WHITE COLLAR

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

No. 373 FEBRUARY, 1978

Blue Cross/Blue Shield:

Large Gains Scored in Two New Coast Contracts

3,000 Employees in Oakland, San Francisco Win Big Pay Boosts

A 38¾-hr. workweek with annual wage boosts of at least $960 per member in the first year, depending on classification, and vastly improved fringe benefits, were gained by Local 29 in an initial three-year negotiated contract for its new unit of 1,300 office employees at Blue Cross of Northern California in Oakland, according to Business Manager Dick Delaney.

The agreement also calls for across-the-board wage increases of 5% in each of the following two years with cost-of-living adjustments. These provide three cents an hour for each 1% increase in the CPI, in excess of 5%, to a maximum of 12¢. The starting pay for lowest rated clerical employees in the first year is $718 per month, and $1,065 in the top classification.

The vacation schedule calls for two weeks after one year; three after three, and four after 12 years. Eleven paid holidays are provided, including the day after Thanksgiving, the employee's birthday, and a floating holiday. Sick leave is cumulative at the rate of one day per month to a 60-day maximum.

Major issues included an automatic wage progression system and promotions based on seniority rather than on merit. The automatic wage progression system was won. In addition, the parties agreed that seniority would be "one factor" to be used in determining qualifications for promotion. The contract also provides for an agency shop.

Other highlights include a new high-level vision care program to cover costs of eye examinations and eyeglass frames and lenses; shift differential pay of 45¢ an hour for the second shift and 55¢ for the third.

Management also agreed to liberalize dress rules. Under the agreement, male employees who do not "meet the public" no longer are required to wear neckties.

The initial contract runs to January 1, 1981, and was ratified by an overwhelming majority, the members being particularly pleased with inclusion of language dealing with automatic wage progressions and promotions based on seniority, Delaney reported.

Pay increases ranging from 20% to 24%, sick pay for pregnancy leave, an additional paid holiday and other fringe benefit improvements were gained by San Francisco Local 3 in a new three-year agreement renegotiated for its 1,700 member office and technical unit at Blue Shield of California.

According to Local 3 Sec.-Treas. George A. Davis, it was ratified by a more than 3-to-1 vote. He reports that in the first year it calls for across-the-board pay raises of 35¢ an hour for those in the lowest grade, and an extra one-cent an hour in each succeeding grade up to 45¢ an hour for those in the top classification, retroactive to November 14.

In the second contract year, employees are guaranteed a minimum 5% general increase, or the increase in the cost-of-living, whichever is greater.

In the third contract year starting November 14, 1979, the same wage formula used in the second year will be applied, he said.

Effective February 1, 1978, employees are given the choice of 30 mins., 45 mins., or one hour for lunch. Flexitime will continue in effect.

Starting January 1, 1978, vision care became effective for employees and their dependents, and a new clause provides sick pay for maternity leave.

Under the new agreement, Christmas Eve and New Year's Eve, which were previously half holidays, become full paid holidays, bringing the annual total to 12½.

A new job security clause provides that where an employee is reclassified and downgraded as a result of reduction

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OPEIU Tops in Office Organizing

Led White Collar Field in Jan.-Sept. Period, Says B.N.A.

The Office & Professional Employees International Union topped all other unions in the white-collar field by organizing 3,365 employees in 31 new units, according to a tabulation by the Bureau of National Affairs, Inc., of NLRB elections during the first nine months of 1977.

It also scored the largest victory of the year when Local 29 won a unit of 1,287 office and technical employees at Blue Cross of Northern California in Oakland, Cal., last June. A first contract for this new unit has just been signed.

Despite the usual summer lull, the wage-price freeze in Canada, and a wait-and-see attitude on the part of many prospective groups in the U.S. pending the outcome of the Labor Law Reform bill, Director of Organization Art Lewandowski reveals that nevertheless new OPEIU membership continues to grow steadily.

532 More Join Ranks

Since his last report, he discloses that another 532 new members were organized in the U.S. They include a 194-member independent union of office employees at Oberlin College in Cleveland, who voted overwhelmingly to affiliate with the OPEIU. The unit has been granted a charter as Local 502.

He says three new units were organized among public employees. Detroit Local 10 organized a group of 12 at Muskegon Hts., in Mich.; Philadelphia Local 14 a 75-member unit among Ocean County engineers in South New Jersey, and Seattle Local 8 a 20-member unit of Kittitas City employees in Ellensberg, Washington. The latter local also organized a 13-member unit at Cirque Dinner Theater in Seattle.

Other victories were scored among employees of credit unions, the largest being a 50-member unit at Barksdale Federal Credit Union in Barksdale, La., chartered as Local 465. Chicago Local 28 led a successful drive for a new 20-member unit at the Union Teachers Credit Union in Chicago.

Local 30 won a 45-member unit at Operating Engineers Local 12 in Los Angeles. Other miscellaneous units won an ad-

(Continued on Page 4)

26% Pay Raises Gained In New United Way Pact

A new 2½-year contract, retroactive to December 1, 1977, bringing significant improvements and pay boosts totaling 26% over the period, has been concluded by Memphis, Tenn., Local 367 for its bargaining unit at United Way of Shelby County.

Regional Director J. Oscar Bloodworth reports that the new agreement calls for a 10% across-the-board raise in the first year; another 10% boost to take effect in December 1, 1978, and a further 6% to be applied in the final six months of the contract.

The Local 367 negotiating team included President Jennie Lee Murphy and Frankie Sowell, assisted by United Way employees Faye Phillips and Helen Leamon. They were aided during the negotiations by International Representative Jerry Schmit and Bloodworth.

OPEIU Longevity Pins Are Now Available

Sec.-Treas. William A. Lowe announces that OPEIU Longevity Pins are now available through his office for 15, 20, 25 and 30 years of membership. Cost is $3 each. The pins were authorized by the 1977 Los Angeles Convention.

Service Award pins for Past Presidents of Local Unions, also authorized by the Convention are now being designed. All Local Unions will be notified as soon as they are available for distribution, he says.

$6,500 Boost Won at Bakery

3-Year Pact Ups Typists' Pay to $251.20 a Week in Denver

Pay boosts approximating $6,500 per unit member, with more liberal vacations and health-welfare benefits, were gained by Denver Local 5 for its office unit at I.T.T. Continental Baking Company in a new renegotiated three-year agreement.

Business Representative Thomas A. Dougherty reports that it calls for across-the-board wage increases of 50¢ an hour in each of the first two years, and 60¢ in the final year.

In that year, he says those in the lowest office grade of credit typists will start at $233.20 per week, rising to a $251.20 maximum. In the top classification of senior accountant, the starting rate will be $259.20, rising to a $285.20 maximum.

Effective January 1, 1978, bargaining unit members employed at the Denver Bakery for 20 years will be entitled to five weeks annual vacation.

The employer agreed to contribute up to $90 per month to the OPEIU's Health Benefit Fund to maintain the present benefits, effective January 1, 1978, and to increase the contribution to $95 per month for each employee starting January 1, 1979.

The new agreement is retroactive to October 9, 1977, and runs to October 11, 1980.

Name Seattle B.R. To City Council

Bill Domarotsky, 36, Business Representative of Seattle's Local 8, has been appointed as a member of King County Metropolitan Council. METRO is a branch of county government dealing specifically with the transit system, sewage treatment and water pollution control.

Bill replaces publisher John Fournier of the Valley Publishing Co., who recently resigned. Married and the father of two sons, he holds a Bachelor degree in Business Administration.

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

HOWARD COUGHLIN
President

WILLIAM A. LOWE
Secretary-Treasurer

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New Low in Dirty Tricks

Five NLRB regional directors who accepted invitations to sit in what were described as "discussion panels on labor-management relations" found they had been billed as key participants in seminars advising businessmen how to bust unions.

But as soon as they found out that union-busters were playing a dirty trick on them, all five withdrew. "They were suckered," said an official at NLRB headquarters in Washington, D.C.

By law, the NLRB is not supposed to take sides in labor-management issues. The invitations were issued by a group identified as Affirmative Management Practices Institute of New York, which *White Collar* exposed in a recent editorial. AMPI charges fees ranging from $385 to $410 to businessmen who attend its two-day union-bustin' seminars. The fees, as well as other expenses, are tax-deductible.

The matter came to light through the efforts of an OPEIU member, John Henning, who is executive secretary-treasurer of the California State AFL-CIO. He obtained a copy of an AMPI brochure advertising a seminar for San Francisco, in which the NLRB regional director was billed as a participant.

He also learned of other AMPI meetings already were held in or scheduled for Dallas, Atlanta, Kansas City and Cherry Hill, N.J., with NLRB regional directors listed as participants in each case.

He promptly dashed off a letter to NLRB Chairman John Fanning to "vigorously protest the cooperation by the NLRB with this blatantly union-busting program in any way, shape or form," adding that it is "philosophically indefensible to have the NLRB associated with such a purpose."

Fanning replied telling him the regional directors had learned the true intent of the AMPI sessions before any had actually been conducted, and all had withdrawn.

As we pointed out previously, these unscrupulous union-busting outfits will stop at nothing to gain their ends—fancy fees from gullible businessmen willing to use their dirty tricks to keep employees from organizing into unions.

New Cost-of-Living Index

We call the attention of all OPEIU members to the new Consumer Price Index (CPI), particularly those who will serve on unit bargaining committees in the days ahead, which will be issued by the U.S. Bureau of Labor Statistics starting next month. Both the new and old indexes will continue to be published until June, when that month's figures are released in the following month. (See story on Page 3).

Bargaining units that have contracts containing cost-of-living adjustments based on the old CPI, will have to arrange with employers to make appropriate recomputations to bring these in line with the new figures.

Some OPEIU contracts have cost-of-living adjustments based on area figures for their specific regions. For these units, the matter becomes more complicated. However, the BLS has agreed to make "official estimates" available on request for the two months that will be missing for a certain period of time.

But each bargaining unit using the area figures will have to write to their Regional BLS Director, requesting that he furnish it and the designated employer with the "official estimates" for the missing month which will result when the area index is issued bi-monthly instead of quarterly.

In future negotiations, it is recommended that all Locals use the All City, or national CPI figure, or modify its contract to provide for six CPI adjustments instead of four, during the year.

We are publishing all the information we have on the subject to date, and will keep our members informed on any new developments. However, as new contracts are negotiated, or old ones renegotiated, it is of the utmost importance that all members keep this issue of *White Collar* for future reference.

And, above all, we urge those who will be serving on contract negotiating teams to carefully study the matter so that they will be fully conversant with it when it comes to writing the appropriate language to fit their particular unit in future cost-of-living adjustment clauses.

Banks Out to Kill Reform Bill

ABA Throws Weight Behind Move to Sway U.S. Senate

Bankers like their own union of employers but they are unanimously opposed to any union for their employees, one of the least unionized segments of industry in the nation. The American Bankers Association, confined to banking executives, recently decided to throw all its political weight behind the coalition of business and industrial lobbyists seeking to defeat the Labor Reform bill in the Senate.

The ABA triggered its own lobbying apparatus with a letter to "contact bankers for the U.S. Senate." These are bankers throughout the nation who often have personal relationships with their homestate senators, and who normally communicate with the senators on issues of interest to banking.

One provision of the labor bill, which especially concerns the bankers, would grant the NLRB authority to issue rules covering all industries on such topics as voter eligibility and bargaining units. The NLRB now does this on a case-by-case basis, presumably on the theory that all businesses are structured alike.

The ABA worries that if this new standard criterion is adopted it could end up with each of the nation's 30,000 bank branches declared separate units for union bargaining purposes.

The industry's view is that the bargaining unit must include all bank employees. Another provision in the bill would grant unions the opportunity to address employees on company time, and on company property, during an organizing campaign.

One reason the ABA became aroused over the proposed legislation is the emphasis being given by organized labor to recruit more white-collar employees, with banks and real estate firms getting top priority as new organizing targets.

The ABA letter includes this sentence:

"While a union organizing drive at your bank may be the farthest thing from your mind right now, you should consider whether, if faced with such a drive, you would like to be working under this bill."

We've Got a Date Early in '78!

Dear Senator:

Soon the Senate will be considering S. 1883, the Labor Law Reform Bill, which the House passed by a heavy margin. We ask: Please, make sure it comes up early for debate and vote.

Please, vote YES for S. 1883 without crippling amendments. Labor law reform will be good for business, good for working people, good for the government.

Thank you for your support.

Name________________

Address________________

City__________ State________ Zip______

Senator________________
United States Senate
Washington, D.C. 20510

CLIP OUT, SIGN, PUT IN ENVELOPE AND MAIL TO YOUR SENATOR AT SENATE OFFICE BUILDING, WASH., D.C. 20510.

Hospital Supply Unit Scores

Twin Cities Group Wins $8,694 Pay Boost Per Member

Wage gains totaling some $8,694 per unit member over three years, plus greatly improved fringe benefits, were won by Twin Cities Local 12 in a new agreement renegotiated for its 46-member office unit at Physicians & Hospital Supply Co., regional distributors of pharmaceuticals, chemicals and hospital equipment in Plymouth, Minn.

Business Manager H. R. Markusen reports that it calls for a 45¢ an hour increase in the first year, and 7% in each of the following two years. Starting rates are raised 10¢ an hour in each of the three years.

In the first year, Good Friday is added to the list of paid holidays, and eligibility for vacations was improved. Rest periods were increased to 15 minutes in mornings and afternoons, and lunch periods were made more flexible.

Sick leave is increased to nine days, based on a formula of one day for each 260 hours worked, and can accumulate indefinitely. When an employee terminates, he or she will be allowed one-half of the earned sick leave to a maximum of ten days. One half-day can be used for a doctor's appointment.

The company agreed to provide major medical coverage for each employee and dependents of $250,000 (was $10,000) at no cost to the employe, except $8.30 per month for dependents.

Other clauses governing job posting and promotions were liberalized, including that on bereavement leave which will provide three days to attend the funeral of a brother or sister, and one day for an employee's grandparents.

The unit negotiating team assisting Markusen included Stewards Karen W. Marx, Valoree Ness and Joan Anderson. The new agreement runs to November 14, 1980.

Paper Clericals Leap Into 5-Figure Brackets

General wage increases amounting to 20½% over two years, two additional holidays with substantial health-welfare and other improvements, were gained in a new contract renegotiated by Local 446 for its clerical unit at International Paper Company's mill at Vicksburg, Miss.

Regional Director J. Oscar Bloodworth reports that in the second contract year, office employees in the lowest grade will enjoy monthly salaries ranging from a minimum of $1,062 to a $1,158 maximum. In the top grade, rates will be $1,480 to a $1,617 maximum. Shift differentials are also raised 2¢ an hour in each year.

Two additional holidays in 1978 were gained, July 5 and December 23, and the vacation schedule was liberalized to provide five weeks after 20 years of service.

The company agreed to boost health-welfare coverage to $18 per month for each employee, and up to $30 for dependents. In the second year, employee coverage will be increased to $20. Life insurance was raised to $13,000 for each employee.

Sickness and accident benefits go to $142 per week in the first year and to a $150 maximum in the second. Other improvements were also negotiated in the retirement plan.

New U.S. Cost-of-Living Index Due Next Month

Bargaining Units Must Study Contracts to Make Adjustments

Starting with the January figures to be released around February 27, two new Consumer Price Indexes (CPI) will be published by the Bureau of Labor Statistics. The existing index will continue until June and then will be dropped.

1. The all new *All Urban Consumers* CPI will receive a lot of attention in the press, and will appear to differ very little from the other CPI's. But, it is different. This index reflects the spending patterns of retirees, the unemployed and executives, as well as the urban wage and salary workers that are included in the existing CPI.

2. At the same time, the BLS will publish two **Urban Wage Earners and Clerical Workers** CPI's for the month of January 1978. One, the older one, will be discontinued with the July publication of the June index, and the new revised CPI will be the continuing index.

3. Each union will have to assess its own position with regard to its own contract language. But generally those whose contracts provide for a cost-of-living adjustment after June 1978, will need to transfer to the revised CPI. The revised **Urban Wage Earners and Clerical Workers CPI** is the continuation of the existing CPI.

4. All of the above indices will be linked to the current levels of the CPI. The index number will be a little higher than the 185.4 level of the index in November 1977. The base year remains 1967=100.

The difference will lie in the nature of the goods priced in the shopping baskets, the weights given, and the shopping habits of the portion of the population being considered.

Complicating matters still further, unions that have agreements using individual city indices rather than the **All City** (or national) CPI will have to contact the Regional Office of BLS to get official figures for two quarters of the year.

The reason is that for most cities, such as Baltimore, Boston, Cincinnati and others, the city CPI will be published every two months rather than every three months. Many agreements have quarterly adjustment provisions, and the bi-monthly publication will miss two quarterly publication dates.

The BLS has agreed to make official estimates available *on request* for the missing two months. Thus, if the union has quarterly adjustments based on a particular city index issued bi-monthly, it would write to the BLS Regional Director in advance of the release date.

The letter should ask that the Regional Director send the Local and the employer copies of the "official estimate" for the missing month. Since the BLS is unlikely to continue this practice indefinitely, it is recommended that the Local either go to the **All City** index figures, or modify the contract to provide six adjustments, instead of four, during the year. Or, it could devise some method of retroactive adjustment. The BLS will probably continue to make these estimates available for about three years.

Because of the above changes in the CPI's, the BLS is going to have trouble meeting its usual publication date of about the 20th of the following month. However, they promise that they will make every effort to publish within a week of that date.

One concern is that some agreements contain language tieing the wage adjustment to the publication date, such as "the payroll period following publication." If the contract language is slavishly adhered to, it is possible that a wage adjustment could be delayed as a result of late publication.

Thus, it is recommended that each Local analyze its agreements with this consideration in mind and arrange with employers to make an appropriate adjustment.

TRANSITION TO BI-MONTHLY CITY PRICING SCHEDULE AND REVISED CPI, 1978

City	Present Quarterly Schedule	"Pivot" Month*	First Revised Index	Last Present Index
1. NEW BI-MONTHLY SCHEDULE: Jan, Mar, May, Jul, Sep, Nov.				
Baltimore	Mar Jun Sep Dec	Mar 1978	May 1978	Jun 1978
Boston	Jan Apr Jul Oct	Jan 1978	Mar 1978	Apr 1978
Cincinnati	Mar Jun Sep Dec	Mar 1978	May 1978	Jun 1978
Milwaukee	Feb May Aug Nov	Nov 1977	Jan 1978	May 1978
San Diego	Feb May Aug Nov	Nov 1977	Jan 1978	May 1978
Seattle	Feb May Aug Nov	Nov 1977	Jan 1978	May 1978
St. Louis	Mar Jun Sep Dec	Mar 1978	May 1978	Jun 1978
Washington	Feb May Aug Nov	Nov 1977	Jan 1978	May 1978
New Cities				
Anchorage	....	Jan 1978	Mar 1978	....
Denver	....	Jan 1978	Mar 1978	....
Miami[1]	....	Nov 1977	Jan 1978	....
Northeast, Pa. (Scranton)	....	Nov 1977	Jan 1978	....
Portland, Ore.	....	Jan 1978	Mar 1978	....
II. NEW BI-MONTHLY SCHEDULE: Feb, Mar, Jun, Aug, Oct, Dec.				
Atlanta	Mar Jun Sep Dec	Dec 1977	Feb 1978	Jun 1978
Buffalo	Feb May Aug Nov	Feb 1978	Apr 1978	May 1978
Cleveland	Feb May Aug Nov	Feb 1978	Apr 1978	May 1978
Dallas	Feb May Aug Nov	Feb 1978	Apr 1978	May 1978
Honolulu	Mar Jun Sep Dec	Dec 1977	Feb 1978	Jun 1978
Houston	Jan Apr Jul Oct	Apr 1978	Jun 1978	Apr 1978
Kansas City	Mar Jun Sep Dec	Dec 1977	Feb 1978	Jun 1978
Minneapolis	Jan Apr Jul Oct	Apr 1978	Jun 1978	Apr 1978
Pittsburgh	Jan Apr Jul Oct	Apr 1978	Jun 1978	Apr 1978
San Francisco	Mar Jun Sep Dec	Dec 1977	Feb 1978	Jun 1978

* Revised index connected at same number as present index.

[1] Base date for Miami index: November 1977 = 100 (other "new" cities presently have unpublished indexes)

Two Members in Tacoma Win Top Labor Offices

Joe Davis, a member of Tacoma Local 23, was reelected to another two-year term as President of the Washington State Labor Council, AFL-CIO. Challenged for the first time in 16 years by an opponent in a referendum election, he won by a four-to-one margin, the vote being 93,111 to 22,981.

Local 23 Business Representative Frank Fennerty, Jr., was elected for the first time to a two-year term on the council's executive board. It includes 12 members previously elected to full terms, two appointed last year, and four who have never served on the board before.

United Way Hits Anti-Union Agency

Cuts Off Funds on Coast for Golden Gate Center

Collective bargaining rights for employees of United Way-funded agencies have been emphatically underscored in a precedent-setting action of the United Way board of directors.

The board stopped its monthly allocation to San Francisco Aid Retarded Childen, as of December 1, until the agency agrees to a union representation election among employees of its Golden Gate Regional Center.

The board's action rested on membership standards adopted by United Way last May which required member agencies to recognize the right of their employees to join labor organizations and bargain collectively.

The United Way action was the first under its newly-adopted policy. It was also probably the first time in the years of its existence (and its predecessors') that it had abandoned its pose of neutrality and came down in favor of employee rights to belong to a union and to bargain collectively.

United Way Exec. Director Robert L. Young, in a report to member agencies, said he urged ARC's SF's board of directors to conform to the United Way policy and agree to a representation election.

He said he told them, too, that discussions over the years had made it clear that local labor leaders feel "it is difficult for them to enthusiastically support the United Way campaign when they feel that many of our member agencies hold negative attitudes toward organized labor and their efforts to organize employee groups."

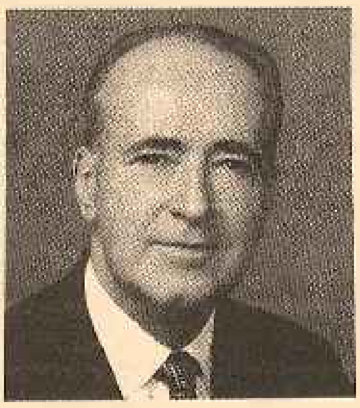
OPEIU Women in D.C. Hail Local 2 Official

Members of Local 2 are hailing the election of their First Vice-President (Mrs.) Margareta Crampton, to the post of area Vice President of Maryland State & D.C. AFL-CIO Council, as an example of what dedicated union women can do when they work hard to further the labor movement and civic causes.

Popularly known as "Maggie," she joined the OPEIU 18 years ago, and has been a Shop Steward for eight years.

OPEIU Delegates Attending the 12th AFL-CIO Convention in Los Angeles

Seated clockwise from left are Vice President Gary D. Kirkland, Sec.-Treas. William A. Lowe, Vice President Kathleen Kinnick, Mrs. Coughlin and President Howard Coughlin. At right side of table (reading from rear to front) are Vice President Gwen Newton, President Berenice Gordon, of Los Angeles Local 30, and Mrs. William A. Lowe.



from the desk of the PRESIDENT

Cold Facts on Union Dues

The most difficult task our Local Unions face today in their internal affairs concerns the adoption of a dues increase. Most of our Local Union leaders postpone action on dues increases until the financial condition of the Local Unions involved deteriorate to the point where they are sometimes deeply in debt.

The reluctance of our Local Union leadership to bring matters of this kind to the attention of membership is historical. Despite the fact that leaders are required to do far more today than ever before in the history of unionism, and despite the increasing complexities of labor union leadership which involve considerable added expense, Local Union members for some unknown reason will agree only reluctantly to increase dues.

Unions and collective bargaining have been beset with many problems in the past ten years. Arbitration costs have skyrocketed. Arbitrators will very seldom work for less than $250 a day, plus additional costs for days used to study the arbitrated grievance and time spent in preparing the decision.

Legal fees have also risen dramatically. In addition, unions are facing legal obstacles never encountered in prior years. Fair representation suits against unions and sometimes employers are on the rise throughout the country. EEOC actions, many without merit by members against their unions, appear to be the order of the day.

So-called "right-to-work" (for-less) laws in 20 states of the United States, plus attempts to place these heinous laws on the statute books of other states, in addition to numerous other anti-union proposals in various state legislatures, have caused per capita taxes to city and state labor bodies to accelerate.

The per capita taxes paid to the Canadian Labour Congress and the AFL-CIO have been increased at each succeeding Convention of those organizations in recent years. This money is used by both of those national organizations to protect the rights of workers in the United States and Canada.

If union members did not face up to the task of increased dues with subsequent increases in per capita taxes to our national organizations, leaders of industry would soon deprive working people of the legal rights they now enjoy.

Recently, the National Association of Manufacturers announced the formation of a national organization intended to help employers keep unions out of their factories, stores and offices. The new group is called the Council on Union-Free Environment.

Its formation is, in part, a response to growing business concern over pending changes in the National Labor Law, which are considered likely to help labor's organizing efforts, and increased organizing activity by unions, according to Heath Larry, president of the N.A.M.

When asked why it was desirable to have a union-free environment, Mr. Larry replied that management was able to operate more efficiently without unions. Mr. Larry is telling us in no uncertain terms that management wants the right to unilaterally fix wages, hours and working conditions.

Mr. Larry is, in effect, stating that management does not want to negotiate with workers through their unions but wants the free right to hire, promote, discharge, discipline and effect whatever changes they please in their respective work forces.

In the face of this ever-growing fight by employer organizations against organized labor, not only in the legislatures of the United States and Canada but city, state and provincial governments as well, it is difficult to understand the reluctance of union membership to increase dues rates to a point that Local Unions can effectively combat organized managements' activities.

Historically, most of our Local Unions have operated on a flat dues rate basis. As a consequence, despite the fact that memberships have achieved substantial wage increases throughout the years as a result of collective bargaining and have accomplished this with pre-inflation dues schedules, Local Unions must from time to time ask their memberships for dues increases of $1 or $2 per month.

We think it is time that our Local Unions realistically faced up to the problems of dues and adopt schedules which will permanently eliminate the embarrassment faced by union officials who periodically must ask for dues increases.

The adoption of a schedule based on a percentage of wages will not only take care of our Local Unions' present needs but will automatically increase dues income as members' wages rise through collective bargaining. A number of our Local Unions have adopted this type of system with successful results.

One effect of such percentage dues schedules is that those members with the greater income pay higher fees than those in the lower wage categories. In addition, a percentage schedule would not only eliminate the need for dues increase requests from time to time, but would also in the minds of union members permanently equate wages and dues payments.

Food Firm Clericals Hit Jackpot

Sr. Stenos, Typists Go to $320 a Week in New Local 11 Pact

Wage boosts ranging from $3,120 to $4,680 per unit member plus a cost-of-living adjustment, as well as improved fringe benefits, were gained by Portland Local 11 for its 140-member office unit in a three-year renegotiated contract with Associated Food Distributors, Portland, Ore.

Local 11 Sec.-Treas. Stuart W. Crosby says the pact calls for 25¢ an hour boosts in each year for those in the lowest classification, and 50¢ in the first year for those in the top grades, with 25¢ in each of the following two years. It includes two COLA adjustments, one in 1978 and another in 1979, with no minimum guarantees and a 25¢ cap in each year.

In the third contract year, senior stenographers and typists will earn annually roughly $16,640. Data processors will scale more than $17,500 per year, with a qualified programmer getting 10% more than data processors.

The dental plan was liberalized and major medical coverage increased to $25,000 per individual. AD&D coverage also was liberalized to provide weekly benefits of $110 for 13 weeks to employees unable to work because of accident or sickness, and $120 for the following 13 weeks. Benefits will begin with the first day of illness or injury, whether hospitalized or non-hospitalized.

The employers agreed to contribute 40¢ an hour to the Pension Plan for the first year, 45¢ in the second, and 55¢ in the third year.

Both parties agreed to expedited arbitration with the substitution of one arbitrator, instead of three, to save time and expense if disputes cannot be settled or resolved at lower levels in the grievance machinery.

Another gain is a paid holiday for employees on their anniversary date of hiring. In lieu of a ninth paid holiday, the employer agreed to add one day's pay to the first week of paid vacation for each qualifying employee.

Clarifying language was added to the funeral leave, successor, and layoff and recall clauses. The new agreement runs to August 2, 1980. Business Representative Lance A. Meier assisted Crosby during the negotiations.

U.S. Study Finds Four-Day Week Gains Across Nation

Four-day workweeks edged up in the year ended May 1977 to 1.4 percent of all full-time workers, according to the U.S. Department of Labor which said the number of wage and salary earners increased from about 575,000 to 850,000 since May 1973.

The figures, based on a national survey of households, found that the vast majority of workers (more than 80 percent) remain on five-day schedules.

Workers on six-day schedules increased from 8.3 percent in 1975 to 9.3 percent in 1977, a gain of almost one-half million workers per year. Nevertheless, six-day workers were still less numerous in 1977 than in 1973, despite a substantial growth in total employment over the period.

Promotions, Higher Pay Highlight Museum Pact

Across-the-board gains of 35¢ an hour, or some $630 per annum, several new jobs included in the contract and three employees upgraded, were among the gains scored in a one-year contract renewal renegotiated by Twin Cities Local 12 for its 65-member unit at the Minneapolis Society of Fine Arts, which operates a museum.

Business Manger H. R. Markusen reports that contract changes provide an additional 10 days sick leave; overtime for anyone working more than 7½ hours; and a clause to insure pay raises for promotions.

The unit negotiating team comprised Wendy Knight, Kerry Courtice, Fran Singwald, and Susan Jacobsen. They were assisted by Business Representative Vern Paul.

Blue Cross/Blue Shield

(Continued from Page 1)

in staff he or she will retain his or her rate of pay up to one year.

Sec.-Treas. Davis led the negotiations with Business Representative Eric W. Pace. They were assisted by a unit team comprising Doug Alexander, Dorothy Blevins, Cindy Broussard, Eddie Bryant, Tonie Jones, Ruth Norville, Barbara Pottgen, Ronald Schain, Beulah Smith and June Zeman.

OPEIU Tops in Organizing

(Continued from Page 1)

ditional 73 members, he said.

Regional Director J. Oscar Bloodworth reports that Local 455 in Savannah, Ga., at J. C. Lewis Ford had won a unit of 30 employees.

New Growth in Canada

In Canada, Local 397 won an accretion of 195 new members in the Motor Division of the Saskatchewan Government Insurance Office, according to Canadian Director Romeo Corbeil. He disclosed that Montreal Local 57 had organized more than 350 office employees at the head office and three branches of Caisse Populaire, a banking institution in Quebec.

He reports also that Vancouver, B.C. Local 15 had been recognized to represent a 40-member unit at the Vancouver B.C. Savings Bank, and two small units in branches of the Bank of Nova Scotia and the Bank of Montreal, outside Vancouver.

If you move, send your old and new address, including zip code and social security or social insurance number 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

1976	
December	174.3
1977	
January	175.3
February	177.1
March	178.2
April	179.6
May	180.6
June	181.8
July	182.6
August	183.3
September	184.0
October	184.5
November	185.4
December	186.1

Canadian Price Index

Statistics Canada
*New Base 1971=100

1976	
December	152.7
1977	
January	154.0
February	155.4
March	157.0
April	157.9
May	159.2
June	160.3
July	161.8
August	162.5
September	163.4
October	165.0
November	166.1
December	167.2