One-Year D.C. Bank Pact Yields Big Gains for 600

A general pay increase of 15.8% with improved vacations, health-welfare insurance, pension and other fringe benefits were gained by Local 2 in a new one-year agreement covering its 600-member unit at the National Bank of Washington, D.C., according to Business Manager John P. Cahill.

He reports that the weekly pay increases, effective April 1, range from $14.22 for those in the lowest classification to $50.39 for those in the top grade. He said that 7.5% of the increase is considered a general pay raise and the other 8.3% replaces the annual Christmas bonus which traditionally equalled one-twelfth of an employee's annual salary.

Other contract improvements include a five-week of vacation after 25 years of service and an increase in the major medical maximum to $100,000 (was $10,000). The bank also agreed to provide life insurance coverage of $2,000 for each employee's spouse and $1,000 for each dependent. In addition, the NBW bank employees are now covered by optical care insurance.

The pension plan was changed to allow normal retirement at age 62 rather than 65, and early retirement at age 55 after 20 rather than 30 years of service.

Local 2 also reports that the parties agreed to set up a Joint Labor-Management Committee consisting of four union representatives and four management representatives to meet quarterly to discuss problems and conditions that can affect the morale and well-being of employees.


OPEIU Pact Ends Hospital Hassle

Employees Win $3,600 Pay Hikes, Pension Plan, Other Benefits

An initial agreement between Local 471 and Brownsville (Pa.) General Hospital, ending a 40-month struggle with management, won wage gains for each employee amounting to $3,600 over their pre-union scales, according to International Representative John W. Richards.

He said a new pension plan, promotion clause and numerous other fringe benefits were also achieved, including a shortened probationary period, sick leave, grievance and arbitration procedures.

The new contract establishes 15 pay grades with a $2.40 per hour minimum in the lowest classification (formerly $1.60 an hour), ranging to $4.85 in the top grade. The shift differential was increased to 12¢ an hour (was 7½¢).

The agreement calls for a 10¢ an hour general wage increase retroactive to December 20, plus an additional average 22¢ to place employees in their new classifications. These boosts, on top of 15¢ an hour in 1973 and 8.5% in 1974 while the legal status of the union to represent the hospital employees was being challenged, almost doubles the hourly rate of $1.78 average that existed in 1971. A general pay increase of 15.8% with improved vacations, health-welfare insurance, pension and other fringe benefits were gained by Local 2 in a new one-year agreement covering its 600-member unit at the National Bank of Washington, D.C., according to Business Manager John P. Cahill. He reports that the weekly pay increases, effective April 1, range from $14.22 for those in the lowest classification to $50.39 for those in the top grade. 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We Must Keep Pushing!

In his column last month, President Howard Couglin reviewed the deepening recession and called upon all OPEIU members to give their fullest support to the AFL-CIO’s Action Program to Get America Back to Work.

Since then he has received a personal letter from AFL-CIO President George Meany warning that “the bottom of this disastrous economic slide has not yet been reached and is not in sight.”

Meany stated: “We have been vigorously pressing for government action on the six parts of that program—tax cuts, a realistic energy program, reduction of interest rates, job-creation legislation, protection from unfair foreign competition and immediate assistance to the unemployed.”

“We won our fight for tax reduction to stimulate the economy,” Meany’s letter continues. “But that alone will not do the trick. That is why we called for much more—for a complete program to put America back to work.

“Therefore, I urge every affiliate, every central body, every local union, every union member to redouble their back-house efforts in support of our Action Program. Visit with your Representatives when they are home. Write them. Call them.

“We must make it clear to the people’s elected representatives—in a regular, continuing, unceasing fashion—that people are suffering because of the economic policies of this Administration. We must make it clear that the people and the economy depend on an effective, compassionate program to get America back to work.

“As this is written, the unemployment rate has climbed to 8.7% with a total of more than nine million Americans now without jobs and, as George Meany points out, there is yet no sign that the bottom of America Back to Work has been reached.

“Consequently, we urge each and every Local to set up a committee responsible for mobilizing public support for the AFL-CIO’s Action Program, bringing pressure to bear on Representatives in Congress to implement organized labor’s plan to turn the economy around.

Now is not the time to relax. We must keep pushing!

Plan Now For Bicentennial

Citizens of the United States officially began to celebrate the nation’s 200th anniversary of its birth in March. The Bicentennial offers us the unique opportunity to look at our past but not more importantly, to look forward and rekindle the American spirit that in 200 years built 13 weak and dependent colonies into one of the world’s strongest nations.

The AFL-CIO includes affiliates unions to demonstrate their job skills, their products and union history in connection with the Bicentennial celebration. Emphasis will be on contemporary workers but the historical traditions of the labor movement will also be given attention.

In 1976 there will be no single city that will not celebrate the historic occasion in one way or another. The Bicentennial will be observed through all the states, so our locals should start now planning in what way they can participate in their own communities. Our New Haven members are already active.

Undoubtedly, other Central Labor bodies will make arrangements and procedures in which locals of organized labor will be invited to participate. In recent years, the traditional observance of Labor Day with parades, picnics, etc. has suffered a decline. But this holiday could now be revived in 1976 to its old status as a Bicentennial salute.

It can be a year in which all Americans can reeducate themselves to revive of their old values, a reaffirmation of our strength and power of our free people. In order to achieve these goals, the traditional values that inspired our forefathers today, women more than ever before are forging to the forefront in all activities. Now comprising a growing proportion of the labor force, the Bicentennial offers unions women a golden opportunity to display their inventiveness and skills by participating actively in the celebrations. We hope our women members will seize the opportunity to spread the union message and publicize the OPEIU more widely than ever among their female colleagues in white collar occupations.

F.M.C. Corp. Yields 25.5% Pay Boost

2-Year Pact at Middletown, N.Y., Also Improves Benefits

Across-the-board wage gains totaling 25.5% over two years with many employees adding another 2½% as a result of compression of the wage schedule, plus more liberal vacations and other fringe benefit improvements were won in a new contract renegotiated by Buffalo Local 212 for its bargaining unit at F.M.C. Corporation’s Niagara Chemical Division at Middletown, N.Y.

Business Manager Emil W. Steck reports that the new agreement calls for a 10% increase retroactive to January 20 with another 3% on March 20. In the second year, it provides a 10% boost on the anniversary date and another 2½% on July 20, 1976.

Promotional increases which formerly called for a $2 a week boost will in future be 5% of the employee’s salary. Double-time is provided for overtime worked after 12 consecutive hours, and a $2 meal allowance is also gained for employees working more than two hours overtime.

A more liberal vacation schedule calls for four weeks vacation after 10 years of service, compared with 15 years in the old agreement. Many clarifications were also brought about in contract language applicable to non-economic portions of the agreement.

The agreement was reached with the help of a federal mediator and was ratified by the 70-member unit on expiration date of the old agreement on January 20. The new agreement runs to January 20, 1977.

Steck headed the OPEIU negotiating team which included Nancy L. Walker, chairman, Robert Rogers and Janet Donner.

New Municipal Pact Wins 19.5% Raise

Police Unit Members Gain Pension Plan Plus Other Benefits

Wage gains totaling 19.15% plus a cost-of-living allowance in addition to other fringe benefit improvements highlight one-year contract negotiated by Portland Local 39 for its 153-member bargaining unit among employees of the City of Vancouver, Washington, which now includes the Police Department.

The agreement calls for a 6.5% wage boost retroactive to January 1; 3.5% effective May 1; 2.5% effective October 1, and 17% effective May 1, 1976. The COLA is based on the Portland consumer price index and calls for a one cent in hour increase for each 0.4 change in the index with a $4 guarantee and a 124 limit.

On May 5, 1976, it specifies a starting minimum of $567 per month for clerk-typist, the lowest grade, rising to a $539 maximum. For a police captain, the highest grade in the bargaining unit, it sets a starting minimum of $1,504 per month rising to a $1,829 maximum.

The medical plan was improved by lowering the deductible to $50 from $100, the city agreeing to pay 85% of the medical bills over the deductible to $25,000. The hospital room rate was upped to $65. Maternity benefits were increased to $400 for normal birth, $800 for caesarean and $200 for miscarriage.

Maintenance of current benefits for medical plans include the payment of $2.62 for those holding Kaiser plans.

Special provisions were inserted in the Police Manual to cover members of that Department now in the bargaining unit and "will not be changed except by mutual agreement of the parties thereto." They include new training, incentive/longevity provisions, sick leave and grievance procedures.

After a two-third approval vote by bargaining unit members, a 104 per hour Pension Plan was scheduled to become effective for members of the Police Department on May 1, 1975.

The OPEIU bargaining team included Secretary-Treasurer Walter Engelbert and Business Representative Lance Meier, assisted by International Representative Gary Kirkland, and a committee comprising Seward Don Mose, Mark S. Irwin, Ronald M. Beck and Dennis Richards.

Seattle Was First

In our February issue we reported that the San Francisco Institute for Women in the Labor Movement was "the first held on the West Coast." We are advised by members Lynn Phillips and Esther Clarke that this was incorrect as both had represented Local 8 as speakers at two such seminars held in Seattle last year, one on April 27 and the second on September 28, but that they were remiss in reporting their participation so are anxious to set the record straight.

HONORED BY LOCAL: Local 129 President Lorene Scar- sellato (left) presenting plaque to Mrs. Leslie Meinen on her retirement as a telephone operator since 1957 with the Communications Workers in Houston, Texas, as Business Representative Alma E. McNally looks on. Sister Meinen served as steward for the OPEIU’s unit at CWA and was a member of the contract negotiating committee. Before joining the CWA she was a telephone operator with Southwestern Bell Telephone Company. We wish her many happy years in her retirement.

HONORED BY LOCAL: Local 129 President LoreneScar- sellato (left) presenting plaque to Mrs. Leslie Meinen on her retirement as a telephone operator since 1957 with the Communications Workers in Houston, Texas, as Business Representative Alma E. McNally looks on. Sister Meinen served as steward for the OPEIU’s unit at CWA and was a member of the contract negotiating committee. Before joining the CWA she was a telephone operator with Southwestern Bell Telephone Company. We wish her many happy years in her retirement.
PORTLAND LOCAL SIGNS FIRST LIBRARY PACT

Wage boosts totaling $36 per week were gained by Portland Local 1 of OPEIU after its members had been negotiating for its new professional bargaining unit which includes office clerical librarians, health care professionals, engineers and aids, and the Camas Public Library in Washington.

Local 11 Sec.-Treas. Walter A. Engberg reports that the one-year contract calls for an $18 per week increase on January 1, with a further $18 boost to take effect on July 1. At that time, the starting wage for the lowest office grade will be $605 per month, rising to $744 maximum. In the top grade of civil engineer, the starting salary will be $1,050 rising to $1,383 maximum.

The pact provides a union shop and 12½% paid holidays. It calls for two weeks vacation for those with one to five years' service, three weeks after eight years; four weeks one day after 15, and five weeks one day after 20 years.

The employer agreed to provide a term life insurance policy for each employee equal to the average hourly wage plus 77 cents, and to pay full costs for health-welfare for employees and their families, including drug prescriptions (after April 1). A dental plan is also provided.

International Representative Gary D. Kirkland assisted in the negotiations.

Ask Congress to Update Overtime Rule

AFL-CIO Says "Professional" Exemption Should be Ended

The Council of AFL-CIO Unions for Professional Employees has asked Congress to end so-called "professional" exemptions in the Fair Labor Standards Act's overtime provision which have made "second-class citizens of white collar and professional employees."

In letters to the chairmen of the labor committees of the House and Senate, the Council charged that the exemptions are being used by employers as a loophole to deny to perhaps millions of these employees the benefits of overtime.

"At a time of mounting unemployment, when our country's policy should be to spread available work, the Labor Department is actually allowing more people to work longer hours without additional pay, rather than enforcing the law's time-and-a-half provisions so that employers would be encouraged to hire more people," said Jack Golodner, executive secretary of the council which comprises the OPEIU and 18 other affiliated international and national unions.

On April 1, 1975, new salary requirements for professionals as set by the Labor Department took effect, increasing the $140 per week guideline to $170, and the $200 requirement to $250. The council maintains these are far too low. It points out that the initial guidelines were based on 1968 figures. Meanwhile, the cost of living has increased by 50% while the new Department guidelines have increased from 22% to a maximum 25%.

Portland Local Signs First Library Pact

Stresses Hospital Organizing

On July 26, 1974, President Ford signed Public Law 93-360 which extended coverage of the National Labor Relations Act to approximately 1,500,000 employees of "health care institutions."
The effective date of the legislation was August 25, 1974.

At the recent two-day meeting of the full-care OPEIU Representatives in Atlanta, General Counsel Joseph Finley acquainted all in attendance with the effects of the new legislation. Mr. Finley pointed out that health care institutions are interpreted as practically any single organization providing a health service. Those coming under the Act must do a minimum of $50,000 annually in interstate business and/or a total annual business volume of $250,000.

Health care institutions include any hospital, convalescent hospital, health maintenance organization, health clinic, nursing home, extended health care facility, or other institution devoted to the care of sick, infirm or aged persons. The recently enacted legislation thus creates a comprehensive new definition of a health care institution which will include both profit and non-profit health care institutions. For example, religiously affiliated health care institutions are fully covered by the Act.

As this column is prepared, the Board has yet to hand down decisions on a number of cases which will give labor organizations an opportunity to interpret Board policy with respect to appropriate collective bargaining units. Furthermore, at this time we do not know whether the Board will hold that "wall-to-wall" units are the only appropriate bargaining units or whether they will separate non-professional units such as clerical and maintenance workers.

It is highly important that Representatives of the OPEIU be up-to-date on the law as it affects health care institutions, particularly with respect to notices of contract termination, notices to the Federal Mediation and Conciliation Service, and the respective State Mediation Boards, in addition to strike notices. It should be remembered, too, that the new Act does not apply to any institution operated by a branch of Local, State or Federal Government.

While the National Labor Relations Board requirements call for a full 60-day notice of expiration of a contract, 90-days notice must be given to health care institutions. Thus, bargaining will begin 90-days prior to contract expiration rather than the usual pattern of 60-days notice. In health care cases, 60-days notice must be given to the Federal Mediation and Conciliation Service or similar State bodies.

The new law gives to the Federal Mediation and Conciliation Service the authority to impose mandatory mediation upon the parties in health care institutions. In addition, before a Union can strike or picket, it must give a 10-day strike notice to such institutions. If a Union fails to strike within three days of the time specified in the notice, a new 10-day strike notice must be served.

Failure of the Union to follow these provisions becomes an unfair labor practice and will be subject to injunction action by the National Labor Relations Board. The National Labor Relations Board and the Federal Mediation and Conciliation Service believes that negotiations are proceeding in such a manner that a strike could occur which would jeopardize the health care services in the locality concerned. Such a strike may be prohibited if it will be determined by a Federal Labor Relations Board representative that the striking Union has not made a written report to the parties within 15 days after the establishment of the Board. During the period that the Board is conducting the investigation, the Federal Mediation and Conciliation Service will still attempt to assist the parties in resolving their differences.

Health care institutions employ hundreds of thousands of workers who come under the jurisdiction of the OPEIU. It is imperative that Representatives be familiar with the law and its ramifications in order to help their members attain the standards expected in any profession or calling.

Ask Congress to Update Overtime Rule

AFL-CIO Says "Professional" Exemption Should be Ended

While it is true that a "professional" is someone who spends less than 50% of his time clerical, it is also true that there is no occupational group that is more important to the American way of life than the medical profession.

The President's Commission on Federal Contracts and Grants, in its 1968 study, recommended that "professional" be defined as an occupation which requires "specialized training and advanced education beyond high school." That recommendation was adopted by the Fair Labor Standards Act in 1968.

As the President points out, however, the recommendation has not been strictly enforced. The result has been that workers in the "professional" field have been paid less than other workers performing similar work.

The President expressed the hope that Congress, in updating the overtime provisions of the Fair Labor Standards Act, would exclude medical professionals from the "professional" classification. If that is not done, there is no reason to believe that the President's Commission on Federal Contracts and Grants, or the President, or the OPEIU, is wrong in saying that the "professional" exemption should be ended.

HOSPITAL BARGAINING UNIT: Committee which negotiated successful contract for Local 471 at Brownsville General Hospital from January 1, 1974, to December 31, 1975. Its members are: Virginia Filoni, Marilyn McCoy, a volunteer member from Local 457 Brownsville team. Standing are John Engelbert, Sandy Richards and Vice President John Orrison. Members of the Brownsville team are: Sister Smith and Livian Anthony, and the International Representative John Engelbert, and Secretary T. Orsini and Amy L. Oosting assisted Sister Smith in the negotiations.

Local 457 bargaining unit at Muskegon Heights Board of Education won an average 15% wage increase in a three-year contract, raises ranging from 53 per week to as high as $32 for those previously paid far below their new classifications.

The OPEIU negotiating team included Barbara Carlson, Lois Nye, Helen Parker, and Emma Hobson. They were assisted by Sister Smith and International Representative John Richardson and Vice President Bill D. Adams.

At Muskegon Co-Op Federal Credit Union a renegotiated contract calls for a $12 weekly wage increase for a 37½-hour week with $5 per week each six months thereafter, plus two cost-of-living adjustments to be paid each year on June 8 and December 8.

MUSKEGON HEIGHTS LOCAL SCORES IN NEW CONTRACTS

Substantial wage gains and fringe benefits were won by Local 553 in an initial contract and renewals of other existing ones in Muskegon Heights, Mich., Rec.-Sec. Ida J. Smith reports after having participated in most of the negotiations.

She says a two-year contract recently renegotiated by Stewart, Inc., gained $20 per week per employee each year across-the-board, or $3,000 per individual over the period. This was possible because the company increased pension funding and benefits, as well as a maternity clause allowing a pregnant employee to work as long as her doctor permits.

The agreement was reached with the help of a State Mediator, Mary T. Orsini and Amy L. Oosting assisted Sister Smith in the negotiations.

Local 1153 bargaining unit at Muskegon Heights Board of Education won an average 15% wage increase in a three-year contract, raises ranging from $3 per week to as high as $32 for those previously paid far below their new classifications.

The OPEIU negotiating team included Barbara Carlson, Lois Nye, Helen Parker, and Emma Hobson. They were assisted by Sister Smith and International Representative John Richardson and Vice President Bill D. Adams.

At Muskegon Co-Op Federal Credit Union a renegotiated contract calls for a $12 weekly wage increase for a 37½-hour week with $5 per week each six months thereafter, plus two cost-of-living adjustments to be paid each year on June 8 and December 8.
Educational Materials Available For Members

Delegates to the 1974 Convention expressed the need for materials pertinent to the OPEIU and membership in the union. They also indicated an interest in information on the labor movement in general and in social, economic and political data relevant to them as both wage-earners and consumers.

In response, WHITE COLLAR will publish a continual listing of available resource material—pamphlets, books, brochures, subscriptions, films—many free and some offered at a very modest cost—which will prove useful to union member and officer alike—and provide a well-rounded "library" for every local.

For handy reference, you suggest the clip the lists as they appear in future issues.

AFL-CIO Publication
Write: Pamphlet Division
AFL-CIO Department of Publications
815 16th Street, N.W.
Washington, D.C. 20006
(Ordery by number as well as title.)

Political Education
20. This Is The AFL-CIO (Revised)—24 pp.
Published: March 1974. Price: 10¢ per copy; $7.50 for 100. A popular short pamphlet describing the functions, structure and policies of the AFL-CIO.


Published: July 1969. Price: 10¢ per copy; $7.50 for 100. A pamphlet primarily designed for use in schools and by community organizations for young persons who will soon be joining the labor force.

Published: December 1970. Price: 7¢ per copy; $6.00 for 100. A popular discussion of what's wrong with state right-to-work laws.

79. Religion and Labor (Revised)—16 pp.
Published: July 1966. Price: 10¢ per copy; $7.50 for 100. A brief history of the relationships between trade unions and churches and synagogues, describing the viewpoints of the major religious groups toward organized labor and its objectives.

81. How to Run a Union Meeting (Revised)—64 pp.
Published: March 1972. Price: 20¢ per copy; $15.00 for 100. A discussion of how to run interesting, lively, democratic union meetings with a complete set of rules on parliamentary procedure.

107. The Vital Links (Revised)—11 pp.
Published: February 1964. Price: 15¢ per copy; $12.00 for 100. A description of the vital roles played by state and city central bodies and their relationships with the Federal, stressing the benefits of affiliation by local unions with the state and city organizations.

116. When You Write Your Congressman (Revised)—4 pp.
Published: August 1966. Price: 1¢ per copy; 75¢ for 100. A leaflet on how to present your views effectively to congressmen to help secure passage of legislation.

UNIONIZED N.J. BANK GROWS TOGETHER WITH OPEIU UNIT

When non-union bank employees learn first-hand from unionized colleagues the benefits of an OPEIU contract there is no difficulty in unionizing them.

After the unionized Hudson-United Trust of Union City, N.J., recently acquired the People’s Trust in Dunellen, N.J., the latter’s 18 employees soon learned that their new employer’s employees enjoyed much better pay and working conditions so they also wanted union representation.

The non-union group called on International Representative Gene Dwyer to explain how they could unionize. Four hours later they provided him with a complete list and in a day or so all 18 had unanimously signed cards designating Local 142 in Jersey City to represent them.

Business Manager Zach Schneider has requested recognition for the group who will then be brought under the Hudson-UNITED contract. The same thing happened a year or two ago when the Union City bank acquired another in Hackensack, N.J.

Although the Union City bank has been unionized for years it is steadily expanding and prospering, proving conclusively the need for unionization.

OFFICE PAY, BENEFITS BOOSTED IN NEW PRATT INSTITUTE PACT

Three additional paid holidays, a new dental plan, improved bereavement and sick leave clauses plus substantial wage boosts, were gained in a one-year contract renegotiated by Local 153’s Colleges & Universities Division for its 130-member office unit at Pratt Institute in New York.

Local 153 Sec.-Treas. John Kelly says that the new pact calls for an across-the-board wage boost of 25¢ an hour, retroactive to November 1, an additional 6% to become effective on March 1, with another 13¢ hourly boost to be added on March 1, 1976. Effective on the latter date, Blue Cross/Blue Shield coverage will be applied to dependents. In the event of death in the family, employees in future will be entitled to five days paid leave. The new contract calls for 14 paid holidays annually, against 11 in the previous agreement. The contract terminates on August 31, 1976.

121. Labor Champion of Public Education (Revised)—14 pp.
Published: November 1970. Price: 10¢ per copy; $7.50 for 100. A pamphlet tracing the history of the American labor movement’s support for public education in the United States from the early 1800’s to the present.

133. Equal Rights for All—22 pp.
Published: May 1971. Price: 10¢ per copy; $7.50 for 100. A comprehensive pamphlet describing the long and historic involvement of the trade union movement in the struggle for civil rights. This illustration questions and answers pamphlet deals with the Civil Rights problems of the times and the AFL-CIO program designed to insure an end to discrimination.

Published: July 1965. Price: 15¢ per copy; $12.00 for 100. A basic primer on how collective bargaining works, arbitration, union security, the growth of modern unions and how they protect democracy and freedom.

142. Labor’s Role in a Free Society—Leaflet
Published: September 1973. Price: 3¢ per copy; $2.50 for 100. A free labor movement strong enough to survive if necessary is fundamental to a free democratic society. AFL-CIO President George Meany declares in this assessment of labor’s role.

To Be Continued

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Picture shows large turnout of delegates attending the OPEIU Educational Conference at the Motor Hotel Inn in Atlanta, Ga., for the Southeastern Region. This two-day conference followed the meeting of OPEIU staffs from all over the U.S. and Canada.