



# WHITE COLLAR

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

No. 336

OCTOBER, 1974



from the desk  
of the

## PRESIDENT

### Economists at Odds on Inflation

As this column is prepared, your President is scheduled to participate in Washington in a mini-summit meeting dealing with the effects of inflation on banking and finance to be chaired by Secretary of the Treasury William E. Simon. Your President is also scheduled to participate in the major summit meetings to be chaired by President Gerald R. Ford on September 27th and 28th which will review the general problems of inflation and suggest means and methods of dealing with this world-wide problem.

Economics today is one of the most sought after courses in our colleges. Economic theories which prevailed for years are now in disrepute. In the late 1950's a British economist, A. W. Phillips, published a theory which held that the rate of inflation was directly related to the rate of unemployment. Economist Phillips postulated that the lower the unemployment, the higher the inflation rate and, conversely, as unemployment rose, inflation was curtailed. This theory was known as the Phillips Curve.

This theory was gospel to economists in the United States until recently. Economists in the Kennedy and Johnson administrations operated with the Phillips Curve in mind and tightened the money supply, thereby increasing unemployment somewhat to slow down inflationary spirals. Subsequently, in order to relieve excesses of unemployment, interest rates were lowered and the money supply was increased.

The late John Maynard Keynes espoused the use of government fiscal and monetary policies, including deficit spending, to beef up the economy. Keynes also urged the use of increased taxation and balanced budgets for slowing down the economy. Our more recent economic problems, which do not respond to Lord Keynes' solutions, were generated by President Johnson's refusal to request tax increases to help pay for the war in Vietnam. He felt, and probably rightly so, that public support for the Vietnamese War would be lost if he asked taxpayers to shoulder the costs through increased taxation. President Johnson at that time was quoted as saying that the U.S. economy could afford both "guns and butter." We have since learned that President Johnson was wrong.

President Truman, unlike Johnson, did not make that mistake. He increased taxes during the Korean War and adopted a pay-as-you-go policy to the extent that in his administration we experienced a number of surplus budget years.

Economists today are divided on the solutions to our present problems of inflation. Those who believe in the Phillips Curve and espouse the Keynesian formula would have the federal government continue its tight money policy, curtail credit and increase unemployment. These economists argue that we must adopt these policies until the supply of vital commodities can adequately meet the demand.

Other economists argue that there are shortages only in certain specific areas; that generally the supply does meet the demand, and that it is necessary for the government to place controls on agricultural and other products in short supply until shortages are ended with subsequent reduction of inflationary pressures on the prices of those products.

One area that neither group of economists seems to be dealing with is the deliberate reduction in supply by certain corporations in order to increase the costs of their products. For example, the prices of soft drinks, such as Pepsi Cola and Coca Cola, have increased dramatically with the increased price of sugar. On the other hand, these same companies also produce soft drinks which do not contain sugar but they have still raised the prices of those products at the same rate as Coca Cola and Pepsi Cola. The price of beef remains high to the consumer even though beef is plentiful and the producers have reduced their prices considerably. However, the meat packers are reporting record profits.

The AFL-CIO's position calls for the allocation of a significant portion of available bank credit at reasonable interest rates for such urgent priorities as housing, community facilities and expansion.

(Continued on page 2)

## OPEIU Sets Bargaining Stage For Prepaid Legal Services

The OPEIU has laid the foundation for establishing a trust fund to provide its members with prepaid legal services, through collective bargaining, in accordance with the recent Taft-Hartley act amendment allowing employer contributions for this purpose.

In making the announcement, President Howard Coughlin disclosed that all OPEIU bargaining units are being urged to negotiate into future contracts fully-paid employer contributions for employee coverage under the program. Premium costs per employee will range from \$50 to \$120 annually. The plan became effective September 1.

The plan to establish the

trust fund was worked out jointly with the Tolley International Corporation which will administer the program designed to cover members in domestic, general and criminal litigation. It was developed by the corporation over three years at a research cost in excess of \$300,000.

"The group Legal Services Program designed by the Tolley Corporation meets a serious need for legal services by middle-income Americans and provides a very comprehensive schedule of benefits," Coughlin said.

He emphasized that it allows OPEIU members with contract coverage complete freedom of

choice with respect to the lawyer who represents them in any legal problem covered by the plan. Benefits will range from \$80 for basic consultation with a lawyer to discuss any legal problem, to as high as \$3,000 in criminal proceedings.

Among other litigation areas covered are divorce, separation or annulment in domestic matters; estate planning and administration; the preparation of wills; traffic violations; bankruptcy proceedings, and defense of civil suits and administrative matters, etc. The benefit limit applies on a calendar-year basis.

Russell M. Tolley, chairman and president of the Tolley Corporation, said that the OPEIU agreement submitted to the Internal Revenue Service represents the "first and only one of its kind on Prepaid Legal Services to be filed on behalf of any International Union."

The agreement is now being processed by the IRS and a ruling is awaited as to whether benefits under this type of program are taxable to the recipients. The IRS is being urged to accord to legal service plans the same tax-exempt status as that now enjoyed by health-welfare and pension plans.

So far the IRS has not issued its regulations on this and other questions concerning legal service plans.

(Continued on page 3)

### Four NLRB Elections Add 200 More to OPEIU Rolls

Some 200 members were added to OPEIU ranks in latest reports on new organizing with the winning of four National Labor Relations Board elections in the Middle West.

International Representative Billie Adams reports that Local 28, Chicago, had won a 61-member unit at U.S. Industries in an NLRB election, and in a second NLRB election in Decatur, Ill., a 38-member unit at Borg Warner Company where the employees voted for OPEIU

representation by a 4-to-1 margin.

Local 33 Business Manager Pete Homitz, Pittsburgh, reports two successes in Ohio elections. One was for a 54-member unit of office and clerical employees at Golden Dawn Foods, Inc., at Hubbard, Ohio.

He reports that the Pittsburgh Local also won another NLRB election among 33 professional and office clericals at Valley Mould & Iron Company in the same city.

### How Bank Employees Can Beat Inflation!



Pictured here are 9,000 Australian bank employees at a "stop work" meeting in Melbourne to support their Union's campaign for salary increases urgently needed because of worldwide inflation. In reply to a Union demand for 25%, Australian banks offered 3½%. After a "check handling ban" and tense top-level negotiations, the Union achieved pay increases ranging from 15% to 28%. When will the more than one-million bank employees in North America wake up to the fact that they must unionize to achieve similar results? The OPEIU, which already represents several thousand bank employees in the U.S. and Canada, can also do for them what unions have accomplished for bank employees in other countries.

## WHITE COLLAR

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

HOWARD COUGHLIN

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## OPEIU Scores Another First

We call the attention of members to the new Prepaid Legal Service Plan, designed by the Tolley International Corporation to make available for them a new fringe benefit, which can now be negotiated into union contracts.

The plan has been submitted to the Internal Revenue Service for its approval, ours being the first International Union in this country to come up with such a program.

As President Howard Coughlin points out, this group Legal Services Program meets a serious need of middle-income Americans and provides a very comprehensive schedule of benefits. Needless to say, white-collar employees as a group fall into this category.

It has often been said that only the very poor and the very rich in the past were able to obtain adequate legal services. Legal Aid Societies make their services available to the very poor; the very rich always had high-powered legal staffs at their disposal.

But middle-income Americans had nowhere to go. In most cases, they felt they couldn't afford legal fees or the costs of litigation even when justice was on their side. Thus, many times people die without leaving wills or submit to unjust demands by bill collectors operating on the premise that most people are afraid to invoke the law because of feared expenses.

Prepaid Legal Services, employer-paid for the protection of employees, is the logical answer to this problem and should be fully availed of in the collective bargaining process when new contracts are negotiated.

## Women Push Equality Fight

As our members already know, the OPEIU from the beginning has been in the forefront of the fight to gain equal rights for women who work, whether in white collar, professional, technical or other occupations.

We are happy to note that women employees themselves are finally waking up to the fact that in the past they have been ruthlessly exploited by employers, simply because they were unorganized. We have repeatedly urged them to join unions en masse, and through their unions to assert their rights through collective bargaining.

The two-day Institute sponsored by the Councils of AFL-CIO Unions for Professional Employees (CPE) at the AFL-CIO Labor Studies Center in Silver Spring, Md., focused attention on the problems of professional and other women who work. (See story on this page).

The Institute brought such a positive response from unionized women, that the CPE is exploring plans to repeat the two-day event in major U.S. cities. Participants recognized and stressed the urgent need not only for educational programs for union women, but for all non-union salaried women throughout the country.

Thus, if ways and means can be found to conduct similar two-day Institutes in large cities throughout the nation much could be accomplished because they would afford opportunities for news coverage by the mass media—newspapers, radio and television in these cities.

In this way, millions of unorganized women could be reached and would thus learn for the first time the facts of economic life and what unionism can accomplish for them in ending discrimination against their sex in employment, pay and equal opportunity.

While millions of women in offices remain outside the ranks of trade unionism, they will continue to be exploited by employers as a pool of cheap labor. The CPE is moving in the right direction because, in the final analysis, the success of the women's emancipation movement lies in the area of mass education.

## Economists at Odds on Inflation

(Continued from page 1)

sion of public utility plants. The AFL-CIO also called for the federal government to provide mortgages at reasonable rates for middle-income housing, as well as expansion of existing programs of assistance for low and moderate-income housing. The AFL-CIO also called for abolishment of tax loopholes and the imposition of an excess profits tax. We think the AFL-CIO's position is sound and deserves the full support of all segments of the American economy.

# Congress Anti-Labor Lobby Gets Grassroot Views of Union Member

Many union members report receiving in their mail appeals for donations to a lobby group known as "Americans Against Union Control of Government," whose Executive Vice President is a James L. Martin. The letters are on official Congressional stationery, signed by reactionary Senators and Congressmen.

One such letter was received by Local 144's Recording-Secretary Elaine C. Smith, of Knoxville, Tenn., which was signed among others by Senator Jesse Helms, (R-N.C.), elected in 1972. With Sister Smith's kind permission, we print below her reply to him:

Dear Senator Helms:

I received your letter of July 19, 1974, soliciting funds for Americans Against Union Control of Government and the enclosure from James L. Martin.

First, I would like to know who asked you to write to me, and who compiled the list of citizens who are believed to be gravely concerned about the possibility of America's takeover by a relative handful of union bosses.

I think you and Mr. Martin need to learn more about the democratic way unions operate before you accuse the union bosses of taking members' dues and using them improperly or unlawfully. I have belonged to a labor organization since 1943; and I have worked for labor organizations all these years. I have worked with, and know, many union people.

I have found them to be hard-working, upright people who are trying to help the workers make a decent living above the taxes they must pay to keep the parasites in our government. The dues money of the labor organizations, that I have worked with, is spent with the approval of the membership.

Do you believe the citizens would have approved the raise in salary the Senators received? I firmly believe you would be doing a better service for your country if you would devote your efforts

to eradicating the crookedness that seems to prevail in our politicians, and to represent the working people instead of the wealthy who pay very little taxes, and the welfare people who should be working and also paying taxes.

Mr. Martin is blaming the unions for the energy crisis. What did the Senate and Congress do about it? I feel, as I believe most Americans feel, that the politicians in our country are more to blame than anyone else.

Today I received another letter soliciting funds for a Committee for Survival of a Free Congress. This disturbs me very much. Are you admitting or implying that the members of Congress are bound to vote according to the way contributors to their campaign dictate? If this is true, the working people have a very small chance of getting much representation.

Do you own stock or have you an interest in some industry where the workers are trying to get union recognition so they will have better working conditions, or is this a favor for one of your contributors in your Senatorial campaign?

I am a Christian and I am an American. I love my country and I pray for righteousness to prevail.

Sincerely,  
signed/ Elaine C. Smith

## Institute Gives Union Women Facts About Economic Life

Union women have a 44% earnings advantage over non-union women, participants learned at a two-day Institute sponsored by the Council of AFL-CIO Unions for Professional Employees (CPE) at the AFL-CIO Labor Studies Center in Silver Spring, Md., at which the OPEIU was represented. It was disclosed that women comprise 20% of AFL-CIO membership, and their numbers are growing rapidly.

Other economic facts of life brought out were that 60% of the 35-million women in the nation's work force (39% of the total), work because of compelling economic reasons; that in 1940 women held 45% of all professional and technical positions but only 39% in 1970, and that the average length of time they stay in the work force is 34 years.

Median earnings of full-time working women are only 60% of the earnings of full-time working men; that over 65% of women classified as professional and technical are clustered in the traditional "female intensive" fields of education, health care, and clerical occupations which also, traditionally, have been among the lowest paying career fields.

It was emphasized that women are finally banding together to support their cause and are



**STUDY WOMEN'S PROBLEMS:** OPEIU Vice President Gwen Newton (left) and Sec.-Treas. Bill Lowe (second from right) shown as they attended a two-day special institute sponsored by the Council of AFL-CIO Unions for Professional Employees to explore problems facing professional women in the labor force. Talking with the OPEIU officials are Joan Nelson, council member of Actors' Equity Assn., CPE Executive Secretary Jack Golodner, and Joanne Kitch, research grantee, American Federation of Teachers.

joining unions in far greater numbers than any of the activist organizations concerned with women's problems.

Attention was also paid to the enormous benefits for women in both the home and the work place when the Equal Rights Amendment is ratified. (It needs seven more states). In addition to barring employment discrimination, the Constitutional Amendment will also bar discrimination against women in the crucial areas of credit, mort-

gage loans, and the capacity to contract.

Participants called for stronger channels of communication among trade union women and stressed the need for education programs for union women, as well as for all the unaffiliated non-union salaried women throughout the country.

Based on the positive response to the Institute, the CPE is exploring plans to repeat the two-day event in major U.S. cities.

# Gale Products Yields Hefty Packet

Members Gain \$3,000 Pay Boosts; Other Fringe Benefits

Across-the-board wage boosts totaling more than \$3,000 per member, supplemented by a cost-of-living escalator plus other improved fringe benefits, were won in a new contract renegotiated by Local 221 for its 150-member office unit at Gale Products (an Outboard Marine Corp. subsidiary) in Galesburg, Ill.

Local 221 President Stan Luker says the new three-year pact calls for a \$47 per month raise in the first year and \$38 in each of the following two years. In the final year, it sets a maximum monthly base pay rate of \$808 in the lowest office classification and \$1,026 in the top grade.

He says the first-year increase, including the c-o-l allowance, amounts to 52¢ an hour, of more than \$20 per week. Differential for the second shift was raised to \$25 per month and to \$32 for the third shift.

Other gains were made in the Christmas holiday period, lay-off provisions and job bidding. Sick leave now may be accumulated to 30 days after 15 years.



**SIGNING CEREMONY:** OPEIU negotiating team shown signing new Gale Products agreement with Local 221 (seated from left) are: Alan Stephenson, chairman; President Stan Luker and Vice President Delores Sparling. Standing (from left) are committee members Larry Smith and Gary King.

The new pact also provides for a \$20 vacation bonus.

Major medical was raised to a \$30,000 maximum and includes coverage for simple tooth extractions. Sickness and accident benefits were increased to \$75 weekly in the first year, \$80 in the second, and \$85 in the third.

Pension plan improvements call for "30 years and out," or 88 points. Benefits effective May 31, 1975, will be \$9.50 per month after 30 years of service.

International Representative Billie Adams assisted in negotiations for the new contract which runs to May 21, 1977.

# Inflation Plea Voids Waco Pact

Local 277 Wins Big Pay Hike for American Life Unit

Because of inflationary hardships, Fort Worth Local 277's contract with American Income Life Insurance Company in Waco, Texas, was renegotiated 16 months ahead of time, winning weekly wage boosts as of September 5, ranging from \$13 to \$20 per week for some 200 clerical and technical employees and a cost-of-living escalator with an 8¢ hourly maximum.

Local 277 President-Business Manager J. B. Moss said the company agreed to reopen the contract at the urging of the Union. He said that he also understands that the Waco contract contains the only cost-of-living clause in the insurance industry.

The revised three-year agreement restructures the labor grades, setting higher minimum and maximum rates. As an example, the lowest labor grade now calls for a \$2.45 hourly minimum for a 37½-hour week, rising to a \$4.25 maximum, plus the cost-of-living allowance.

Two new articles were added. One calls for the employer to pay costs of a Christmas Party and a Labor Day picnic for the employees. The Union agreed to appoint a committee to plan these activities.

The other calls for payment by the employer of \$1,000 annually into a Joint Labor-Management Educational Scholarship Fund to assist members who have children going to college. The Union will set up a committee to take applications and allot fund awards.

Other provisions call for an increase to \$1 per hour to be paid to female employees, who work overtime, for supplemental child care and meal allowance. The mileage allowance for employees using their cars for business was increased to 15¢ per mile.

In addition, the employees also enjoy a Christmas bonus, a profit-sharing plan, 12 days sick leave cumulative to 90 days, a perfect attendance bonus, health-welfare coverage, and extra vacation bonus money if

they attend job-related accredited courses.

These involve a joint labor-management program held one hour each month during work when the employer and Union hold educational meetings with all the employees.

The OPEIU negotiating team, assisting Moss, included Julia Olsen and Kathy Williams. Company President Bernard Rapoport and Vice President A. L. Whitlow negotiated for management.

# Paper Pact Wins 16.6% Pay Hike

Local 95 Gains Other Benefits at Consolidated

Wage gains totaling 16.6% over two years, in addition to other fringe benefit improvements, were gained by Local 95 in a new contract renegotiated for its 234-member office and technical unit at Consolidated Paper Inc., in Wisconsin Rapids, Wis.

Business Representative Carl Meisnest says the pact calls for a 35¢ an hour across-the-board wage hike effective May 1 last, with a 38¢ average increase next

May 1.

Other first year gains are periodic reduction of member contributions to the pension plan to make it non-contributory at the end of the two years; funeral leave hours will be considered as time worked in calculating overtime, and accumulation of sick leave to 560 hours in any employment year.

Also negotiated was a long-term disability insurance program to provide a 50% benefit

level with a \$666.67 monthly maximum.

In the second year, the day after Thanksgiving becomes an additional paid holiday and an improved vacation program calling for three weeks after six years (was 7) and four after 12 years (was 15). Vacations may also be banked for future employment years to a 15-week maximum but each employee must take two weeks during the regular vacation season.

# Master Dairy Contract Signed in Twin Cities

Across-the-board wage boosts of \$10 per week in each year, in addition to other fringe benefit improvements, were gained in a new two-year master agreement renegotiated by Twin Cities Local 12 for its bargaining units at six Minneapolis dairy companies.

Other gains are a personal holiday, bringing the annual total to nine, and six-month pay increments increased to \$5 per week from minimum to maximum (was \$4). In the second contract year, Local 12 Business Manager H. R. Markusen says the pact sets a minimum of \$116 per week in the lowest

grade rising to a \$176 maximum, and a \$130 minimum in Labor Grade 11 rising to a \$187 maximum.

The companies also agreed to increase payments into the Pension Plan to \$8.75 per week for each employee (was \$6).

The OPEIU negotiating team assisting Markusen included Stewards Lucille Edelen, Lorraine Kelly, Clara Rasmussen and Mildred Speidel. The six companies are Clover Leaf Creamery, Ewald Bros, Inc., Norris Creameries, Inc., Nortland Milk & Ice Cream Co., Dairy Distributors, Inc., and Superior Dairy Fresh Milk Co.

# Bargaining Stage Set Up For Prepaid Legal Services

(Continued from page 1)

The Tolley Corporation specializes as consultants and administrators of health-welfare and pension plans, with more than 30 offices in large cities throughout the nation. It already has signed a memorandum of agreement with the OPEIU to contribute \$10 per month per employee to the jointly administered trust fund for prepaid legal services for some 300 of its employees covered by OPEIU contracts at various locations.

Director of Organization Art Lewandowski says that Tolley also has agreed to extend the legal services benefits to any Tolley office units subsequently organized by the OPEIU. He says the union currently is conducting organizing drives among Tolley employees in Chicago, Washington, and "half a dozen other cities."

All terms, provisions and administrative procedures of the

Tolley plan conform with the requirements of the American Bar Association. The plan is described in detail and benefits explained in a printed booklet entitled: Prepaid Legal Service Plan. OPEIU bargaining units may obtain a copy by writing to:

Tolley International Corporation  
3901 No. Meridian St.  
(Suite 500)  
Indianapolis, Indiana 46208.

## Model Agreement

The OPEIU Model Contract Agreement (Revised 1972) can be ordered from OPEIU Secretary-Treasurer William A. Lowe, 815-16th St., N.W., (Suite 606) Washington, D.C. 20006.

When ordering, please enclose check for \$2.00 to cover cost and postal handling charges.

## New Haven Health Care Plan Yields 12% Pay Increase

A 12% wage boost in the first year, with a reopener on wages, pension and dental care plans in the second were gained in a new two-year contract by Local 446 for its 75-member unit of office employees and technicians at Community Health Care Plan (CHCP) in New Haven, Conn.

International Representative Justin F. Manning reports that

employees in the medical records division, in addition to the wage raise, also benefit by elimination of the lowest three labor grades in that department. He said the package amounts to about 15.65% in the first year.

X-ray technicians on call 24 hours a day will be compensated for that status with a \$50 per week bonus, based on \$5 for each week day and \$12.50 for Saturday and Sunday.



**SIGNING PAPER CONTRACT:** Seated from left: Company Representative Carol Brandl, Local 95 Business Representative Carl Meisnest, Pat Caruso, Director of Industrial Relations; Local 95 President Don Waters, negotiating committee chairman; Larry Ellefson, Personnel Director, and Mary Rokus, Company Representative. Standing from left are Local 95 Committee members Myron Saeger, Dan Lorenzen, Frank Lasecke, Ron Kopstein, committee vice-chairman, Richard Neustifter, George Hardina and Don Piotrowski.

## Find OPEIU Delivers the Goods

### Dallas Truck Unit Gains \$2,500 in 1st Pact

Wage boosts alone of more than \$2,500 per unit member, plus a cost-of-living allowance with an 11¢ maximum in addition to numerous other fringe benefits were won in an initial two-year contract negotiated by Fort Worth Local 277 for its new office bargaining unit at Strickland Transportation Co., in Dallas, Texas.

Local 277 President-Business Manager J. B. Moss reports that the unit voted for OPEIU representation last May 31 although, paradoxically, the same group turned down collective bargaining in a 1962 NLRB election.

The pact calls for across-the-board raises of 89¢ an hour retroactive to July 8 last; 40¢ on January 1, 1975; 40¢ next July 1, and 35¢ on January 1, 1976, for those not in their job rate. It sets a minimum contract rate for file clerk of \$5.66 an hour, rising to \$5.96 in the second year, and a maximum of \$6.79 for rate clerks jumping to \$7.09 in the second year.

Other gains are nine paid holidays and two days bereavement pay; two weeks vacation



**STRICKLAND BARGAINERS:** Local 277 negotiating team which ironed out contract with Strickland Freight Lines in Dallas. From left are: Steward R. V. Smith, Local 277 President-Business Manager J. B. Moss and Judy Bourland, committee member.

after one year; three after 10; four after 15, and five after 20 years of seniority. Sick leave of 10 days per year, cumulative to 18 days, was also obtained. Promotion from within is guaranteed through job posting and job bidding.

The company agreed to contribute \$60 per month per employee into the OPEIU Health-

Welfare Plan, and to increase this to \$65 on July 1, 1975. Besides, it will also contribute 20¢ per hour for each employee to the OPEIU Western States Pension Plan.

The OPEIU negotiating team was headed by J. B. Moss, assisted by Jodie Bourland, Barbara Rowley, R. V. Smith and Mary Lou Lanier.

## Initial Museum Pact Wins 15% Hike

### Minneapolis Fine Arts Signs with Twin Cities Local 12

Wage boosts averaging \$18 per week, or 15%, in addition to upgrading 15 positions in the bargaining unit, were gained in wage reopener negotiations by Twin Cities Local 12 for its new 50-member unit of professional, clerical and technical employees at the Minneapolis Society of Fine Arts, an educational museum.

The group, formerly an independent association, recently affiliated with the OPEIU. It was the third museum of fine arts to unionize in the nation, and is the first to affiliate with an international union.

Local 12 Business Manager H. R. Markusen reports that the wage increases range from a 6% minimum to a 27% maximum, and average 49¢ an hour per employee. He added that most of the employees received a second increase on their anniversary date.

The independent association had a three-year contract with the employer which runs to July 1, 1975, but contained a wage reopener scheduled for July 1, 1974. Local 12 Business Representative Jerry Schmit led the negotiations, assisted by a unit bargaining committee comprising Chairperson Barbara Camm, and including Ruth Dean, Lois Johnston and Richard Colburn.

### Named as Delegate To ILO Convention

Director of Organization Arthur P. Lewandowski was named by President Howard Coughlin to represent the OPEIU at the conference of International Labor Organizations (ILO), which convened in Geneva, Switzerland, from September 16 through 26.



**NEW OPEIU UNIT:** Chief Steward Anne Weinauer points to model of an addition to Minneapolis Society of Fine Arts. Looking on are Association past president Bob Levin, Local 12 Business Representative Jerry Schmit, and H. O. Block, the society's Business Manager and Administrative Officer.

## \$2,000+ Gained at Tool Company

### Local 281 Signs 2-Year Pact at Utica, N.Y., Plant

Wage gains approximating \$2,000 per individual plus a cost-of-living clause that could add another \$1,000 each over the next two years at the current inflationary rate, with improved fringe benefits, were gained in a new two-year agreement negotiated by Local 281 for its bargaining unit at Chicago Pneumatic Tool in Utica, N.Y.

International Representative Justin F. Manning says that the new pact calls for a \$13 per week general wage hike in the first year, retroactive to September 12, with another \$11 raise on the same 1975 date.

He says the cost-of-living formula calls for a \$1 per week raise for each one-point jump in the CPI, explaining that if inflation continues at the present rate this will mean a 50¢ hourly increase, or a total of

\$20 per week, over the coming two years.

Other gains are two additional half-holidays, making the days before Christmas and New Year's full holidays, and an increase in the vacation bonus to \$75 per week (was \$25), added to earned vacation pay. Average earned vacation for bargaining unit members is 13¾ days.

The pension benefit was increased to \$8 per month (was \$5) multiplied by years of service, effective September 12, 1975. No employee is scheduled to retire during 1974. Life insurance and AD&D coverage was increased to \$10,000 per employee (was \$6,000, and the sickness and accident benefit was raised to \$100 per week from \$75.

Manning says the improved pension plan will cost the em-

ployer 12.9¢ an hour per employee. It now includes 10 years vesting.

The OPEIU negotiating team comprised Local 281 President Betty Carr and Chief Steward Marge Testa. They were assisted by Manning.

### Local 14 Appoints New Staff Member

Philadelphia Local 14's Executive Board has hired Charles Stansbury, a veteran of 20 years in the labor movement, as a Business Representative. He has served in a similar capacity with other International Unions.

The new appointment gives Local 14 two Business Representatives who will greatly improve services to members and stimulate growth of the union through new organizing.

## Anti-Union Florida Bank Finally Signs OPEIU Pact

A long-standing dispute between Jacksonville Local 73 and the First National Bank of New Smyrna Beach, Fla., was finally resolved when the bank signed a collective bargaining agreement ending lengthy litigation both in federal courts and the National Labor Relations Board.

The bank not only refused to bargain after its employees voted for OPEIU representation, but also illegally discharged union members during the course of the litigation. The NLRB consistently upheld Local 73 throughout, and granted substantial sums of money to those discharged.

The new contract, which runs to December 31, provides a 12% wage boost; 2% retroactive to July, 1973; 3% retroactive to January, 1974, and 7% effective last July. It also calls for improved overtime computation, and contains a more liberalized sick leave clause.

## N. Y. Governor Picks Coughlin For New Judicial Commission

Governor Malcolm Wilson, of New York, has appointed OPEIU President Howard Coughlin as one of nine members of a new state commission that will investigate complaints about the conduct and fitness of judges in the state. Only two of the commission's members are judges.

The group, the Temporary

State Commission on Judicial Conduct, was authorized by the Legislature in June and approved by the Governor as a major piece of court-reform legislation. It is intended to serve until a constitutional amendment can be enacted to form a permanent commission with even stronger power.

The temporary commission will have the power to conduct hearings, subpoena witnesses, grant immunity and require the appearance of judges being investigated. If the commission determines the complaint to be valid, it will report its findings to the judge's superior for disciplinary action.

## STORE PACT WINS 24% WAGE BOOST

Wage gains totaling 24% over three years, plus a new cost-of-living clause in the second and third years with improved fringe benefits, were gained by Local 11 in a renegotiated contract for its office unit at Pay'N-Takit Stores, Inc., a retail grocery in Vancouver, Wash.

Local 11 Sec.-Treas. Walter A. Engelbert says its calls for a 10% across-the-board wage boost in the first year, with 7% in each of the following two years. The c-o-l clause sets a 1¢ hourly raise for each 0.5 change in the Consumer Price Index.

The pact also calls for three weeks vacation after seven years, with an additional day for each year to the twelfth.

## U.S. Price Index

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

1973	
August	135.1
September	135.5
October	136.6
November	137.6
December	138.5
1974	
January	139.7
February	141.5
March	143.1
April	144.0
May	145.6
June	147.1
July	148.3
August	150.2

## Canadian Price Index

Statistics Canada  
Base 1961=100

1973	
August	153.0
September	153.9
October	154.3
November	155.5
December	156.4
1974	
January	157.6
February	159.2
March	160.8
April	161.9
May	164.6
June	166.7
July	168.0
August	169.6