



WHITE COLLAR

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

No. 378

JULY-AUGUST, 1978

3

House Speaker Gets OPEIU Thanks



LABOR LAW REFORM—On behalf of OPEIU members, President Howard Coughlin (right) thanks Speaker of the House "Tip" O'Neill (left) who helped the bill to victory in the House of Representatives, when they exchanged greetings during recess at the recent AFL-CIO Convention in San Francisco. OPEIU Secretary-Treasurer William A. Lowe (center) looks on.

Kirkland Raps Corporation Tactics on Labor Law Reform

Future labor-management cooperation is being poisoned by America's corporations which are giving their support to the "blind obstruction" tactics against labor law reform, AFL-CIO Sec.-Treas. Lane Kirkland warns.

He expressed his warning at a "Work in America" symposium, comprising many leading business executives, held at the Arden House in Harriman, N.Y., emphasizing that he was dubious about the value of academic discussions on "the future of industrial society" in light of management's "warfare" on workers and their unions.

While the trade union move-

ment shares a concern about job satisfaction and the quality of work life, it is not ready to embrace any single approach as an ultimate solution, Kirkland said.

Labor has a more immediate concern about "the victims of unchecked management power," he emphasized, and "rosy examples of progressive modern management engaged in civilized discourse with labor" are hard to reconcile with the fact that agents of the same companies are helping to prolong a Senate filibuster designed to enable law-breaking companies to continue to profit from their flouting of federal labor law.

"Is Filibustering 1 and 11 on the curriculum of America's business schools today?" he asked.

He reminded the business representatives that the Wagner Act—for which labor gave up such self-help techniques as organizational strikes in exchange for an orderly procedure to accept a bargaining agent—had advantages for management, labor and the public alike.

But "as soon as it saw an anti-labor majority in Congress," industry put through the Taft-Hartley amendments "giv-

ing management extraordinary power to impose its will on a worker's choice." Yet "labor organized no filibuster" and the anti-union legislation passed on management's terms, he pointed out.

Likewise, Kirkland said, there was no filibuster against the Landrum-Griffin Act "with its massive intrusion into the internal affairs of free and voluntary unions and its heavy penalties against trade union offenders."

But when legislation is pending to give workers "some degree of protection" in exercising their legal rights, he added, the filibuster is used against it with the encouragement "of all corporate America."

No major corporation official has spoken out against it and in support of enforcement of federal labor law, Kirkland noted.

The labor law reform battle, he said, "may well mark a crossroad in the future of relations between labor and management in this country."

Much progress has come about through "the system of sometimes cooperative, sometimes adversary encounters between parties with a shared set of values," Kirkland continued.

But he expressed doubt that such relations can survive "the bitterness that would be engendered by the blind obstruction of this measure through a filibuster . . . or by any avalanche of gutting amendments."

For himself, Kirkland declared, he would be "most reluctant to continue to participate in labor-management committees or symposia engaged in high-minded discourse. The conditions would be too hypocritical for "serious and constructive dialogue," he concluded.

Gas Unit Hits \$1,202 Monthly Scale

Vacations, Benefits Also Improve at D.C. Utility

A unit of 550 clerical and technical employees represented by Local 2 won a general pay increase of 6½%, plus a cost-of-living adjustment in addition to more liberal vacations and greatly improved health-welfare coverage, in a new one-year agreement renegotiated with the Washington, D.C., Gas Light Company.

President-Business Manager Jim Sheridan reports that the pay boost, effective June 1, raises top monthly pay to \$1,004 for clerks and messengers and to \$1,657 for accountants and fuel application engineers. The new average monthly pay for the entire bargaining unit is \$1,202.

He says a COLA of at least 0.5 percent is guaranteed on January 1, 1979.

Insurance coverage for surgical procedures is increased from 80 percent of the usual and cus-

tomary charges to 90 percent, and a new "catastrophic insurance factor" is added to the major medical plan.

The new factor provides payment for 90 percent of the cost of medical treatments incurred over a one-year period, and 100 percent of the cost in excess of \$5,000. Sheridan explains that

the new benefit is designed to cover such major incidents as "massive heart attacks."

The vacation schedule is improved to provide three weeks after six years (was seven); four after 14 years (was 15), and five after 30 years (was 35). The new agreement runs to May 31, 1979.

OPEIU Wins \$1,250 Each for Farm Office Employees

Office employees at Santa Rita farm, outside the town of Guarnica, Puerto Rico, who joined OPEIU Local 406 in October, 1975, are glad they did so because each is \$1,250 richer as a result, according to International Representative Jimmy Diaz.

He says they were the first group he organized for Local 406 at the farm which also operates a sugar mill there. Before unionizing, office employees



Happy Members Wave \$1,250 Checks

were unhappy because they had been discriminated against in being denied incentive pay.

A Puerto Rico law provides that if the price of sugar rises, farm workers are entitled to incentive pay. In 1974, sugar prices rose substantially and the farm workers, as well as the sugar mill clericals, got their incentive pay but the office-clericals did not.

The employer argued that they were not farm workers, but office clericals employed on a farm and, therefore, were not entitled to the incentive pay although they thought otherwise.

Even though the grievance existed before they unionized, Diaz nevertheless promised that the OPEIU would take up their case. He asked the island's Procurator of Labor for his inter-

pretation of the law. This official agreed with the Union, with the result that his office and the Union filed a joint stipulation for a court decree. Management then agreed to pay the \$27,500 withheld from the office employees group.

Fall Educational Meetings Scheduled for 3 Regions

Director of Organization Art Lewandowski has announced the schedule for the Fall series of OPEIU Educational Conferences for the Western, North Central, and Northeast regions.

The Western Conference, hosted by Local 3, will be held at Quality Inn, 2775 Van Ness Ave., San Francisco, Calif., 94109, on September 15 and 16.

The North Central Conference will be held October 6 and 7 at Holiday Inn, No. 1, 4402 East Washington Ave., in Madison, Wisc., 53704.

The last in the series for the Northeast region will be held November 3 and 4, at the Sheraton-Boston Hotel, Prudential Center, Boston, Mass. Local 453 will act as host.

Air Force Base Credit Union Votes For OPEIU in Election

Culminating an intensive three-month organizing drive, Oakland Local 29 won a new 85-member office unit in a union representation election among employees at Mather Federal Credit Union, making it the largest independent unit outside the San Francisco Bay Area.

The credit union has four attractive and modern locations servicing a large area surrounding Mather Air Force Base. The main office is on the base proper with the others servicing neighboring suburban areas.

The campaign, which was led by Local 29 Business Representative Wellman Pierce, involved group meetings, informational letters and pamphlets sent out from the Emeryville office.

He attributes the OPEIU victory to the enthusiasm and dedication of the credit union employees who carried the campaign through to its ultimate success.

WHITE COLLAR

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

HOWARD COUGHLIN
President

WILLIAM A. LOVE
Secretary-Treasurer

POSTMASTERS, ATTENTION—Change of address Form 3579 should be addressed to: Office and Professional Employees International Union, 815 16th Street, N.W., Washington, D.C. 20006.



PRINTED IN U.S.A.

Published monthly, except for combined July-August issue, by Office and Professional Employees International Union, 815 16th Street, N.W., Washington, D.C. 20006. Second class postage paid at Washington, D.C.

Reproduction by the Labor Press of any or all material herein contained is not only permitted, but wholly desirable in the interest of workers' education.

Subscription Price \$1 a Year

Why Women Push Labor Law Reform

A coalition of working women's organizations, calling labor law reform a working women's issue, strongly urged the Senate to pass the Administration's proposed legislation to guarantee justice on the job.

"As long as women are entering the labor market at the lowest rungs of the economic ladder," they said "they must have a mechanism to better their economic condition. Clearly, women have a better chance at improving their lot if they have the opportunity to join a union. That's why we support S. 2647," the Labor Law Reform bill.

With long delays at each step of the organizing process, illegal dismissals for union activity, and a general lack of effective enforcement of the NLRA, "it is not surprising that women, who have potentially the most to gain from union organization and collective bargaining, are the most fearful of taking the risk of speaking out for what they believe in, or even signing up with a union," the women's statement said.

Pointing to inadequacies in the NLRA as it now stands, the women's rights advocates declared that "women workers must not be denied their best chance for upward mobility and economic progress—a job covered by a union contract."

Signing the statement were Esther Peterson, President Carter's special assistant for consumer affairs; Alexis Herman, director of the Labor Dept.'s Women's Bureau; Eleanor Smeal, president of the National Organization of Women; Carin Clauss, the Labor Dept.'s solicitor; Mildren Jeffrey, head of the National Women's Political Caucus; Dorothy Height, president of the National Council of Negro Women; Eileen Thornton, president of the Women's Equity Action League, and Joyce Miller, president of the Coalition of Labor Union Women, in which many OPEIU members are actively engaged.

The growing interest of women in the labor union movement is reflected in the increasing numbers now serving as delegates to the 1978 OPEIU Educational Conferences, and this is important for their future progress toward equity and freedom in the world of work.

Have Best of Both Worlds

As a result of a recent U.S. Supreme Court decision, corporations are now free to spend unlimited funds from their treasuries to purchase all the public opinion money can buy.

For example, under the ruling they can finance a campaign for a state right-to-work (for less) proposal, or any other issue they choose, whether or not their interests are directly concerned.

Thus, corporations now have the best of two worlds. They can pump massive amounts of corporate treasury funds into advertising for a candidate they favor, while their corporate political action committees can contribute directly to the candidate himself. (There are now about 570 such corporate PACs).

This multiplies by a factor beyond calculation, by any slide rule or computer, the potential impact of corporate executives' private viewpoints on American public life, and the amount of money they are able to put into opinion-shaping through buying time on TV or radio, advertising space in magazines and newspapers, and in direct mailings to voters.

The 5-4 court decision reflects how some presidential actions reverberate through the years long after a President has left office. The decision was put across by a cadre of Nixon court appointees who struck down a Massachusetts state law prohibiting such corporate use of treasury funds. The decision prompted *Press Associates* to point out:

"What every citizen should realize is that every time he buys cereal or soap or gasoline or gets a loan, he may well be financing a propaganda campaign against himself.

"Before long, the agitprop departments of the corporations may be persuading us that less government is the most, that sales taxes are the way to get involved, that we may make ends meet if we try harder, that a walk a day can keep government health insurance away. It will be 1984 six years early."

It's one more reason why every OPEIU member should feel a personal obligation to make a contribution to VOTE (Voice of the Electorate), this year.

OPEIU Booth at Exhibit Draws Crowds on Coast



More than 50,000 visited the Local 30 booth at the Union Industries Show in Los Angeles seeking to know more about our white-collar union. The booth was staffed by Local 30 volunteers, including Carole Hogan who spent many hours preparing the exhibit. Shown from left are Local 30 members Lorann Alabi and Janice Cleary; OPEIU Emeritus Vice President Frank E. Morton, Sec.-Treas. William A. Lowe and Mrs. Lowe, who donated six oil paintings as daily prizes.

School Unit Scores in Minnesota Gains \$1,500 to \$2,400 Pay Boosts; Better Fringe Benefits

Pay raises ranging from approximately \$1,500 for those in the lowest grade to roughly \$2,400 in the top classification over a two-year period, were gained in a new contract renegotiated by Twin Cities Local 12 for its 89-member school clerical unit at the So. Washington County Schools District # 833 in Cottage Grove, Minnesota.

Business Manager H. R. Markusen reports that for the first time, longevity pay of 10¢ an hour will be added for all

employees with 10 or more years of service. An additional paid holiday was won, bringing the annual total to 11. Another gain was early retirement and severance pay up to \$2,500.

The school board agreed to increase by \$29.49 per individual its premium contribution for health-wealth coverage in the first year, and another \$10 in the second. The plan covers group life and disability insurance, dental and hospital-surgical coverage.

It was also agreed to set up a

joint union-school board committee to evaluate jobs for possible upgrading in the future. The clause for lay-off protection, based on seniority, was completely rewritten.

The negotiating team assisting Markusen included Chief Steward Jeanette Wilwert with Stewards Bobbie Leopold, Phyllis Bartylla, Kathleen Mattson, Martha Jetto and Judy Kaase. The agreement is retroactive to July 1, 1977, and runs to June 30, 1979.

29% Packet Won in U.S. Pipe Pact

Boosts Pay 20.56%, Also Pensions and Health Coverage

A packet of pay gains and fringe benefits totaling more than 29% was won in a new three-year agreement renegotiated by Local 179 for its office unit at U.S. Pipe & Foundry in Chattanooga, Tenn., Business Representative Charlie Harris reports.

He says it calls for a 7.06% pay increase in the first year; 7.23% in the second, and

6.27% in the third year. In the final contract year, it sets a minimum starting rate of \$753 per month in the lowest grade, rising to a \$964 maximum. In the top classification, it sets a rate of \$1,040 rising to a \$1,138 maximum.

A major gain, according to Harris, was the elimination of a mid-to-max. merit plan that had troubled the unit for more than

30 years. After July 1, 1980, several unit members will go to the maximum which, in some instances, will mean a \$1,200 pay increase.

Before the contract expires, he notes, the majority of the bargaining unit will get raises under the new system and these will escalate until the members reach their maximum rates.

In 1979, the day after Christmas becomes a paid holiday bringing the annual total to 11.

The company also agreed to increase its monthly payments to the hospital-surgical plan to \$95.72 in the first year; \$105.29 in the second, and \$115.82 in the final year.

Life insurance coverage was increased to \$7,000 per individual, and the weekly AD&D benefit to \$80 in the new agreement which is retroactive to May 1 and expires on April 30, 1981.

The pension plan was amended to comply with the new federal retirement law. The normal retirement plan calls for one percent of average monthly earnings during the last 120 months prior to age 65, or \$10 per month times years of service, whichever is greater.

The unit negotiating team comprised Dewitt Slatton, Gentry Perry, Russell Scribner, Tom Hill and Robert Short.

OPEIU Members Honor Pioneers Who Set Up Union



A BUFFET PARTY in honor of retired charter members and past presidents of Local 352 was held recently at the Union Hall in Franklin, Pa. From left are: Ann Anderson, first president; Betty McLaughlin, incumbent president; Sabina Brown, retired executive board charter member; Frank Stellman and Scott E. Mason, past presidents. The Local was established there in 1957 when Joy Mig. Co. was organized, and was later expanded with a unit at Chicago Pneumatic Tool Co.

Opening Spring OPEIU Educational Meeting Big Success



Reflecting the growing interest by women in union affairs, the first Spring Educational Conference for the Erie region, held in the Voyager Inn at Franklin, Pa., drew a large number of delegates the majority of whom this year were women. The two-day meeting was hosted by Local 352. The committee in charge of arrangements was headed by Chairpersons Vida Gates and Betty Nelson, together with Local 352 Vice President Sandy Wheeling. They were assisted by President Betty McLaughlin, Sec.-Treas. Ann Beightol, and Rec.-Sec. Shirley McLaughlin. All worked diligently to make the event an outstanding success.

EDP Group Wins \$3,750 Each

New Computer Center Pact Gains Many Other Benefits

Wage gains totalling some \$3,750 per individual over three years, plus greatly improved fringe benefits, were gained by Detroit Local 10 for its 36-member data processing unit at the Giant-Giantway Computer Center in Mt. Pleasant, Mich.

Business Manager Arnold L. Shamis reports that the new agreement calls for a 30¢ an hour across-the-board wage boost in each year, setting general office scales of \$4.70 an

hour and keypunch rates of \$5.02 in the final year.

The Friday after Thanksgiving was added to the holiday schedule, and the vacation plan was improved to provide three weeks after six years (was 8) with employees allowed to split their vacation weeks.

New clauses negotiated provide for health-welfare coverage and a pension plan at no cost to the employees.

Other improvements provide that new employees join the

OPEIU 31 days after hiring (was 60), and for the first time the contract calls for a promotions, demotion and transfer clause.

The new agreement also calls for overtime pay over eight hours. Assisting Shamis in the negotiations was a unit team comprising Steward Alberta Gershon, Asst. Steward Linda Nevills, Maxine Carncross and Connie Kross. The agreement runs to Feb. 14, 1981.

R.C.A. Services in Detroit Yield \$49 a Week Pay Hike

Wage gains totaling \$49 a week, and improved fringe benefits, were gained by Local 10 in a three-year contract renegotiated for its office unit at R.C.A. Services Corporation in Detroit.

Business Representative Arnold L. Shamis reports that it calls for an \$18 a week general increase on January 30, 1979; a further \$3 on July 31, plus \$8 and \$6 weekly increases on the same dates in each of the following two years.

In the final contract year, it sets a minimum weekly starting rate of \$197.55 for file clerks and typists who can reach a maximum of \$245 where they earn merit increases. In the top classification, the rates will run from \$202.55 to a \$251 maximum with merit increases.

The basic hospital-surgical-medical plan was amended to provide up to \$300,000 for each separate injury, sickness or pregnancy. The maximum benefit payable for a surgical procedure is increased to \$1,000.

The sickness and accident plan was improved to pay higher benefits on a scale based on weekly earnings. A memorandum of understanding was also reached on a proposal for a contributory long-term disability plan which, if adopted, would require the company to pay full administrative costs.

The unit negotiating team assisting Shamis included Local 10 President Virginia Mills and members Georgia M. Mansell, Mary Ann James and Marion Sawicke. The contract runs to January 31, 1981.

22½% Pay Hike Won at Texas Ammo. Plant

Wage boosts totaling 22½% over three years, a more liberal vacation schedule and greatly improved medical and pension benefits, were gained by Local 303 for its 112-member unit at Day & Zimmerman, govern-

ment contractors at the Loan Star Ammunition Plant in Texarkana, Texas.

International Representative Billy D. Kirby reports that the new agreement calls for an 8% across-the-board wage boost in

the first year; 7½% in the second, and 7% in the final year. These rates will be applied to each employee's current hourly rate instead of the bottom rate in each grade as in previous contracts.

Benefits were improved generously in the health-welfare area. Major medical was changed to \$100 deductible per year rather than per illness or injury, deductible not to exceed \$200 per family. Lab and x-ray insurance was raised to \$100 per year from the previous \$50.

Hospital benefits for maternity care was increased to \$500 (was \$350), and child delivery to \$225 (was \$125).

A new AD&D plan will provide 50% of an employee's straight-time pay for 40 hours, against the previous \$75 per week. In future, the minimum cannot be less than \$75 and the maximum not more than \$150 per week.

After 20 years' service, employees will in future be entitled to four weeks of vacation.

Pension plan benefits were increased to \$9 per month times years of service from the previous \$6.

\$4,700 Per Member Won at I.T.T. Bakery

Wage gains totaling nearly \$4,700 per individual over three years, with many improved fringe benefits, were gained by Local 10 in a new contract renegotiated for its office unit at the I.T.T. Continental Baking Company in Detroit.

Business Representative Arnold L. Shamis reports that the new agreement calls for across-the-board wage boosts of 35¢ an hour in the first year, and 40¢ in each of the following two years.

In the final contract year, it sets a minimum starting rate of \$241.60 a week in the lowest grade, and \$268.20 in the top classification. The contract is retroactive to July 31, 1977.

An improved health-welfare plan provides dental coverage for the first time. Sickness and accident benefits were increased to \$75 a week from the previous \$40. The employer agreed to pay \$110.93 per month for family coverage, and \$59.87 for singles, with an additional \$1,000 in life insurance per individual.

Other improvements provide that seniority now becomes office-wide, with no loss in seniority incurred because of illness or other extenuating circumstances on recall after layoff.

Moreover, vacations which were previously restricted, may now be taken at any time during the year. There will also be no loss of holiday pay due to illness, and unused sick days will in future be paid off at the end of the contract year.

The unit negotiating team comprised Steward Claire Robinson and Asst. Steward Sandy Williams. The new agreement runs to August 2, 1980.

Regional Library Signs Initial OPEIU Contract

A 7% general salary boost, modified hours of work and two additional paid holidays were among gains made in an initial one-year contract negotiated by Portland Local 11 for its new 45-member bargaining unit at the Fort Vancouver Regional Library in Vancouver, Wash.

Business Representative Wayne Shelton, who headed the negotiating team, reports that it sets a minimum starting salary in the lowest grade of \$493 per month, rising to a \$574 maximum. In the top grade the starting rate is \$798, rising to \$925.

Two floating holidays were obtained, bringing the annual total to 12. Vacations range from two weeks after one year to five after 16 years. Sick leave of one day per month is provided and may accumulate without limit. It was also agreed to

provide a five-day bereavement leave for death in the immediate family.

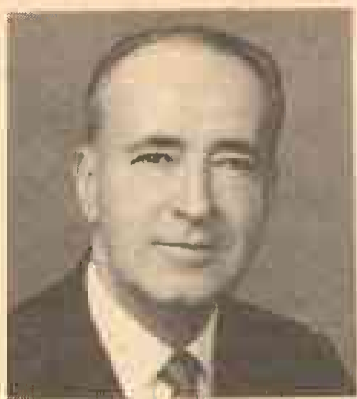
The employer will pay full premiums for employee and dependents health-welfare coverage, which includes hospital-surgical costs, group life insurance and a dental plan. They are given a choice between two plans.

The present Public Employee Retirement Pension Plan is continued.

The unit negotiating team assisting Shelton included Stewards Diana Meyer, Rose Brown and Eleanor Grossie.

Give to VOTE!

Big Business is now out to destroy all Unions. Don't forget to give to our VOTE appeal. This election year will be crucial for the Labor Movement!



from the desk
of the
PRESIDENT

Foes of Labor Law Reform Make Strange Bedfellows

As this column is written, the Labor Reform Act of 1978 is being debated by the Senate. I should say that a number of conservative Senators, headed by Orrin Hatch, John Tower and Jesse Helms, are in the process of carrying on a filibuster in order to defeat a rather simple proposal to make the Wagner Act more balanced and to establish more meaningful penalties for employers who repeatedly violate the Act.

Senator Patrick Moynihan, during the debate, said "It is with great respect that I address myself to this issue. In a spirit of irony, I call attention to certain continuities in opposition to this legislation from the extreme left, from the totalitarian left. One can learn something of the true import of liberal legislation when one sees how it is feared and dreaded by the totalitarians, either of the left or of the right.

"It was a distinct fact of the Wagner Act of 1935 that no group opposed it with such vehemence, with such disregard for truth, with such utter intention to destroy, and a desperate fearing of what might be constructed, as did the Communist Party of the United States.

"A Communist Party statement in 1935 said: '... The Wagner Board to be established by this bill will be a weapon to destroy the power which the workers have gained through their economic organization by outlawing strikes, establishing compulsory arbitration and increasing company unions.'"

It is curious that the extreme right in the Senate finds itself in the same boat with the Communist Party in opposing the Labor Law Reform Act of 1978.

The Workers' Advocate, which is the newspaper of the Central Organization of the U.S. Marxists-Leninists published in Chicago, headlined a recent article as follows: "Combat the Growing Fascism of the Carter Administration! Down with 'Labor Reform Act of 1978.'" In this article published by this Communist organ, George Meany, President of the AFL-CIO, and Douglas Fraser, President of the UAW, are referred to as labor traitors.

The *Washington Post*, the *Baltimore Sun*, the *New York Times*, the *Cleveland Plain Dealer*, and the *Minneapolis Star* voiced editorial support for S.2467 or the Labor Reform Act of 1978.

The *Washington Post's* editorial was simple and to the point. It said: "The Senate has finally taken up the labor law reform bill—and ought to pass it. The basic purpose of the bill is to uphold a simple and fundamental principle; that no one should be permitted to profit by violating or evading the law's requirements... it would speed up the process."

The *New York Times* said that under the present law "Employers have had too much opportunity to interfere with efforts to organize their workers. The referee in the existing grievance process, the National Labor Relations Board, is overworked. The new legislation would enlarge the NLRB, streamline its operations and set time-limits on representation elections."

In its endorsement, the *Cleveland Plain Dealer* said: "Employer groups bitterly opposed to the changes are fond of referring to those who come down on the side of reform as labor dupes."

The Senate's right-wingers are falling over each other trying to take credit for the filibuster now going on at Capitol Hill. As Senator Moynihan put it, it is curious that these far-to-the-right Senators in the U.S. Senate find themselves in the same camp with the Communist Party.

On the other hand, it is sad to note that if the Communists and right-wing Senators were successful in blocking this legislation, either through the filibuster or through endless amendments designed to destroy the intention of S. 2467, they may be responsible for an end-result which the Communists strongly desire but which the Conservative Senators strongly oppose.

Before the passage of the National Labor Relations Act in 1935, when employers used every possible method to destroy unions, we were very close to the anarchy sought by the Communists. Strikes, scabbing, rioting, the use of paid goons were commonplace in numerous American industries.

As Senator Moynihan put it, "The Communist Party, true to their conviction—The worse the better—tried to prevent the Wagner Act, in an era when they had a lot more power than they do today. They had power in the trade union movement in those

OPEIU Scores for County Road Unit

Initial Contract Wins Large Gains for 60 on West Coast

An initial two-year contract boosting pay and other fringe benefits has been negotiated by Portland Local 11 for a new 60-member bargaining unit in the Road Department of Skamania County in the State of Washington.

Sec.-Treas Gary D. Kirkland reports that it sets a monthly starting salary of \$717 in the lowest grade in the first year, rising to an \$862 maximum. In the top grade, the starting mini-

mum is \$1,252 rising to a \$1,513 maximum. The second year will bring an approximate 8% across-the-board increase.

The agreement provides a 3% differential for those working the second shift, and 5% for the third shift.

It calls for 11 paid holidays annually; 12 days vacation from one to five years, with one day added for each additional year of service. Thus, employees will enjoy four weeks after 13 years,

six weeks after 23 years, and nine after 38 years.

The county agreed to pay \$117.70 per month for each employee to cover premium costs for medical, optical and dental insurance, including dependents, as well as life insurance for the employees.

Sick leave of one day per month was agreed upon, with no maximum accumulative limit. At retirement or death, up to 100 days of accrued sick leave will be paid to the designated beneficiary at the salary level prevailing at that time.

Business Representative Wayne Shelton led the unit bargaining team which included Stewards John Carlton, Ted Van Kirk and Randy Ranken. The agreement runs to December 31, 1979.

Southern Union Gas Unit Agrees on 15% Pay Pact

Across-the-board pay boosts totaling 15% over two years, on top of upgrading of job classifications, were gained in a new agreement renegotiated by Local 27 for its office unit at Southern Union Gas Company, in Galveston, Tex., which distributes natural gas.

Business Representative Lucile Davenport reports that it calls for a general increase of 8% in the first year, and 7% in the second. Before the pay boosts, meter readers, cashiers and the PBX operator won a

\$4 per week raise and general clerks were upgraded with a \$9.20 per week raise.

The merit plan was deleted at the union's request, and a more liberal vacation plan was agreed upon permitting extra days to be taken in one period after a four week vacation.

Assisting her in the negotiations was a unit team comprising Stewards Barbara Bayley and Margaret Strickland, together with International Representative Jack Langford. The new agreement runs to May 7, 1980.

Retirement Home Clerks Find Unionism Pays Off Big

An initial three-year agreement negotiated by Local 11 for its new office unit at Marshall & Westmoreland Union Manors, retirement homes in Portland, Ore., won pay boosts totaling some \$6,600 per unit member, according to Local 11 Sec.-Treas. Gary D. Kirkland.

It calls for an increase of 55¢ an hour in each of the first two years, and 45¢ in the third

year, or an amount equal to any increase in the CPI in the final year, whichever is greater. Office salaries in the final year will range from \$210.10 a week to \$288.60.

Major medical was improved to \$25,000, the employer also agreeing to increase contributions to the health-welfare and pension funds substantially.

days and got more as a result of the organizing that followed."

We can understand the desire of the Communist Party to revert to the near anarchy which prevailed before the Wagner Act of 1935. We cannot understand the thinking of right-wingers in the Senate of the United States who seem to favor a weakened overworked National Labor Relations Board not able to cope with the numerous labor-management problems of 1978.

Could Senators Hatch, Tower, Lugar, Helms and others be really representing their constituents when they would seem to prefer chaos as opposed to law and order? How is it possible for these men to support companies such as J. P. Stevens which regularly violate the National Labor Relations Act without penalty?

If the Act passes, we will have an updated orderly process to deal with requests for certification of a collective bargaining unit, unfair labor practice charges, and the numerous other petitions which are regularly presented to the Board.

If the Act fails to pass, many unions which are not economically strong will be weakened to the point that employers will, in effect, dictate collective bargaining contracts if there are to be collective bargaining agreements in such instances. However, the larger, stronger and more powerful unions will still be in business.

The failure of the Senate to enact the needed legislation will not deter these unions from organizing, striking and gaining their objectives in the key industries they represent. Mounting dissatisfaction in those industries not represented will result in turmoil, dissension and an unbalanced economy detrimental to the best interests of the United States.

Unionism and collective bargaining have historically been accepted by industry in Europe. There is no reason why industry in the United States cannot show the same enlightened attitude.

U.S. Price Index

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

1977		
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
1978	Old	Revised
January	186.9	187.1
February	188.3	188.4
April	191.3	191.4
May		not released

Canadian Price Index

Statistics Canada
New Base 1971 = 100

1977		
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
1978		
January		167.8
February		168.9
March		170.8
April		171.2
May		173.6

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