports an epic development in white-collar organizing when it won recognition within 24 hours for a new 35-member office unit at Teleprompter, Inc., a nationwide operator of cable-television services.

Angered by a massive layoff and elimination of coffee-breaks, added to low pay and deteriorating working conditions instituted by new management, the entire office force arrived after work in taxicabs at Local 153's office. There they conferred with Business Representative Mike Goodwin, and Organizers Jerry Fromm and John McKeon on ways to get union representation.

The employees quickly signed OPEIU designation cards and then asked how soon would the union be recognized. It was explained that a request would be made immediately for recognition on a card check. However, management might not agree and demand an election. The latter procedure would take more time. But the group demanded instant action. Were they willing to picket for recognition? "Yes," was their unhesitating reply.

Next morning the Local 153 organizing team appeared at Teleprompter's office with the signed cards and saw the manager. He said he had "no authority" to grant recognition. The union informed him that

in that case his office staff would walk out.

As the union trio left his office they signaled the employees to follow. The women took their coats and pocketbooks and marched out behind them to set up a picket line outside. Some 15 minutes later, the manager came running out and said recognition would be given after an impartial card count if the women went back to work. Negotiations are now underway for an initial contract.

International Representative Brian Fahlman reports that Local 15 has been certified as bargaining agent for the office staff at Western Institute of Living, operated by a group of psychiatrists in Vancouver, B.C., and for another office group at Lindal Cedar Homes, a housing development.



CHARTER PRESENTATION: The OPEIU has chartered its third professional unit for hypnotists in Philadelphia, Pa., known as Hypnotists Local 476. The first unit was chartered a year or so ago in Pittsburgh, and the second in Los Angeles. Shown presenting the charter are (from left) Local 14 Business Manager John McCusker, International Representative Gene Dwyer, Local 476 Sec.-Treas. Robert Kress and Robert H. Finkel, attorney for the new unit. The new local is said to have a 500-member potential.

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

William A. Lowe, Sec.-Treas.
815 16th Street, N.W.,
Suite 606
Washington, D.C. 20006

U.S. Price Index

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

1973	
February	128.6
March	129.8
April	130.7
May	131.5
June	132.4
July	132.7
August	135.1
September	135.5
October	136.6
November	137.6
December	138.5
1974	
January	139.7
February	141.5
March	143.1

Canadian Price Index

Dominion Bureau of Statistics

1973	
February	145.8
March	145.7
April	147.3
May	148.4
June	149.7
July	151.0
August	153.0
September	153.9
October	154.3
November	155.5
December	156.4
1974	
January	157.6
February	159.2
March	not available