



# WHITE COLLAR

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

No. 315

October, 1972

17

## Inside

● Howard Coughlin sets forth labor's legislative objectives—page 3.

● Chicago's Local 391 keeps a job in the union—page 3.

● Texas Local 277 concludes agreement raising hourly average to \$4.25—page 4.

● Milwaukee local shows that fun can be among advantages of unionism—page 4.

## 10 new organizing successes bring another thousand into OPEIU

Reflecting mounting enthusiasm among white-collar groups for collective bargaining, the OPEIU has won representation rights for another estimated 1,000 office and professional employees in 10 bargaining units according to the latest tally by Director of Organization Arthur P. Lewandowski.

The new groups include employees of an insurance company, a college library, a school board, another university campus, and two industrial con-

cerns, and an EDP unit and accretions to already existing hospital and bank units. The tally also includes an independent white-collar union, dissatisfied with past efforts to obtain satisfactory contracts, which voted to affiliate with the OPEIU.

The independent union, with 200 clerical and office members at Brooklyn Polytechnic Institute, affiliated with Local 153, New York, according to Sec.-Treas. John Kelly. He also announced a second victory at Long Island University. Some 65 office employees of the Southampton campus voted by a 2-to-1 margin for Local 153 representation.

Business Representative Mike Goodwin spearheaded the campaign, a follow-up to another campaign he led at LIU's Brooklyn campus where Local 153 won a far larger unit in an NLRB election.

### Employees Discard Fear

An important success was won in an NLRB election among employees at Dresser Industries in Alexandria, La. The campaign was initiated, developed and carried to a successful conclusion by International Representative Jack Langford. The unit comprises 167 employees.

An unusual feature of the Louisiana campaign was that an all-embracing In-Office Organizing Committee was formed. As pro-union employees signed designation cards, they also affixed their names openly to OPEIU organizing leaflets later distributed to other employees.

In Durham, N.C., a significant victory was gained at the

North Carolina Mutual Life Insurance Co. the largest black insurance company in the U.S. Management pulled out all the stops in an effort to defeat the union, holding captive-audience meetings, picnics and "heart-to-heart" talks at their desks with individual employees. However, in an NLRB election the employees voted 77-to-65 for OPEIU representation.

Regional Director J. Oscar Bloodworth led the Durham campaign. He was assisted in the final stages by International Representative Dan McShain, from Baltimore, Md., and Business Representative Gladys Lee, who was loaned by New York Local 153.

Twin Cities Local 12 Business Manager H. R. Markusen reports it won a third school board unit comprising 35 office employees of School District 197 in West St. Paul, Minn. The local now represents 110 school board employees in three districts and is presently negotiating initial contracts for all three groups. Business Representative Jerry Schmit led the successful campaign.

Markusen reports that interest in organizing is spreading to other school boards and additional new leads are being followed up.

### Local 9 Scores Twice

In Milwaukee, a long hard-fought campaign led by Local 9 Business Organizer Mike Walker ended in a decisive victory at Thomas Industries where 90 clerical and technical employees voted for OPEIU in a NLRB election by a 48-to-28

margin. Walker was assisted in the campaign by International Representatives Jay Porcaro and Billie Adams.

The same team chalked up another victory in an NLRB election among a unit of 25 professional EDP employees of the Ladish Company in Milwaukee. They handled the organizing drive for Chapter 8 of Milwaukee's Local 500, which already represents some 400 of the company's technical and clerical employees. The EDP unit election resulted in a whopping 6-to-1 margin for unionism.

This victory should serve as another new organizing stimulant, according to Porcaro who reports that the EDP unit is expected to grow substantially as the company converts to IBM 370 operations.

Regional Director John B. Kinnick reports an accretion of 73 new members to Local 17's bargaining unit at Kaiser Hospital in Cleveland, Ohio. This results from the opening of new facilities requiring additional help. The new employees come under the existing OPEIU contract with the Kaiser facility.

Two other outstanding organizing gains (reported in detail in separate articles) were registered in Los Angeles and Union City, N.J.

In Union City, N.J., Jersey City Local 142's bargaining unit added 60 new members when it was certified by the State mediation board as bargaining agent for the bank group involved through a merger of Hudson Trust with United National Bank of Cliffside, N.J.

## Employees of merged bank sign up with Jersey local

The New Jersey Board of Mediation has certified Jersey City's Local 142 as bargaining representative for some 60 employees of United National Bank, of Cliffside, N.J.

United National, which has a main office and four branches, recently merged with the Hudson Trust Company, of Union City, to form the Hudson-United Bank.

Business Manager Zach Schneider reports that in talks with the 150 unionized Hudson Trust employees, the United National employees were surprised to learn that hours, pay scales, fringe benefits and work-

ing conditions were far better than they had. They expressed a keen desire to become OPEIU members.

International Representative John F. Fitzmaurice, ably assisted by Chief Steward Patricia Kelly of the Hudson Trust unit, began signing them up. When a majority was obtained, a petition was filed with the mediation board which recognized Local 142 following a card check.

After official certification, Hudson Trust's management applied to the new employees the provisions of the current OPEIU contract which comes up for re-negotiation in February.

## Library staffers vote to join L.A. Local 30

Professional, paraprofessional and clerical employees of the Honnold Library, servicing five independent colleges known as Claremont Colleges, voted by a 3½-to-1 margin for Local 30, Los Angeles, in an NLRB election, Business Manager Gwen Newton reports.

According to Organizer Gloria Busman, who led the whirlwind campaign, the new unit will be "considerably larger than the 53-16 votes indicate since the election took place between semesters when many staff members were either on vacation or temporarily laid-off and could not vote."

The victory is particularly gratifying because the vote took place more than a year after Local 30 organized the employees and filed a petition. The NLRB had just declared its jurisdiction over private colleges and universities and questions of unit and related matters remained unsettled.

At the time, the NLRB Regional Director held hearings lasting 10 days to decide if the library employees formed an "appropriate unit." The college

administration, seeking to delay an election, contended that the only appropriate unit would include non-academic employees at all five colleges.

Following the hearing, the transcript and brief were sent to the NLRB in Washington, D.C. for a ruling. After a year's delay, the board upheld Local 30's view that the unit originally petitioned for was a correct unit and ordered that an election be held.

Meanwhile, the original OPEIU majority had been drastically whittled down by the long delay and a 35% employee turnover. But when the board's decision was finally handed down, the remaining pro-union library employees quickly rallied and, with the help of Local 30 staffers, gained the support of most of the employees.

## 70 new members in Michigan discover that unionism pays

A first-year average wage boost of 26¢ an hour, and a 3½% across-the-board hike to take effect next July 30 were gained in an initial two-year contract negotiated for Flint Local 293's new unit of 70 key-punch operators at Dempsey Key Punch Services, Inc., in Grand Blanc, Mich., International Representative Wade McCool reports.

Representation rights for the unit were won in an NLRB election last January. The company numbers among its customers such giants as General

Motors, Ford, Chrysler and Michigan's Blue Cross.

Under the settlement, the employees gain four paid holidays where none existed before. They are Christmas and Thanksgiving with two other days to be chosen. An additional week of paid vacation for each employee was another advance.

The pact provides a modified union shop, maintenance of membership and makes union membership for new hires a condition of employment. It also calls for job bidding and sets up grievance machinery.

## Reminder: boycott Farah!

Members of the OPEIU are asked to join in the general labor boycott of Farah Manufacturing Co., slack makers.

The firm, which has plants in Texas and New Mexico, has used vicious strike-breaking tactics against its 3,000 employees struggling for union recognition.

## WHITE COLLAR

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

HOWARD COUGHLIN  
President

J. HOWARD HICKS  
Secretary-Treasurer

Room 610, 265 West 14th St., New York, N.Y. 10011

POSTMASTERS, ATTENTION. Change of address Form 3579 should be addressed to Office and Professional Employees International Union, 1012 14th St., N.W., Washington, D.C. 20005.



Published monthly at 810 Rhode Island Ave., N.E., Washington, D.C. 20018.  
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

## A time of swift growth

Over the past several months new organizing activities of the Office & Professional Employees International Union have made headlines in *White Collar*. Its news columns relate inspiring NLRB and other representation victories bringing additional thousands of white-collar employees into our bargaining units.

They include not only Blue Cross/Blue Shield employees in growing numbers, but also those in almost every category of white-collar occupation: secretaries and clericals of school boards; those in finance, such as banks and insurance companies; college and university campuses; professionals in EDP operations, as well as hospitals, and all types of industrial concerns.

Director of Organization Art Lewandowski reports in this issue a string of victories adding approximately another 1,000 to ten bargaining units in the past month alone. The union prevailed despite stiff management opposition in some instances.

In Durham, N.C., underpaid insurance employees were treated to picnics, captive-audience meetings, and talks at their desks. But when voting time came, these insurance employees held fast. They rejected so-called "paternalism" and called for collective bargaining and a union contract.

In Louisiana, when signing designation cards for OPEIU representation determined office employees at Dresser Industries also signed organizing literature being distributed to fellow employees. This is significant. It proves that white-collar employees finally are conscious of their legal right to unionize and are asserting this right despite management efforts to frighten them.

The OPEIU's field representatives in the U.S. and Canada comment that the "climate for white-collar organizing was never better." Their statements are amply confirmed by the results in NLRB and other representation elections.

Even more important is the fact that OPEIU locals everywhere are becoming increasingly conscious of the need to expand and spread the union message to all white-collar employees. All signs indicate that we are in a period of fast, new growth. It is a happy augury for the future of the entire white-collar union movement.

## A tale of two banks

When the Hudson Trust Company in Union City, N.J., recently acquired through a merger the United National Bank in that state, the latter's 60 non-union employees quickly learned the value of a union contract from personal contacts with their new co-workers.

They found that Hudson Trust's 150 employees were long-time members of Jersey City's Local 142. Comparing notes on salaries and working conditions, the glaring differences between union and non-union banks became transparent. It made the non-union employees eager to become OPEIU members, too.

Chief Steward Patricia Kelly, of the Hudson Trust unit, explained to them the legalities involved. Assisted by International Representative John F. Fitzmaurice, the United National's employees at its four branches were contacted and a majority was quickly signed up. An independent card check by the N.J. Board of Mediation resulted in OPEIU certification as bargaining representative for the new 60-member accretion to the Hudson Trust unit.

No organizing campaign or handbilling was necessary. The OPEIU contract graphically proved to these non-union bank employees the solid benefits unionism brings to those who are organized. They acted speedily to gain union status in the already unionized bank. We welcome this new group to the growing ranks of OPEIU members among bank employees.

Parenthetically, a recent U.S. Department of Labor study shows that collective bargaining far outweighs so-called employer "paternalism" when it comes to getting wage or salary increases. It finds that in the March 1970 quarter, the average nationwide yearly wage gain for union members was 7.6% against 5.2% for non-union establishments. In the same 1971 quarter, the gain was 8% against 5.2%, and in the first 1972 quarter it was 6.5%, against 4.4%.

As the United National Bank employees in New Jersey discovered, an OPEIU card is a valuable asset for all bank employees throughout the United States. It goes without saying that pay, fringe benefits and working conditions are far better in banks that are unionized.



**SECRETARIES HAIL UNION-WON UPGRADING:** When Albuquerque, N.M. Local 251 agreed with Sandia Laboratories on a 5.5% wage boost, the only contract item negotiable under a wage reopener, it also prevailed on Sandia to upgrade 240 secretaries even though this matter wasn't on the agenda. As a result, each promoted secretary gets \$1,114.47 extra in annual salary on top of the 5.5% wage increase. Negotiators seated from left were: Local 251 Sec.-Treas. Nancy Barela; Ernie Peterson, Sandia's Labor Relations Manager; Local 251 President Maxine Stephenson, and Marie Luna, Union committee member. Standing from left: Committee member Elmer Goepfert, Don Weldon, Sandia's Assistant Labor Relations Manager; and Bill Griego, Local 251 committee member.

## Phyllis Young, Local 15, elected

Local 15 member Phyllis F. Young, research employee of the British Columbia Federation of Labour, was elected to the Provincial Legislature for the Vancouver-Little Mountain constituency under the New Democratic Party banner. She was one of two NDL candidates elected in the area in the recent landslide enabling new premier, Dave Barrett, to take over the provincial government.

Miss Young joined the OPEIU on Nov. 17, 1966. She became active in the trade union movement as an airline stewardess in the U.S., helping to reac-

tive her Seattle local and was elected local chairman. Later she became administrative assistant to her union's president.

After leaving that position she travelled to the Middle East and lived in Beirut, Lebanon, for 1½ years, making side trips to Syria, Jordan and Egypt. On her return to Vancouver, she was offered a position as researcher for the Canadian Air Line Flight Attendants Association, subsequently joining the B.C. Federation of Labour's research staff.

Deeply involved in the Women's Rights movement as an executive member of the Status of Women Council of B.C., she



sought and won the NDL nomination. Miss Young is 47 and unmarried. Local 15 campaigned actively for her.

## 70 Hartford secretaries gain 16%

Across-the-board salary increases of 16% in four steps were achieved by Local 435 for 70 school secretaries employed by the East Hartford (Conn.) Board of Education. The settlement was reached after Local 435 invoked fact-finding processes provided under the State Labor Relations Act.

The first 5% boost is retroactive to July 1 and another 2% scheduled for January 1, 1973. A further 5% next July 1 will be followed by a 4% hike on January 1, 1974.

All present fringe benefits, including annual longevity payments, are maintained in the new contract, which provides also for a \$3,000 paid-up life insurance policy for each retired employee. Active employees are covered by varying greater insurance amounts based on their salary status.

The Local 435 negotiating team consisted of Chief Steward Marilyn MacDonald, President Helen Benson, and Gladys Smith. They were assisted by International Representative Justin Manning.

## Day care centers flourish in Europe

With Congress still studying new legislation to meet objections raised by President Nixon's veto last year of a day care center bill, European countries are moving fast to provide free child care for their working mothers.

Today some 3.7-million working mothers in the U.S. have children under age five. But day care centers are available for only 700,000 children and most of these facilities are inadequate. The vetoed day care bill held great promise for young children of union families and would have provided real benefits at low cost.

Meanwhile, national campaigns for free child-care centers in Europe are mounting as more and more European parents share the role of breadwinner. Day care centers are opening up rapidly in the Common Market countries with the financial backing of public as well as private institutions in each country.

In Belgium the government has proposed combining day-care centers with kindergartens in Children's Centers to avoid abrupt changes in the surroundings of the child during the early years.

German legislation passed in October 1971 will provide kindergarten space for approximately 80% of that country's 3-to-6-year-olds by 1980. Today there is space for only one-third of these children.

France also has ambitious targets for its youngest citizens. By the late 1970s one French two-year-old in every five, two three-year-olds in three, and almost every five-year-old will attend preschool centers.

Italy will have opened 3,800 daycare centers by 1976. Some 600 are now in operation.

Other nations on the continent report comparable goals and projects.

# Chicago local wins unit dispute

When Roosevelt University removed a Local 391 member from the bargaining unit on the ground that the nature of the job had changed from clerical to one mainly technical, the Chicago Local grieved and went

on to win a decisive victory in a ruling by Arbitrator Samuel Edes.

The OPEIU argued that the recognition clause was inclusive rather than exclusive, "covering all office and book store em-

ployees at the University." Contending that the employee's duties had not changed but had widened in scope, it argued that the university had previously agreed to upgrade the job until the union proposed changing the job title. At this point, the university decided the job was not covered by the recognition clause and removed it from the bargaining unit.

The Arbitrator upheld the union and concluded that although the job may have been incorrectly placed in the bargaining unit at its inception, the recognition provision of the agreement was effectively modified, "enlarging its scope to embrace the job."

The university was directed to return the job to the bargaining unit, retroactive to May 1, 1971, with no loss of pay, seniority or fringe benefits.

International Vice President Billie Adams, assisted by Midwest Organizing Council Representative Bill Cox, presented the case for Local 391, which is a Council member.



Reading arbitrator's favorable decision in dispute with Roosevelt University from left are Grievant Curtis Clemmer, Local 391 trustee; Creola Rigsby, co-Chief Steward; Vice President Jean Bastian, Sec.-Treas. Carolyn Combs, and (seated) President Carrie Brown.

## CLC leader: Spare Canada from protectionist moves

Jean Baudry, executive vice-president of the Canadian Labour Congress, in a speech at Kansas City, Mo., called on U.S. members of international trade unions to help bring about exemption of Canada from the trend toward protectionism in the United States.

Declaring that the Burke-Hartke bill is basically "sound and good," in that it discourages multinational companies from switching their production to "slave wage" countries, he declared that it "should not apply to Canada."

For Canada, the Burke-Hartke bill means "more unemployment, more hardship for fellow unionists, and more anti-American feelings among the general public," he said, adding that Canada is the United States' best customer whose wages are

at or near comparability with the U.S., and whose exports of raw materials actually help create jobs.

The Canadian union leader called for international unions with Canadian membership and awareness of Canadian problems to show "the short-sighted minority among us that our movement is far bigger than a border and that the member unions in our family are responsive to the needs and wishes of their membership no matter what part of our North American homeland we live in."

## Grand package wrapped in Wisconsin Rapids

Business Manager Carl Meisner announced that wage gains averaging \$1,040 per individual over two years, improved pension benefits, additional sick leave and an extra holiday, were negotiated by Local 95 for 270 clerical and technical employees at Consolidated Papers, Inc., in Wisconsin Rapids, Wis.

The new agreement, retroactive to June 1, runs to May 31,

1974, and was ratified by the membership. The first-year general increase of 4%, averaging 15¢ an hour, will be followed in the second year by a 5% across-the-board boost, averaging 20¢ an hour.

The pact also provides a floating holiday, bringing the annual total to nine, and an additional 20 hours of paid sick leave per year.

On January 1, 1973, the monthly pension benefit, which was \$5 per year of service to a 35-year maximum, will go to \$6.50. Another increase to \$7 takes effect on January 1, 1974. Beginning next January, early retirement at age 62 will be permitted with no reduction in the monthly benefit. In the future, pensions will vest at age 55 after 10 years of service.

## 100 in House have bank ties

Nearly one-fourth of the members of the House of Representatives have ties with banks, savings and loan institutions, or bank holding companies, according to annual reports filed in Congress.

These reveal that the financial tie is usually in the form of stock ownership, says the *Congressional Quarterly*.

The latest reports show that 101 of the 435 members of the House have such ties. Seven members of the House Banking & Currency Committee are among those with a heavy interest in financial institutions.

Six other Congressmen with interests in financial institutions are members of the House Ways & Means Committee which originates laws controlling the net income tax paid by banks, savings and loan associations, and mutual savings banks.

### U.S. Price Index

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

1971		
August	122.2	
September	122.4	
October	122.6	
November	122.6	
December	123.1	
1972		
January	123.2	
February	123.8	
March	124.0	
April	124.3	
May	124.7	
June	125.0	
July	125.5	
August	125.7	

### Canadian Price Index

Dominion Bureau of Statistics

1971		
August	135.0	
September	134.7	
October	134.9	
November	135.4	
December	136.3	
1972		
January	136.7	
February	137.3	
March	137.4	
April	138.2	
May	138.3	
June	138.5	
July	140.2	
August	141.3	



from the desk  
of the  
**PRESIDENT**

## Spotlight on legislation

Organized labor down through the years, through the old American Federation of Labor and now the AFL-CIO, has focused on legislative activity. Numerous writers and representatives of the television media fail to understand that and interpret the Federation's pronouncements as political and insist on finding political reasons for actions of the AFL-CIO.

As AFL-CIO President George Meany put it recently, all social legislation passed by the Congress and enacted into law over the past 25-30 years has been sponsored or supported by the organized labor movement. In effect, this legislation has been passed with a union label on it.

At its recent meeting in Chicago, the AFL-CIO, through its Executive Council, outlined its goals for the 1973 Congress. Among them are these:

- Tax justice to restore equity to the income tax system, close loopholes and bar new attempts to shift the tax burden onto the shoulders of workers.
  - A rational foreign trade policy based on the principles and policies spelled out in the Burke-Hartke Bill.
  - Increased public investment and manpower training programs and public service jobs to meet critical national needs and to put unemployed workers back on the job.
  - Enactment of the national health security bill to provide quality medical care at a price Americans can afford.
  - Welfare reform keyed to a system of fairness for all those in need and including a system of day care centers.
  - Consumer protection against unsafe products and deceptive practices and a renewed fight for a national no-fault auto insurance system.
  - Protection of workers' pensions through a system of re-insurance.
  - Uniform workmen's compensation and unemployment compensation laws.
  - Increased funding and manpower for the job safety act and safety laws on the railroads.
  - Opposition to compulsory arbitration and attacks on the NLRB and federal labor standards laws.
  - Full recognition of the rights of public employees by repealing the Hatch Act and establishing systems of true collective bargaining.
  - Full funding of all federal programs in the fields of education, poverty, environment, maritime, etc.
  - Increased citizen participation through a national voter registration law, direct popular election of the President and home rule for the District of Columbia.
- Rather than refraining from activity in the Congress as indicated by the public media because of the refusal of the AFL-CIO to endorse a Presidential candidate, the labor movement will be busier than ever.

## Twin Cities pact cuts hours, raises salaries

A \$780 salary boost per member and a 1 1/4 hours reduction in the work week to 35 hours were gained in a two-year agreement negotiated by Twin Cities Local 12 for 70 office employees at seven creamery companies in Minneapolis, Minn.

Local 12 Business Manager H. R. Markusen headed the negotiating team comprising Stewards Shanie Meyers, Patricia Moran, Sherry Peterson, Mary Sicora and Mildred Speidel.

The master pact covers Clover Leaf Creamery, Ewald Bros, Inc., Franklin Creamery, Inc., Norris Creameries, Inc., Northland Milk & Ice Cream Co., Dairy Distributors, Inc., and Superior Dairy Fresh Milk Co.

The pact sets a minimum \$108.50 starting weekly salary for Grade 1 clericals, rising to a \$156 maximum, and for Grade

11 a \$122.50 weekly minimum, with a \$167 maximum. It was agreed that in event government wage controls are abolished, the contract will be automatically reopened for all items. It runs to April 30, 1974.

Fringe benefit improvements include double company-paid life insurance of \$2,000 for each employee; split sick leave credit for new employees; a three-day bereavement leave; a pregnancy cause meeting the Human Rights Commission standard, and payments into the Pension Plan guaranteed to Dec. 31, 1972, even if any employer ceases operations.

## New NLRB titles

NLRB Trial Examiners will now be identified in hearings and official National Labor Relations Board documents as Administrative Law Judges.

The name Division of Trial Examiners is changed to Division of Judges. The title Trial Examiner's Decision is changed to Decision.

## The Milwaukee scene— 2 locals rally for fun



TOP PHOTO: Framing Road Rally car sign are members of the Contest Committee—from left, Newell May and daughter, Jo Anne Ripp, Dave Smith, and Dorothy Williams. BELOW: The prize winners were, from left, Mary Grochowski, Mark Miller, Kathy Dodge, Kathy Henke, Mike Kukla and Peggy Cantu.

A road rally, in which cars filled with OPEIU members from Locals 9 and 500 twisted and turned through the back roads of Milwaukee trying to find clues hidden along the way, was the name of the game dreamed up by a special recreational committee of Blue Cross Local 9 members.

Conceived as a social activity by Local 9 Representative Mike Walker and International Representatives Jay Porcaro and Don Cameron, the program

was expanded to include Local 500 members working at the NML insurance company.

Winners were selected on the basis of the most correct answers on their score sheets. A mid-course check-point, complete with a "panic envelope," insured that all contestants wound up at a County Park in time for fun and games and prize awards.

Signs used for the road rally were provided by Local 500 member Bev Patalan, of NML.

## Income protection plan a highlight in Holyoke

Across-the-board wage raises totaling 10¼% over two years and medical coverage for dependents were obtained in a contract negotiated by Local 247 for its members at Brown Paper Company in Holyoke, Mass.

The agreement calls for a 5% wage hike as of September 4 last and another 5¼% to take

## Taxes up 6.5% in one year

The Tax Foundation, a private research organization, reports that taxes reached a record average of \$4,530 per American household during the fiscal year ended June 30.

That represents a 6.5% increase from the \$4,330 average of a year ago and a whopping 77.5% increase from the 1962 figure of \$2,552.

effect September 3, 1973. A cost-of-living clause is included. The employer also agreed to defray full costs of including employee dependents for hospital-surgical-medical coverage. Another improvement was jury service differential pay.

The new vacation schedule calls for one week after six months; two after one year; three after five; four after 15; and five after 25 (22 years in the second contract year).

The agreement also provides a supplemental income protection plan for employees who exhaust sick leave, varying from two to eight weeks at full pay depending on length of service.

The OPEIU bargaining team included Local 247 Vice President Rita Sarad, Sec.-Treas. Helen McDonnell, and Euclid Tanguay. They were assisted by International Representative Justin Manning.

## Texas contract raises wage average to \$4.25 an hour

Across-the-board wage increases bringing the average pay to more than \$4.25 an hour for 1,000 office and technical employees at General Dynamics in Fort Worth, Texas, plus greatly improved fringe benefits, have been negotiated in a three-year contract by Local 277.

The agreement became effective September 18 and runs to 1975, according to Local 277 President-Business Manager J. B. Moss. He lists improvements and some provisions as:

1. A 34¢ an hour general wage increase plus 13¢ cost-of-living frozen into base pay in the

first year; another 3% in 1973, and a further 3% in 1974.

2. An uncapped cost-of-living allowance on annual review based upon rise in the Consumer Price Index.

3. Improved health-welfare-surgical benefits, with life insurance up to a maximum of \$25,000.

4. Improved pension benefits with a guaranteed \$6.75 per month for each year of service, rising to \$7.50 for those retiring after October 1, 1974.

5. One extra holiday bringing the annual total to nine.

6. A new vacation schedule

calling for two weeks up to 10 years; three after ten, and four after 20 years.

7. Jury service pay extended to 30 days per year (was 25).

8. Sick leave accumulation to a maximum of 40 days (formerly 25).

9. Stock savings programs where employees can save up to 10% of their salary, with company matching 50¢ on the dollar.

10. An agency shop provision.

The new contract is subject to Pay Board approval. The employer and Local 277 agreed to seek this approval in a joint petition, according to Moss. He points out that Local 277 has represented technical and office employees at General Dynamics, in Fort Worth, since 1951 and has negotiated successive contracts without a single work stoppage.

The OPEIU negotiating team included Local 277 Sec.-Treas. Norma Martin, who was committee chairman; Moss, Ronnie Jones and Dwight Burton as committee members. They were assisted by International Vice President Frank Morton.

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

J. Howard Hicks, Sec.-Treas.  
1012-14th St., N.W.  
Washington, D.C. 20005

## Eye, dental care mark Tacoma pact

Across-the-board wage increases totaling more than \$850 per member and new vision care and dental plans were gained in a contract renewal by Local 23 for its bargaining unit at the Bon Marche department store in Tacoma, Washington.

Effective last June 1, the hospital room-and-board benefit moved up to \$55 per day, surgical benefits increased by 20%, and disability pay rose to \$75 per week (was \$65). Next June 1, disability pay will be boosted again to \$80 per week. The plan

also provides \$200 pregnancy benefits.

A full family Vision Program is scheduled to take effect June 1, 1972. The Dental Plan also becomes operative then, with the employer paying costs up to \$9.95 per month for each employee. The plan will pay 50% of dental fees to a maximum of \$500 per eligible employee and dependent.

Local 23 Business Manager F. S. Kerschner was the principal negotiator.

## Wages, holidays, vacations bettered for capital unit

An added holiday, an improved vacation schedule and an 18.45% across-the-board wage increase were gained in a three-year Local 2 contract negotiated for EDP employees at Columbia Computer Corporation in Washington, D.C. The firm was formerly known as Diversified Computer & Management Services, Inc.

Business Manager John P. Cahill reports that the contract includes a wage reopener if controls are removed during the period. The raise will be 6.15% in each of the three years.

In the final year, the wage schedule establishes a starting weekly salary ranging from

\$131.57 to a maximum of \$155.50. Programmers will start at \$179.41, rising to \$245.19. The senior Programmer's scale ranges to \$275.10.

Veterans' Day becomes a holiday, bringing the annual total to 10; the pact also calls for four weeks' vacation after 10 years (was 15). When Saturday or Sunday work is performed, the employer guarantees four hours of overtime. A clause recognizes the right to observe picket lines.

Business Representative Jim Sheridan, aided by Shop Steward Ron Manuel, handled the negotiations.

## Michigan local adds \$1,560 to salaries

Wage gains totaling \$1,560 per individual over two years were negotiated by Local 353 for its office unit at Breneman, Inc., manufacturer of window shades in Muskegon, Mich.

The contract calls for \$10 per week across-the-board wage increases in each of the two years. Other gains are full pay for all unused sick leave (was 50%); a 10-day trial period in a new job (none previously), and a provision specifying that any position vacant over 30 days

due to illness must be filled.

The members also gained full pension credit for all time worked. Previously, credits accrued only from July 26, 1968. As a result, three unit members gained their 10-years' vested pension rights, while six obtained five additional years of credits.

The OPEIU bargaining team included Local 353 Sec.-Treas. Shirley Farnquist, Steward Ida Smith, Deputy Steward Diana Stroud, and Janis De Graff.

## Women profiled

The life expectancy of a baby girl today is 74 years, compared to 55 in 1920.

Today, 78% of girls are high school graduates and 19% are college graduates.

Of all women in the labor force age, 43.3% were working as of July 1971, compared to 31.8% in 1947 and 23% in 1920.

A profile of the average woman employee today shows she is 39 and married; in 1920 she was 28 and single. She doesn't belong to a union.

Most women today work for several years after completing schooling, then devote themselves to marriage and motherhood before returning to the labor force.

About half of today's women marry by age 21 and have their last child at about the age of 30.