

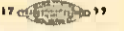


WHITE COLLAR

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

No. 284

December, 1969



Wage spurt highlights first pact

As a result of vigorous bargaining by Local 29, Oakland, Calif., wage gains ranging from \$660 to \$1,800 a year were won in a first contract for its new unit of office employees at Western Grocery, a Di Giorgio Corporation subsidiary.

Wage increases range from \$55 to \$150 per month, says Senior Business Representative Joe Nedham, with an additional \$20 per month effective on March 1. The pact also provides a union shop, dues check-off, an additional paid holiday, a pension program, and the local's Health and Welfare Plan.

Stella Ferguson, a member on withdrawal, spearheaded the organizing drive.

Season's Greetings

As we end the decade of the 1960s and stand on the threshold of the 1970s, the officers and Executive Board of the Office and Professional Employees International Union extend to each and every member in the United States and Canada our warmest personal wishes for a very Merry Christmas and a joyous and prosperous New Year.

We look forward with renewed faith to even greater growth of the white-collar union movement in the coming year, strengthened by the knowledge that we can count on your fullest cooperation.

Howard Coughlin,
President

J. Howard Hicks,
Secretary-Treasurer

Vice-Presidents

J. Oscar Bloodworth
Ronald F. Bone
John P. Cahill
George P. Firth
Sarah E. Keenan
John Kelly

John B. Kinnick
William A. Lowe
Frank E. Morton
William J. Mullin
Gwen Newton
Edward J. Springman

Arthur Lewandowski

1 1/2 million in gains won at Knights of Columbus

What Local 329 members in New Haven, Conn., describe as a "Cadillac of contracts," winning for 360 office employees average wage gains totaling more than \$1,700, has been negotiated with the Knights of Columbus—largest fraternal insurance organization in the world. Average individual wage gain is \$33 weekly over a three-year period.

International Representative Bud Manning, who headed the negotiating team, estimates that the total package in wage gains and fringe benefits will cost the employer \$1 1/2 million.

The pact provides a first-year pay hike of 8%, with an additional 7% in each of the following two years. It retains automatic progression from minimum to maximum with raises every four months, bringing the lowest clerical grade to \$108 a week by 1971, and the top grade to \$197.

K. of C. office employees will also receive two extra paid holidays, raising the total to 11;

a new vacation schedule calling for one week after six months; two after one year; three after eight, and four after 15 (was three after 15 and four after 25 years).

Other gains are improved Blue Cross/Blue Shield coverage and a major medical plan for employees and dependents, including students to age 25. It covers 80% of medical bills over \$100, to a \$10,000 maximum.

Special benefits were won for present and future retirees, with the employer agreeing to pay full costs of both hospital and medical insurance to supplement Medicare, plus a \$4,000 life insurance policy for all, including those retiring or retired—a 33% increase.

Sick leave benefits for a 13-week period are raised to 60% of base pay from 50%—to a maximum of \$75 a week. In addition, the non-contributory Pension Plan is liberalized to assure retirees of income in excess of 50% of average pay during their last five years of employment.

New clauses call for dues checkoff; differential jury service pay; a more liberalized seniority system officewide, and severance pay of two weeks for

those with 1-to-8 years' service; three for 8-to-16, and four for 16 or more years.

The new agreement was ratified by an overwhelming unit majority. The unit thanked President Howard Coughlin for

(Continued on page 4)

National Sealand agreement raises wages 28 percent

A nationwide three-year contract bringing an average 28% wage boost to 800 office employees of Sealand Services, Inc., a giant containerization shipping concern, has been negotiated by New York's Local 153.

The Sealand pact covers office employees in New York and Brooklyn; Port Elizabeth, N.J.; Baltimore, Md.; Mobile, Ala.; Houston, Texas; Emeryville, Calif.; and San Juan, Mayaguez and Ponce, Puerto Rico.

The OPEIU is now organizing other Sealand office employees in Seattle, Wash.; Jacksonville, Fla.; and Charlotte, N.C.

A first-year 10% wage increase, 8% the second year, and 7% the third, plus automatic increments every six months of \$2.50 to \$3.00—depending on grade—highlight the agreement. For some individuals, wage gains run from 42.7% to 46.9% during the period, according to Local 153 Secretary-Treasurer John Kelly.

Other gains include cumula-

tive sick leave to 100 days; a 15% night-shift differential for white-collar employees required to work before 9 a.m. and after 5 p.m., and a guaranteed Christmas bonus for all employees including those now in U.S. military service.

All Sealand's unionized office employees are included in Local 153's \$31.50 Health-Welfare Plan (or equivalent local plans) with all costs paid by the employer.

This provides payment for office, home and hospitalized medical and surgical care, and for diagnostic laboratory and X-ray services, anesthesia, ambulance service, visiting nurse service, physiotherapy and electroshock therapy, in-hospital psychiatric care, and prescription drugs.

NLRB clarifies status of nine

Two rulings by the National Labor Relations Board have clarified the status of nine employees of Consolidated Papers, Inc., under a contract with Local 95 in Wisconsin Rapids. The board ruled that:

A secretary who deals with "potentially confidential" company information must still be

placed in a bargaining unit for office workers if the major part of her daily work shows a community of interest with those employees.

However, a similar community of interest must be proven for facilities supervisors and work planners if they, too, are to be placed in the unit.

Further union growth underscored

Organizers report school board and public service successes

Additional victories in unionizing white-collar workers in various office fields in Canada and the U.S. also continue the inflow into OPEIU ranks of public service employees and secretaries of boards of education.

Business Manager "Chuck" Armitage of Local 6, Boston, reports that clerical employees of the Massachusetts Turnpike Authority voted by an overwhelming 5-to-1 majority for unionism in a recent election. He was assisted in the organizing campaign by an energetic committee comprising Richard Brennan, James Holmes and Leo Leary.

In San Juan, Puerto Rico, a white-collar unit at the Metropolitan Bus Authority chose the OPEIU by a 2-to-1 vote according to International representative Julio Cora.

From Detroit, Mich., President Mabel Holleran reports that Local 42 has won handily an election among 140 secretaries of the Birmingham Board of Education.

Regional Director Romeo Corbeil says that interest in white-collar unionism in Eastern Canada continues to grow among secretaries of boards of education in that area. Two additional groups were organized recently.

One is a 68-member unit organized by Local 57, Montreal, at Baldwin Cartier Regional School, and the other an 80-member unit at Gaspe Regional School.

Corbeil added that applications for union recognition have also been filed with Quebec Labour Boards for three additional Board of Education units, comprising approximately 200 school secretaries. Two other applications for certification have been filed for hospital office workers. The hospital groups total almost 100 employees.

No room at top for women

If you think that big business doesn't discriminate against women when it comes to promoting them to executive jobs, you have a shock coming.

According to a study by the School of Business Administration of Sacramento State College, the boards, presidents and vice presidents of 71 industrial corporate grants did not include a woman.

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

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What's Causing Inflation?

In last month's White Collar we printed the text of President Nixon's letter to the nation's business and labor leaders on the question of inflation. He called specifically on labor unions to "base their wage demands on the new prospect of a return toward price stability."

The rise in living costs, however, can be slowed only by changes in the price and profit policies of American business. Rising prices are washing out all or most of the buying power of workers' collective bargaining gains of the past several years.

Labor Secretary George P. Shultz told the AFL-CIO convention recently that the median wage increase (after adjusting for the rise in consumer prices) has been just under 2% in the first year of the agreements negotiated in the past year. The following figures indicate clearly what is causing inflation:

Between 1960 and 1968: Corporate profits, after taxes, increased 91% (an average yearly gain of 10.1%).

Dividend payments to stockholders increased by 84% (an average yearly increase of 9.3%).

After taxes, the take-home pay of non-supervisory workers in the period increased 31% (an average yearly increase of 3.4%). In terms of buying power, the increase in nine years amounted to 11%, or about 1.2% a year.

Demands for wage increases are obviously based on prior increases in the cost-of-living. Unions seek in bargaining to offset the rise in living costs and to gain some advance in our standard of living. If such objectives are not reached, a continuing rise in living costs puts real earnings further behind.

**Another tax dodge—
use money, pay later**

Rep. Charles A. Vanik (D-Ohio) comments that "every day turns up a shocking new tax loophole which increases the burden on the average taxpayers who must foot the bill." Vanik's remarks were made in the House as he disclosed a big loophole that hasn't been publicized in the popular press.

He cited Internal Revenue Service figures showing that interest on delinquent taxes owed to the United States by individuals and corporations hit a massive \$567 million in fiscal 1969. The figure indicates a total tax delinquency for the year of \$9½ billion.

Rep. Vanik explained that many rich people and corporations are deliberately letting their taxes ride and paying the required 6% interest penalty.

In turn, they invest the money (unpaid taxes) in operations returning 8 to 12% interest.

Thus, said the congressman, the delinquent taxpayer makes a big profit "at the expense of all other taxpayers who pay their bills." Moreover, the delinquent can write off the 6% interest he pays to the IRS against his current taxes.

"This reward for delinquency," Vanik said, "adds a cruel insult to the average taxpayer who has to pay his tax bill through payroll deductions before it is due."



"The good news is I'm in the vanguard of the fight against inflation—the bad news is I'm fired."

Business seen trimming costs

Although business is good and corporation profits remain high, many concerns are sharpening the ax in the belief that leaner times are near, notes The Wall Street Journal. They are closing some plants, laying off white-collar workers, and trimming advertising and public relations budgets.

The Nixon administration has said it will continue its inflation-fighting policy of tight money, and many economists say this could bring on the first real recession in eight years. Organized labor has been sounding similar warnings in recent months.

There are others, of course, who see nothing but good times ahead. But even if these optimists are right, some corporate officials say it won't hurt to cut back on budgets now, anyway, because they tended to get out of hand in the boom years. Their primary target is the white-collar worker who is generally non-union, as straws in the wind show:

Chrysler Corp. recently announced it was trimming down its 40,000-member white-collar force.

Smith Kline & French, the Philadelphia pharmaceutical company, has fired 90 middle-management and staff people and halted efforts to fill vacant posts. In all, it is wiping out about 200 white-collar jobs.

Leeds & Northrup, a Pennsylvania firm which makes precision measuring instruments recently did away with 200 management and other non-production positions among other items at an annual saving of \$2 million. It explained that many of the "nice but not essential items" were white-collar people. Hence, the firings.

What's more, there's always more fat in the office than on the production line, company executives say. Wofac Co., a division of Science Management Corp., says any "decent production line operates at 70% of efficiency, while many offices are only 40% efficient." So, companies are finding endless ways to reduce office and other expenses.

Since orders are still pouring in and production schedules are still tight, little of the cost-cutting affects blue-collar workers who are highly unionized—

except, of course, when a whole plant is closed. Indeed, there's some evidence that companies are "hoarding" these skilled workers, hiring more than they need in anticipation of future demand or not laying off the workers when there is a temporary lull.

One company expects to save \$250,000 to \$300,000 in computer costs by closing underutilized computer installations at some divisions and transferring the work to larger computer centers that will serve several divisions.

Dina's Column

By Dina Merrill



World-famous TV and film star Dina Merrill graciously consented to answer OPEIU members' questions on beauty and grooming. Address questions to Dina's Column, c/o Dick Moore and Associates, Inc., 200 West 57th Street, New York City 10019.

Dear Dina:

With the holidays coming, I always get the urge to look extra special. I wear rather tailored clothes, so I wouldn't be comfortable wearing a fancy dress or elaborate makeup. Can you suggest an alternative for entertaining this season? Marilyn F.

Dear Marilyn:

Every hostess this year should have a hostess gown. Why not invest in a really good looking full length shirtdress? Add a bright scarf and maybe a few chains and you'll look not only elegant, but feminine as all get out. And if you really want to get yourself a gift, find a hairpiece or fall that's a different length than your hair, and you'll feel even more festive. This is a great all-year-round investment. If your hair needs a set or shampoo, you can always just stick a fall on, and presto you're instantly in shape to go anywhere. For traveling, and in summertime, they're life savers.



Delegates attending the Southeast Educational Conference in Chattanooga, Tenn.

Here's help in making

The case for signing up with the OPEIU

Some vital statistics And an ode with a moral

What's a union contract worth to the average employee?

Exactly \$2,371 in 1966 (or an extra \$1.14 an hour), says a U.S. Bureau of Labor Statistics study entitled "Employee Compensation in the Private Non-farm Economy."

That was the difference in average hourly wage compensation of non-office workers in establishments with union contracts compared with those without union contracts.

Today the dollar spread is certainly greater because the 1966 data was the latest available when the government compiled its report. Part of the difference was in the basic straight-time wage rates.

The average union worker made \$2.62 an hour, against only \$1.88 for the non-union employee, says the survey.

Union workers also got substantially more vacation time, holidays, pension rights, health and welfare insurance, and other fringe benefits. These hiked hourly compensation (the total amount paid out by employers) to \$3.37 an hour, against \$2.23 for non-union employees.

Because the union employee works fewer hours, due to longer vacations and added holidays, the difference is even greater if measured in terms of total hours worked. The U.S. figures for this category boost the union differential to \$1.29 an hour more than the non-union worker earns.

Some union representation elections are lost by thin margins because managements convince captive audiences that they "have nothing to gain" from union contracts; that unions seek "only to collect dues." The government study exposes this fiction.

Usually, union dues per year are only about \$71 of the \$2,371 figure cited. Thus, the average gain for the union employee is a fat \$2,300, or a 3,240% profit on a trivial investment.

Recurrent speculation in the press that the problem of inflation may be "solved" by a Wage Freeze—cold war on working people, you might say—has stirred the Muse in one of the union's many talented members. Herewith his rhyming verses. "A Chill Canto for Clericals," it might be titled.

Are you grasping for cash?
Do you burst into rash
At the thought of another Wage-Freeze?
Are you down at the heels?
Can't afford decent meals?
—You're the victim of *White-Collar Squeeze!*

Do you scrimp, do you scrape?
Have your clothes lost their shape?
Have your trousers big bags at the knees?
Do your elbows shine bright
In fluorescent lamp-light?
—You're the victim of *White-Collar Squeeze!*

Are your Savings declining?
Your Bankers repining?
Is your self-respect down on its knees?
Is it merely bad luck
That you're poverty-struck
—You're the victim of *White-Collar Squeeze!*

You may toil like a slave,
Put one foot in the grave,
Do your utmost the "bosses" to please;
But you won't get more money
More bees and more honey
Till you've all organized in the OPEIU and
Broken the White-Collar Squeeze!

News From Canada

Local 15's new bakery Unit off to fast start

An outstanding first contract has been negotiated in Vancouver, B.C., by Local 15 for a new unit of office employees at MacDonald's Consolidated, Ltd., bakery suppliers to Canada Safeway Stores. The union won a basic starting salary of \$390 a month, for a 37½-hour workweek, in the lowest mail and file clerk grade.

A 30¢ an hour across-the-board boost in all grades will bring the starting salary to \$439 on July 1, 1970, and to \$489 on July 1, 1971. This represents \$122.25 per week, sub-

stantially above the \$100 starting minimum set by the OPEIU as its goal for all young office workers. The top grade goes from \$553 to start, to \$710 a month after two years.

The pact calls for a union shop with dues checkoff, and provides for nine paid holidays and improved vacations—three weeks after three years and five after 15. It establishes seniority, grievance procedures and arbitration; sick leave cumulative at the rate of a half-day per month to a 10-day maximum, as well as group insurance.

AFL-CIO calls on unions to support GE strikers

The AFL-CIO Executive Council has called on the entire labor movement to rally behind the 150,000 strikers of 13 unions at 280 General Electric plants in 33 states across the nation. It is urging every union member to contribute \$1 each to support the G.E. strikers.

"We intend to help the GE strikers win," the council said. "GE's management, stockholders and customers should heed this warning: The only thing that will end the strike is a decent, honorable, realistic contract. This is a strike of the trade union movement. It is a strike we will not lose."

Meanwhile, GE is taking full-page ads in newspapers across the nation telling about its "generous" offer to its employees. But a recent U.S. court of appeals decision branded GE's 1960 "take-it-or-leave-it" offer to one union as displaying "an absence of subjective good faith."

The federal court found that among other things, GE offered its employees a personal accident insurance program at that time which tended to undermine the position of the union.

The court noted that GE's attitude toward supplying information to the union "was characterized by a pettifogging insistence on doing not one whit more than the law absolutely required, an insistence that eventually strayed over into doing considerably less."

The court also rejected GE's contention that it failed to supply data on future pension and insurance costs because they were "purely speculative" and only "educated guesses."

The difficulty with this stand, the court said, "is that it would excuse the company from furnishing virtually all information of which it was not absolutely certain."

Contract sets 3-ply pension deal

American Export Lines' 300 office employees, under a two-year contract negotiated by Local 153 in New York, will enjoy three pensions when they retire—company, union, and Social Security.

The company agreed to bring into its plan some 78 employees not previously included by paying for all past service credits. The contract also provides wage gains and other fringe benefits estimated at "better than 15%." The previous average weekly salary was \$125.

Retroactive to November 1,

the pact calls for a 7½% wage raise with another \$2 in May, plus a 7½% raise next November 1 with a further \$2 weekly raise in May, 1971.

Additional gains are guaranteed holidays on the last working days before Christmas and New Year and on the employee's birthday. The agreement calls also for improved sick leave, four weeks vacation after 10 years, and a tuition aid program.

In another two-year shipping company contract, negotiated by Local 3 in San Francisco for

some 50 clerical employees of States Marine Isthmian Agency, Inc., wage gains totaling from \$960 to \$1,308 were won, plus doubletime for overtime.

Effective November 1, the agency agreed to pay \$38 per employee each month into the Local 3 Pension Plan, with an increase to \$48.50 on November 1, 1971.

The employers also agreed that where holidays under the new federal law become part of a weekend holiday, they shall be observed on such weekends.

Local 28 scores at General Mills

Wage gains ranging from \$45 to \$67 a month, with an across-the-board boost of \$43 a month in the second year, were scored in a two-year contract negotiated by Local 28 for office employees of General Mills, in Chicago, Business Representative Clyde Brzezinski reports.

Other gains were a complete revision of job classifications; new language concerning technological changes; a no supervisory working clause; improved grievance procedure; an extra paid holiday; an improved insurance benefit program, and better conditions for those working as vacation fill-ins.

The negotiating committee included John Dwyer, Larry Brooker, Floyd Glover, and Howard Millhuff. They were assisted by International Representative Bill Adams and OPEIU Midwest Council Representative Bill Cox.



*from the desk
of the*
PRESIDENT

Unions eye prepaid vision care

Prepared vision care may be as common within five years as prepayment of hospital and surgical expenses is today, and the same holds true for prescription drugs.

These are predictions made at the annual educational conference of the National Foundation of Health, Welfare and Pension Plans recently held in New York City, in panels discussing new frontiers of the health-care package for collective bargaining. I notice that such provisions are now appearing in some newly negotiated OPEIU contracts.

On the basis of the rapid growth of vision care plans in recent years, Fred L. Beachler, executive vice president of Vision Institute of America, Inc., made the prediction. He said he believes such programs have a strong appeal for both sides at the bargaining table.

He pointed out that union groups are responsive because it is a negotiated benefit which every employee and dependent uses during the life of a contract, and "it is used extensively." He added that management also has found that adequate vision care significantly increases employee efficiency. This is particularly true for office workers.

The American Optometric Association formed the Vision Institute in 1964 to oversee and coordinate vision care programs throughout the United States. Beachler cited several examples of the "dramatic" growth of prepaid vision care programs in recent years. These are:

- California Vision Services, the first to organize a corporation offering an optometric-sponsored prepaid program. By June 1967 this program covered 200,000 individuals with an annual premium cost of \$3 million, processing approximately 3,500 claims a month.
- Washington Vision Services covered 1,027 employees with \$20,000 premiums in 1964, and by 1967 reported \$900,000 premiums covering 38,000 employees.
- Vision Care Services, Inc., operating in the District of Columbia, Maryland, and Virginia, reported 67,000 covered in September 1968 and \$500,000 in premiums, against 6,200 in January 1965 and \$25,000 in premiums.

Optometrists, according to Beachler, have formed state service corporations in 47 states and the District of Columbia.

Cost of such programs depends upon who is covered and the type of coverage, partial or complete. Beachler added: "The prepaid vision service corporation cost for a complete coverage program on a composite family basis ranges from \$3 to \$4 a month, depending on the character of the group and its physical location. The norm is usually two cents an hour, providing all first quality professional services, materials, and no unpaid balance for the member to pick up.

Beachler emphasized the need for vision care programs. He said that American Optometric Association studies show that of the total U. S. population, 42% has normal vision, 30% has been cared for adequately, 13% needs help, 10% has improper corrections, and approximately 5% has uncorrectable defects. "Thus," he pointed out, "40 million people could benefit from vision care annually."

Speakers participating in the prescription drug plan session pointed up widespread utilization and need in this health area. Benjamin D. Ward, president of Pharmaceutical Card Systems, Inc., said: "The healthy employee with the healthy family need no longer complain about never receiving any benefits from his plan, for almost every family—healthy or not—requires prescription drugs from time to time."

Samuel X. Kaplan of Prepaid Plans Inc. made this comment about need: "Prescription drugs 20 years ago represented about 2% of the health care dollar. They now represent about 20%. A family in 1950 filled an average of one prescription a year. Now, as therapeutic drugs assume an increasingly important role in medical care, the average family fills ten. With an average prescription cost of \$5, the typical American family thus has an annual drug bill of \$50."

Both speakers said that the average family's annual prescription drug bill works out at about two cents an hour in union contract terms, Kaplan adding: "The real challenge is obtaining a program that can be administered economically."



SIGNING \$1½-MILLION PACT: Seated from left: Judge Harold J. Lambole, Supreme Advocate of Knights of Columbus; Virgil De Chant, Supreme Secretary; Dr. John W. McDevitt, Supreme Knight; International Representative "Bud" Manning, and Local 329 President Claire Pluff. Standing from left: Charles Ducey, Deputy Supreme Knight; Dr. John Griffin, Supreme Physician; Local 329 negotiators Raymond O'Connor, Dorothy Verderame and Chief Steward James Lee.

(Continued from page 1)

the assistance of the international staff during the negotiations.

The negotiating committee

included Local 329 President Claire Pluff, Chief Steward Jim Lee, Dorothy Verderame and Roy O'Connor.

Twin Cities local wins \$425 base for new unit

A first contract covering office employees of Richard Reese & Associates, administrators of Pension and Health Plans in Minneapolis, Minn., has been signed by united Twin Cities Local 12, Business Manager H. R. Markusen reports.

Retroactive to July 1, it establishes a minimum salary of \$425 per month for the lowest office grade, rising to \$455 on next July 1, to a \$480 maximum. In the top office grade, the starting minimum is \$650 per month, rising to \$680 next July 1, with a maximum of \$780.

The two-year pact provides a union shop; seven paid holidays; one week's vacation for less than one year; two after one, three weeks after five; and sick leave cumulative at 10 days per year to a 75-day maximum.

It also establishes grievance procedures and arbitration, and includes a technological changes clause.

Local 3 gains \$1,260 increase at record firm

Wage boosts of \$1,260 a year, plus bereavement leave and a more liberal vacation plan, were won by Local 3 in a new three-year contract negotiated with Capitol Records Distributing Corp., San Francisco.

A \$42 a month across-the-board raise took effect November 1, with \$31.50 scheduled on the same date in each of the following two years. Members will now be entitled to four weeks' vacation after 15 years, and three paid bereavement days in the event of death in the family.

The employer also agreed to increase payments to the Local 3 Pension Fund by \$4.56 a month starting last November 1, and by another \$4.55 on the

same date next year. Paid holidays now observed on a particular calendar date will be observed on Friday or Monday as designated by the federal or state government.

Another improvement is that time paid but not worked, such as holidays, vacations, sick leave, funeral leave and funeral leave and jury duty, shall be considered as time worked in qualifying for benefits other than wages in the new agreement, says Secretary-Treasurer Phyllis Mitchell.

McNally heads new committee

Secretary-Treasurer Florence E. McNally of Local 28, Chicago, Ill., has been named chairman of a new women's labor committee set up in cooperation with the Women's Bureau of the U.S. Department of Labor in that city.

The committee will serve as a clearing house for the bureau, formulating plans and coordinating women's activities to further their cause in the field of organized labor.

Pierce named at Local 388

Former Local 422 officer Robert A. Pierce has been named Business Manager of Local 388, Cincinnati, by its Executive Board. He succeeds Jay Porcaro, who has been appointed an International Representative.

A former employee of the First National Bank in Chillicothe, Pierce plans to stress organizing bank employees in the Cincinnati area. He says his five years with the bank have taught him that "the personal problems of bank employees can be solved only by unionizing them."

He received intensive training at OPEIU headquarters prior to his appointment.

U.S. Price Index

U. S. Bureau of Labor Statistics

1968		
November	.....	123.4
December	.....	123.7
1969		
January	.....	124.1
February	.....	124.6
March	.....	125.6
April	.....	126.4
May	.....	126.8
June	.....	127.6
July	.....	128.3
August	.....	128.7
September	.....	129.3
October	.....	.....

Canadian Price Index

Domlnion Bureau of Statistics

1968		
October	.....	121.4
November	.....	121.9
December	.....	122.3
1969		
January	.....	122.6
February	.....	122.6
March	.....	123.2
April	.....	124.6
May	.....	124.9
June	.....	125.9
July	.....	126.1
August	.....	126.9
September	.....	126.6
October	.....	126.8