Pay study adds $20 to Local 457 scale

Members of Local 457 at Connerville Clinics, Pa., have ratified their first OPEIU contract following a wage classification study which adds an average increase of $20 monthly to the negotiated 10% increase. All contract conditions are retroactive to last July 1.

Monthly increases above the initial 10% range from $5 per individual to $25, according to International Representative John W. Richards who assisted the negotiating committee.

The contract covers 115 non-professionals such as lab technicians and medical technicians, receptionists, clerical and maintenance employees, as well as an additional 25 professionals who include registered nurses and social workers.

The current schedule for professionals is now three weeks after one year, four after five, and five after 12 years. Non-professionals will receive two weeks after one year; three after three; four after eight, and five after 12 years.

More liberal fringe benefits include 11 paid holidays; five days funeral leave, complete health care and increased life insurance coverage.


An OPEIU first

350 in Detroit hospital win four-day workweek

A four-day workweek, substantial wage boosts and a cost-of-living clause were won by Local 42 in a two-year contract covering some 350 employees at Metropolitan Hospital and Clinics in Detroit.

It is the first OPEIU contract on the callings for a four-day workweek, Local 42 Business Representative Rich Sporwood notes. He says a subcommittee has been appointed to work out the mechanics of the shorter workweek, with no reduction in wages, adding that it "will also eradicate the problems of clinic scheduling and assure that all employees receive their proper quota of full weekends each month."

The new pact calls for a $10 a week across-the-board wage boost, retroactive to January 1, with another $3.60 per week raise to take effect next January 1 when the cost-of-living allowance becomes operative. A shift premium of $2 to an hour on January 1 was also nego- tiated, with a further $2 to be added next January 1. The full holiday on Christmas Eve and New Year's Eve became full paid holidays. A new vacation schedule calls for four weeks after 10 years' employment.

Another new feature is that upon termination of employment, bill payment will be made for all unused sick leave.

The employer agreed to pay all insurance costs and also the Medicare premium for non-reti- taries, aged 65 and over, and their spouses. Early retiree may petition for lump sum pay- ment upon retiring or receive monthly checks as in the past. The pension was increased by $25 for all active employees and retirees.

The bereavement period was increased by two days with pay where needed.

Local 87-Cities Service pact pushes top minimum to $1,096

A new 28-month contract, negotiated by Local 87 in Lake Charles, La., four months be- fore the old one expired, brings wage gains totaling 16% to 156 office employees at Cities Service Oil Company.

The contract across-the-board wage boost of 8% is retro- active to January 1, with another 7% to be added effective on the same date. Set it a minimum starting salary in the first year of $536.50 per month in the lowest office grade, with a $1,019 minimum in the top bracket. These minimums will go to $756.50 and $1,096, re- spectively, on January 1, 1972.

Other gains were scored in many other emer- gency benefits, and health insurance coverage. The company agreed to boost health plan monthly pay- ments in two steps to $11.50 for a single employee, and to $22 for an employee with family.

The Friday following Thanks- giving becomes an additional paid holiday. This provision was also amended so that when Christmas falls on Wednesday, the Tuesday following Labor Day will be considered the float- ing holiday.

A new clause requires the company to notify the union six months in advance if it plans to lay off any employee for reasons other than temporary. The union is organized by A. Moulton Helmer. It included Gloria Atchison, recording-secretary; Laura Dagle, treasurer; R. A. Zuchary, Sammy Haber and Nathan Leshan.
Union offers key to caged bank employees

Thousands of young men and women start hope-filled careers in banks each year. Many have heard the story of the young person who quit school, took a menial job in a bank, and through determination, ended up as its president in the Horatio Alger tradition. It's a nice story and may have happened in the old days. But a real-life bank president today is not one who was equipped with a college education, as are most other bank officers in the upper echelons. Very few lower-echelon bank employees ever reach these high-paying jobs.

Competition for the most lucrative positions is keen, especially when one considers that most of these jobs are for men and some have to do with sex discrimination in the workplace. Male bankers hire only about one-fourth of all commercial bank employees.

Women passed over

The 66 percent of bank employees who are women are not only discriminated against in pay but also when it comes to promotion. One of every five bank employees is a son but only a few are women. Still fewer by far are bank presidents.

Usually, the younger bank officers are college graduates who started out as management trainees, although outstanding clerks or tellers may also be promoted. Male employees with education and experience have some prospects for promotion to the ranks of about 10,000 new bank officers每一year. For the most part, women aren't even considered unless they are unionized.

It has been told that a career as a bank officer is fine if one has the right kind of family. That is not true. Any raise each one with each one's experience. With inflationary pressures so intense these days, more and more bank employees (women especially) are turning to the Office & Professional Employees International Union because salary and career advancement seem so very slow. They conclude that the union can help solve some of the problems. In the past, these problems have been achieved through collective bargaining as in the case of teachers, nurses and office and professional employees in the white-collar field.

The slow advancement in banking careers and salaries is a fact of life—not a figment of imagination. A survey indicates that a junior bank officer usually spends 44 years in his first position before moving up. Mid-level officers are seen in five years, and senior officials are seen in an average of 6.8 years in each spot.

Just as in any other business, the closer one gets to the top, the longer the wait between promotions. The annual earnings of some senior officers in large banks are thousands of dollars higher than they were 20 years ago because the series of bankers and clerks who have to keep up with the paperwork.

Banks across the nation are more than 200,000 tellers to receive and pay out money each day. In small banks, one teller may handle a variety of transactions. But in large banks they tend to specialize and may be called commercial tellers, foreign-exchange tellers, payroll tellers or have some other title indicating their chief duties.

The tellers spend most of their time dealing directly with the bank's customers. After closing time, they count the money in their tellers, balance the accounts and, you'd better hope, keep the documentation off the day's paperwork. Eight of 10 tellers are women, but many work only part-time.

Salaries of tellers and clerks vary a great deal, depending on the bank's size and where it is located. Employees in city banks, for instance, usually earn more than their counterparts in metropolitan areas in 1969, commercial-savings tellers with less than five years experience earned only $77-105 per week, with raise tellers making up to $300 per week. By 1981.87 per week to paid factory workers.

Contracts signed recently for newly-unionized units of bank employees which chose the OPEIU as their bargaining representative have won salary gains ranging as high as $2,000 per individual for these sadly underpaid employees. As a result, more and more bank employees are now being unionized as the word spreads.

Bonus tactic

The threat of unionism at one bank recently prompted management to pay $400 Christmas bonus to each employee plus newer gains to "keep the union off." Outfaced by management, these putrid employees were unable to realize the far bigger gains they could have won in a union contract with collective bargaining.

These employees also overlooked the fact that competitors are taking over a lot of bank jobs because clerks and bookkeepers machine operators are on the way out as more banks convert to computer operations. OPEIU-negotiated bank contracts protect employees with a technological clause calling for retraining in new methods of automation and providing more education job security as well as equal treatment in pay and promotions for female employees.

Banking's wages are high (up to $15,000), but the hours are long—10-hour days are not unusual. Many women have given up banking altogether because they can't balance the time job with the family duties.

Banking pays well...

...for those at the top

With interest rates the highest they've been in 10 years, bank profits in 1970 hit all-time records. Banking is what Wall Street would call a "growth industry." However, not everyone in banking is as happy as the top-echelon employees. The vast majority of whom until now have been considered to be working under standards and working conditions because they lacked a union.

Tally in New Orleans: 3 raises totaling 16.8%

Wage raises totaling 16.8 percent, fringe benefits were written into a three-year contract between Local 403 in New Orleans, La., the Office & Professional Employees International Union at the Michoud aerospace facility.

The first raise of 6.8 percent took effect February 18, and will be followed by additional raises totaling 2.5 percent in each of the following two years. The X-ray technician classification was raised from Grade 13 to 14.

The vacation allowance increased by one additional day per year's service, rising to five additional days after 10 years. The office employees also receive an additional paid holiday, with Christmas and New Year's Eve becoming full holidays.

Other gains include an improved hospitalization clause, an additional week added to severance pay after 11 years' service. Those with 11 years' service will receive five weeks severance pay.

The negotiating team was headed by Local 403 President Ronald S. Tardo. It included Charles Boos, vice-president; Secretary-Treasurer James Berne, and Merlin Fleury, grievance committee chairman.

6½% increase at Preway

A 6½ % across-the-board wage boost (or 17% for a four-hour minimum) and fringe improvement valued at about $2,000 for 95 office employees at Preway, Inc., manufacturer of kitchen ranges and ceiling support trusses in Wisconsin Rapids, Wis.

Other new clauses in a one-year contract that may be worth looking at because the union may be excluded under the Taft-Hartley Act are:

• The union negotiating committee is entitled to their birthday off with pay—reversing previously rectified to those with five years' service. They will get a half-day off with pay on Good Friday. Formerly, only three hours were allowed.

The union negotiating committee consisted of Jean Peck, chairman; Dorothy Rivard and Robert Stank, union representatives; and William R., assistant Business Representative Carl Meenan.

Canadian Labour College offers home study course

The Labour College of Canada is offering trade union members a Correspondence Course entitled "Economics, Politics and Social Science for Union Officers" that leads up to 12 lessons. There are three special lessons: one on how to read textbooks, take notes and write assignments; a second on how to read graphs; and a third which gives the basic elements of accounting.

Besides studying textbooks, students must write an assignment for each lesson and send it to the College. These assignments are corrected and returned with a model reply to prompt the student to evaluate his work himself. Each student's progress is monitored carefully, so the group may be called a creditors. At any step, successful completion of the course, a certificate will be given.


The course is open to every trade union member, whether or not they have had any education. It has been planned to meet the college's Residential Session, and whether or not there is any intention of doing so. However, the college strongly recommends that candidates for the Residential Program follow this preparatory course.

The correspondence course is especially geared for adult trade union members who have been out of school for some time and who are contemplating enrollment in some kind of collective educative programming. It is offered at the Labour College, a university or other type of Labour education.

In the classroom, one must keep up the same pace as the others. Some are quicker to learn, perhaps because they have acquired the habit of study, but the best way to get back to school is to study at one's own pace, and the correspondence course level itself admirably to this technique.

The enrollment fee is $15, which includes textbooks, mailing costs and any other expenses. The Labour College of Canada was founded in 1963 as an institution of higher education for trade union members. It is operated jointly by the Canadian Labour Congress, McGill University and the Université de Montréal.

It is an integral part of the labour movement and of Canada. It is a bilingual, bicultural institution open to the workers of Canada and also those of foreign countries. Its students are active in economic, social, political and cultural affairs. Application forms and information on the correspondence course must be obtained from: Labour College of Canada 109 Sherbrooke St. West Montreal, P.Q. or Education Department Canadian Labour Congress 100 Argyle Ave. Ottawa 4, Ontario.
Quebec paper pact raises lowest minimum to $122

Seals left at signing of new contract with Quebec North Shore Paper Company are: A. J. Rush and H. A. Sewell, management; OPEIU Regional Director Renee Corbeil; M. Migneault, Local 416 President; and B. Reid, management. Standing from left: L. Amourault, Mrs. L. Fortin, R. A. Beaudin and R. Page, superintendents, R. Comeau, J. Tremblay, Le Laouenin (OPEIU committee) P. Morasse, union agreement; O. Dencher, Mrs. N. Aud, Mrs. G. St. Laurent, J. Bernatchez and G. Blachute (OPEIU negotiating team).

Wage rates running as high as 26.5% for female employees in the lowest office grades were won by Local 416 for its 160-member unit employed by the Quebec North Shore Paper Company at Base Crescent, P.Q. The three-year pact, retroactive to May 1, 1970, runs to April 30, 1973.

Progressive wage gains will bring the old rate of $96.57 per week for the lowest office grade to $103.85 in the first year, and to $122.09 in the final year. In the top office classification, the old rate of $201.35 will go to $234.84 in the final year.

Weekly raises for clerks and assistants will go from $116.73 to a minimum of $140.53.

Members and assistant clerks in the low bracket, who earned a $12.10 minimum on the old pact, will go to a $13.90 minimum.

Other gains include another floating holiday and, effective January 1, 1972, employees completing 15 years' service will be entitled to six weeks' vacation (was 15).

Local 5 contract with truckers brings wage increases up to 49%

Wage increases ranging from 24% to 49%, plus improved health-welfare and vacation, have been negotiated for office employees of five trucking companies in G. E. Hendry Ltd. by Local 15 in Vancouver, B.C.

A three-year agreement with Canadian Freightways Ltd., United Terminals, Time’s, D.C. Miller & Brown Ltd. (B.C.) and Courtenay Truck Lines covers employees in Vancouver, Prince George, and other points in British Columbia, Alberta and the Yukon Territories. It was overwhelmingly ratified by the bargaining units.

Business Representative Bill Swanston reports that the new wage scales top the OPEIU $100 per week minimum starting office wage objective, and that all more equitable treatment was achieved for female office employees. The contract reduces to between 11/2% and 4% the 11% wage disparity which existed between Van- couver and other areas in B.C., Alberta and the Yukon Territories.

The pact calls for first year gains of $45 (was 18) an hour in the Vancouver-Prince George area, 30c in the second, and another 30c in the third year. In the other areas, hourly wage bonuses are 40c, another 5c after six months, a 5c bonus on January 1, 1972, and a further 30c on the same 1973 date.

Starting rate for file clerk is now $473 per month, rising to $573 at the end of the contract. The top classification—rate clerk—ranges from $661 per month to $861.

Effective last January 1, the welfare plan coverage was increased with the employers paying 65% of premiums costs. Improved vacation take effect after January 1, 1972.

Swanson says Local 15 plans to use the settlement as the basis for an organizing drive among non-union office employees throughout the freightways industry in western Canada.

U.S. Price Index

<table>
<thead>
<tr>
<th>Month</th>
<th>Index</th>
</tr>
</thead>
<tbody>
<tr>
<td>January</td>
<td>131.4</td>
</tr>
<tr>
<td>February</td>
<td>135.0</td>
</tr>
<tr>
<td>March</td>
<td>138.0</td>
</tr>
<tr>
<td>April</td>
<td>138.9</td>
</tr>
<tr>
<td>May</td>
<td>139.2</td>
</tr>
<tr>
<td>June</td>
<td>139.4</td>
</tr>
<tr>
<td>July</td>
<td>140.2</td>
</tr>
<tr>
<td>August</td>
<td>140.5</td>
</tr>
<tr>
<td>September</td>
<td>140.8</td>
</tr>
<tr>
<td>October</td>
<td>141.2</td>
</tr>
<tr>
<td>November</td>
<td>141.5</td>
</tr>
</tbody>
</table>

Canadian Price Index

<table>
<thead>
<tr>
<th>Month</th>
<th>Index</th>
</tr>
</thead>
<tbody>
<tr>
<td>January</td>
<td>111.4</td>
</tr>
<tr>
<td>February</td>
<td>112.0</td>
</tr>
<tr>
<td>March</td>
<td>112.5</td>
</tr>
<tr>
<td>April</td>
<td>113.0</td>
</tr>
<tr>
<td>May</td>
<td>113.5</td>
</tr>
<tr>
<td>June</td>
<td>113.8</td>
</tr>
<tr>
<td>July</td>
<td>114.0</td>
</tr>
<tr>
<td>August</td>
<td>114.3</td>
</tr>
<tr>
<td>September</td>
<td>114.6</td>
</tr>
<tr>
<td>October</td>
<td>114.8</td>
</tr>
<tr>
<td>November</td>
<td>115.0</td>
</tr>
</tbody>
</table>

---

**Twin City unit wins 27% hike in 3 years**

Because of the inflationary impact on its 30 office employees, Group Health Plan, Inc., agreed to a three-year, 27% across-the-board wage increase in St. Paul, Minn., that the old contract covering these should be reviewed four months ahead of its expiration.

A three-year pact provides 27% across-the-board wage increases during the period. Business Manager H. H. Markuton reports.

In the event that the cost-of-living index exceeds 6% in either year, the higher figure will be the wage increase.

Other gains include an upgraded employer-paid Health & Welfare plan, an improved on-the-job training clause, more generous sick leave provisions, and full holidays, plus a new cafeteria plan.

Another new provision is that the agency will be able to use employment for business purposes.

---

**Aid for returning veterans**

AFL-CIO President George Meany, chairman of the Human Resources Development Institute, has called upon organized labor to help find jobs for one million servicemen returning from Vietnam.

He has circulated all AFL-CIO state and city central bodies urging full support for the AFL-CIO Veteran Assistance program which the Institute is developing in cooperation with the U.S. Departments of Labor and Defense.

An HRDI man will interview returning servicemen at four military separation centers in the San Francisco Bay area to get all pertinent data about their preferences, to be forwarded to the HRDI (for AFL-CIO Council) office nearest to his home, the veteran will be contacted and on his return home.

HRDI’s letters point out the urgency of the problem:

- Many of the returning servicemen will be seeking their first full-time job.
- Most are in the 20-24 age group, which is hard hit by rising unemployment.
- Nearly 20% have less than a high school education.
- Approximately 10% are members of minority groups.
- Many will be returning to urban centers where unemployment has been the worst.

---

**Health insurance proposals**

The impending battle in Congress over health insurance legislation will center on rival plans drafted by the Nixon Administration and by liberal Democrats in Congress.

The Administration’s plan envisages direct government financing of health insurance for only low-income families. For other families, the Administration is drafting a proposal that would require employers to provide their workers with a federally prescribed minimum health insurance plan.

Employers who don’t have a plan now, or who have a below-minimum plan, would be given a fixed time period to meet the minimum standards.

The liberal Democrats’ plan would provide national health insurance for all, financed in part through an increase in social security taxes, while reportedly has been re- jected by the Administration—at least for now—would be to limit the national health insurance plan to catastrophic illnesses by providing a large deductible, which would require that each family would have to pay before the government-financed plan took over.

Organized labor is backing the liberal plan that would cover everyone. The Administration’s plan, now before the Congress, falls far short of what the people need in view of soaring hospital and medical costs.
from the desk of the

The partial Chairman Miller

Edward Miller, chairman of the National Labor Relations Board, has consistently evidenced his support for manage- ment's positions. While this has earned him the aproval of the Wall Street Journal, it has not done much to enhance his status as chairman of the National Labor Relations Board. Worse still, his decisions have been detrimental to the aims and aspirations of workers.

In one recent case involving a Fullerton, California firm, the company declared that pay raises to employees were won at a cost and that the employer's actions were designed to prevent organized labor. AFL-CIO President George Meany has pointed out that Miller is the first chairman whose entire experience has been legal representation of management in labor relations. Milley predicted that it would be difficult for Miller to be impartial in labor-management disputes because of his management back-ground, and he was right.

In case after case decided by the National Labor Relations Board, Miller has consistently evidenced his support for manage- ment's positions. While this has earned him the approval of the Wall Street Journal, it has not done much to enhance his status as chairman of the National Labor Relations Board. Worse still, his decisions have been detrimental to the aims and aspirations of workers.

One recent case involving a Fullerton, California firm, the company declared that pay raises to employees were won at a cost and that the employer's actions were designed to prevent organized labor. AFL-CIO President George Meany has pointed out that Miller is the first chairman whose entire experience has been legal representation of management in labor relations. Milley predicted that it would be difficult for Miller to be impartial in labor-management disputes because of his management back-ground, and he was right.

In case after case decided by the National Labor Relations Board, Miller has consistently evidenced his support for manage- ment's positions. While this has earned him the approal of the Wall Street Journal, it has not done much to enhance his status as chairman of the National Labor Relations Board. Worse still, his decisions have been detrimental to the aims and aspirations of workers.

The majority adds that while Miller characterized the rules as "part of the normal exercise of the company's business func-tion," the record indicates that the employer "had no intention of giving Houston office clerical employees... increases in June 1969, at least prior to the begining of the union's organiza-tional campaign on June 10."