



WHITE COLLAR

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

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from the desk
of the

PRESIDENT

Stresses Value of Conferences

We are in the process of preparing for our series of Educational Conferences in the United States and Canada for the year 1976. These conferences, from their inception in 1954, have contributed importantly to the life and growth of our Union.

Some years ago after attending a series of conferences, I had occasion to meet with a representative of one of our Local Unions. He indicated to me that because of his years of experience, he did not feel that he could get anything out of the conferences. I replied that I seldom attended a conference in which I did not learn something new and of value to our organization.

We are in a changing world. Interpretations of the National Labor Relations Act are coming to us weekly from Washington. Arbitrators are charting new paths in decisions rendered as a result of collective bargaining disputes. The amendment to the National Labor Relations Act which allowed hospital workers to organize for the first time was passed only last year.

The principal features of the Employees Retirement Income Security Act became effective in 1976. This Act alone opens up new horizons which demand the attention of Local Union Representatives and International Representatives.

In the last 30 years, the composition of the labor force has changed radically. For example, in 1947 there were 16,683,000 working women. In 1975, some 28 years later, there were 37,087,000 in the female working population. In effect, while females in the United States jumped up some 52 percent, females in the labor force increased by 123 percent.

We in the OPEIU are very much interested in the unionization of bank workers. However, very few of us are aware of the latest governmental employment figures which indicate that 91 percent of bank tellers in our country are women.

The same changes are taking place in Canada. When we first started our Educational Conference Program in Canada some 22 years ago, pictures of those conferences reflected an overwhelming majority of male leaders. The reverse is true today. Women are in the ascendancy in all walks of life in Canada, including the organized labor movement.

Two distinct trends are apparent from a study of the labor force. One is the emancipation of women from a great deal of home work. The other lies in the fact that employers are finding that women can do many jobs as well, if not better, than men. While it is true that a woman may not be able to do heavy work, it is also true that most heavy work is now being done mechanically. Of more than 86,000,000 people who work in the U.S., less than 14,000,000 are factory production workers.

Another very important trend apparent from the government's figures is earlier retirement. Whether from choice or otherwise, a lot of males from age 55 and up are leaving the labor market. For example, in 1947, 89 percent of the male workers from 55 to 64 years were employed. In 1974, this figure dropped down to 77 percent. In 1947, 48 percent of male workers over 65 years of age were employed. In 1974, this figure plummeted to 22%.

Our Local Union and International Union leadership cannot sit back and feel that we do not require continuing education in our jobs of organizing and representing workers. Some of the above figures would indicate that we must keep abreast of the composition of the work force in order to intelligently direct organizational material to it. COLA, ERISA, Expedited Arbitration EEOC, ERA and Title VII are only some of the many terms which are relatively new in the field of worker representation.

It is imperative, therefore, that all Local Unions of the OPEIU be represented at Educational Conferences. It is most important that those who do the everyday work of leadership participate, in addition to those who look forward to union leadership positions in the future.

New Kaiser Hospitals Pact Yields \$2,200 Per Member

Wage boosts totaling more than \$2,200 per individual, together with improved vacations and other fringe benefits, were gained in a new two-year contract with Kaiser Permanente Hospitals negotiated by Oakland Local 29 for its 1,000-member bargaining unit of office clericals in Alameda County and parts of Contra Costa County, Calif.

Regional Director John B. Kinnick reports that it calls for first-year pay increases of 36¢ an hour, or \$62 per month, and a similar amount, or 7%, in the second year. The settlement raises hourly average pay to \$5.14 in the first year and \$5.50 in the second.

The contract also provides dental plan improvements, including orthodontia coverage for dependents and payment of 80% of dentists' usual and cus-

tomary fees; five weeks' vacation after 10 years (was 15); an additional five cents per hour employer contribution into the pension fund, and revised contract language in seniority and leave of absence. The new agreement runs to February 1, 1978. It was ratified by a margin of five-to-one.

Business Representatives Bruce Groulx and Ann Coughlin headed the Local 29 negotiating team.

About 150 office clericals employed at some 60 trade union offices in Alameda County also ratified a new two-year agreement renegotiated by Local 29 calling for a \$15 per week pay boost in the first year, retroactive to November 1, 1975, and an additional \$15 per week on the same 1976 date.

The OPEIU represents about

500 clerical employees in trade union offices throughout the state, the Alameda County unit being the largest.

The new agreement also provides a cost-of-living adjustment, based on 1¢ for each 0.25 CPI increase, which becomes payable when the formula yields an amount greater than \$15 per week. The COLA will equal any increase over the \$15 per week with a maximum payment of 3%.

Other provisions include an additional 10¢ an hour contributing by the employer into the pension fund, bringing the total to 65¢ an hour; five weeks' vacation after 14 years (was 20); cash payment equal to 50% of accrued sick leave upon retirement, and employer payment for parking. The agreement runs to November 1977.

Usery Sees '76 Pay Gains of 10% Tells Senate Group These Not Inflationary

Wage increases of between 9% and 10% for 1976 would not contribute significantly to the nation's rate of inflation, Labor Secretary W. J. Usery, Jr., told the Senate Budget Committee in Washington, D.C.

President Ford has been urging moderation in a period when labor faces its biggest negotiating year since 1973. Earlier this year, at Usery's swearing-in ceremony, the President said:

"I think the success of our program of steady, balanced

Hire More Women for Federal Jobs

The U.S. Labor Department's magazine *Manpower* reports that the number of women employed in full-time white-collar jobs in the federal government increased by 38,843 between October 1973 and October 1974, according to a U.S. Civil Service survey.

The survey attributed the increase to government-wide emphasis on the Federal Women's program and International Women's Year efforts to consider women for employment in higher level positions.

You can influence the way your tax dollars are spent. See editorial on Page 2 on U.S. Budget.

economic recovery will depend significantly on reaching commonsense labor-management agreements without prolonged major stoppages and without inflationary settlements." But Ford didn't define what he considers inflationary.

Usery, on the other hand, told the Senate Budget Committee that he is in agreement with the consensus of economists that pay increases in the first year of new contracts negotiated in major bargaining units this year will fall in the 9% to 10% range and that this will not be inflationary.

"I believe there is general

agreement that wages have not been a significant factor in the unusually high rate of inflation of the past three years. . . . I see no signs that this will change," he testified.

But he pointed out that this does not mean that unions have forfeited their traditional call for "more." He suggested that unions instead are giving a high priority to more jobs—at decent rates of pay—and more job security.

Usery said that in coming months nearly 900 major contracts affecting 4.5 million union-represented employees will be renegotiated.

Tacoma Clinic Employees Vote OPEIU in NLRB Test

Local 23 Business Representative Frank E. Fennerty, Jr., reports that a unit of 77 employees voted for OPEIU representation in an NLRB election at Western Clinic in Tacoma, Wash., the first clinic in Pierce County to go union.

The new unit comprises medical service and office clerical employees, including office assistants, licensed practical nurses, central supply, x-ray and laboratory technicians, non-professional physical therapists, physical therapy aides, and maintenance employees.

Regional Director J. Oscar Bloodworth reports that Memphis, Tenn., Local 367 has signed an initial master agreement covering office employees of Fund Administration Services, Inc., in that city and calling for a unionized staff for the firm at all its branches.

The Memphis contract also covers its employees in Little Rock, Ark., Indianapolis, Ind., as well as those in Orlando, Jacksonville and Miami, Fla., or in any other offices which the firm "may open in the future."

WHITE COLLAR

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

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Budget Items to Consider

President Ford's fiscal 1977 budget is virtually a rich versus poor, business versus individual spending package. Among other things it will:

- Increase medical bills for the 25 million elderly by \$1.9 billion.
• Phase out a federal program presently providing 320,000 public service jobs with states, counties and cities.
• Cut benefits and services for veterans by \$1.84 billion.
• Reduce health care by \$125 million, particularly funds for construction of new hospitals and modernization of existing ones.
• Cut the Department of Agriculture budget by 25% to \$10.8 billion, with major reductions in food stamp and school lunch programs.
• Calls for a 15% slash in aid for education amounting to \$1 billion, reducing or eliminating programs that allow low and middle-income families to send their children to college.
• Lists \$12.9 billion for the Department of Transportation, with major emphasis on highway and urban mass transportation.
• Requests \$600 million for disaster relief and insurance, the same as last year, a no increase that takes no account of inflation.
• Proposal would cut Law Enforcement Assistance Administration by \$115 million, shifting cost of combatting crime to state and local governments which means a later increase in local taxation.
• Increases by \$200 million, the amount asked for science, space and technology to \$4 1/2 billion for 1977.
• Seeks \$53 million cut in budget for Environmental Protection Agency, a blow to efforts to end air and water pollution, programs to ban harmful pesticides and chemicals, and efforts to curb excess radiation and noise pollution.

But the Ford budget proposes an \$8.4 billion increase in defense spending to \$101.1 billion, rising faster than the rate of inflation, and recommends a \$1.1 billion increase in foreign aid spending, to \$6.8 billion. Defense accounts for more than one-fourth of the entire Ford budget.

How You Can Voice Views

During the coming months your Congressmen and Senators will be called upon to vote on President Ford's budget recommendations. You can help them make up their minds by letting them know how YOU feel.

It's obvious that spending for defense and foreign aid is sharply increased, while the reverse is true on domestic programs. Do you agree with these administration priorities? Now is the time to let your elected representatives know where and how you want your taxes spent.

This is an election year so you can rest assured that due weight will be given to your opinions by your elected representatives in the Congress. To simplify matters for you, we are printing this convenient coupon to fill out and mail to your Congressman and Senators:

MY VIEWS ON THE BUDGET ARE:

CUT SHARPLY NEEDS SOME TRIMMING DO NOT CUT

- Aid to the elderly
National defense
Foreign aid
Jobs, other programs for unemployed
Health care
Veterans benefits and services
Law enforcement
Agriculture
Transportation
Disaster relief and insurance
Education
Science, space, technology
Environment and natural resources

Name:

Address:

Incidentally, don't forget to contribute your \$2 to our OPEIU campaign for VOTE (Voice of the Electorate) this year. This November election will be crucial for all wage and salaried employees. Help us elect candidates friendly to organized labor!

NLRB Nixes "Bargain from Scratch" Upholds Charges Against Kroehler Mfg. Co.

An employer who unilaterally withholds benefits previously enjoyed by office employees who unionize, and attempts to "bargain from scratch" by altering certain terms and conditions of employment before negotiating a union contract in good faith, is violating the federal labor law and must make the employees whole for any financial damages suffered with 6% interest added.

This was the unanimous order of a three-member NLRB panel which ruled on an appeal brought against a decision of Administrative Law Judge Ivar H. Peterson by the Kroehler Mfg. Company. Peterson had ruled in favor of Charlotte, N.C. Local 482 which filed unfair labor practice charges against the furniture firm.

The charges against the company followed a November 13, 1974 meeting to negotiate an initial contract after the OPEIU won an election on the previous September 27 to represent the office employees at the Kroehler plant in Charlotte. At the meeting, the company announced that it intended to "bargain from scratch" and was unilaterally suspending the benefits although the Union pointed out that these

were subject to negotiation.

The benefits included paid holidays, paid sick leave, and a flexible absentee/tardiness program which "would not be honored until an agreement was reached." A company negotiator also discussed its "depressed economic condition and its various austerity programs affecting employees at all its facilities," declaring that its previous policy would be replaced effective November 18, 1974.

When a bargaining team member remarked that she "was under the impression that employees would not lose any benefits as a result of the Union," the company negotiator replied that she was "misled." After the contract proposals were read, the company rejected them as "wholly unacceptable." These proposals were later revised but again were rejected.

The NLRB panel found that even assuming the bona fides of economic distress, Kroehler's action "smacks more of anti-union retaliation than of economic urgency" as the reason for its unilateral suspension of the employee benefits.

In upholding the Administrative Law Judge's decision, the

NLRB panel ordered the company to post for 60 days a notice at its Charlotte, N.C., plant as follows:

"We will not make changes in the terms and conditions of employment of our office employees without first bargaining collectively with respect to any proposed changes with their bargaining representative, Office & Professional Employees International Union Local 482.

"We will reinstate holiday pay for office employees.

"We will withdraw our absentee control program and reinstate our past practice of compensating employees for leave taken for sickness or medical reasons.

"We will make our office employees whole for any loss of pay suffered as a result of the changes we made in the foregoing practices.

"All our employees are free to become, remain, or refrain from becoming or remaining, members of the above-named Union or any other labor organization."

The NLRB panel which issued the order comprised Chairman Betty Southard Murphy and members John H. Fanning and John A. Penello.

Meany Disputes BLS Jobless Data Says Figures "Understate" Real Picture

The government's official report on joblessness understates the true unemployment in America, according to AFL-CIO President George Meany.

A "realistic" analysis shows the nation's jobless rate was 10 1/2% rather than the 7.6% officially reported by the Bureau of Labor Statistics for February, he said. Similarly, the true number of unemployed workers was 9.9 million instead of the 7.1 million reported, he declared.

Meany said the government

fails to take into account discouraged workers who have stopped looking for jobs and workers on part-time because they have no other choice.

"To the 7,136,000 workers counted as unemployed by the Dept. of Labor, one must add the 972,000 discouraged unemployed who have given up hope of finding work," Meany said.

To that total there should be added the partial unemployment of workers forced to work part-time because full-time work is

not available, he added. Approximately 3.5 million persons worked part-time schedules in February "for economic reasons," BLS reported.

"Using the conservative measure of 50% of their time as unemployed we have added 1,760,000," Meany declared. "Thus the true number of unemployed is 9.9 million, or 10 1/2% of the adjusted labor force."

The government figures obviously do not convey the full impact of unemployment in the nation, Meany added, charging that the administration's statistical "gimmickry"—a new so-called "seasonal adjustment" formula—further distorts the facts.

OPEIU Pioneer Retires



A member of Local 114 since it was chartered in 1946 and who served on its Executive Board for many years, Stella Barthe is the first woman to retire from the New Brunswick International Paper Co. after 41 years of service. The occasion was marked by a retirement party in her honor given by members of the Local. Shown (from left) are Local 114 Rec.-Sec. Raymond Arseneault, Miss Barthe, guest of honor; President Emile Normandeau, and Sec.-Treas. Christina Bahin, Sec.-Treas. We wish Sister Barthe a long and happy retirement.

Ethel J. Hurst, Detroit Local 10

We regret to announce the death in Hutzel Hospital, Detroit, of Ethel J. Hurst, 58, president of Local 10.

A pioneer in the white collar union movement, Sister Hurst was one of the founders of the local in 1945 and served as its president and later vice president. She also worked as a secretary for Roofers Local 149 in Detroit.

She is survived by a sister, Marie R. Hurst, to whom we extend our deepest sympathy in her bereavement.

OPEIU Upheld in Promotion Dispute

Arbiter Says Seniority Rules in REECO Hassle

Arbiter Daniel J. Dykstra upheld Local 445 in a lengthy dispute involving the promotion of a non-senior employee to fill the position of technical librarian by Reynolds Electrical & Engineering Company at its Nevada Test Site in Las Vegas, Local 445 President Joe N. McDow reports.

As a government contractor, the company was obligated to develop and follow an affirmative action program with regard to minorities and females. When the vacancy occurred, two senior clerks bid for the opening. One was Mona Lupo, a Caucasian with a May 15, 1962, seniority date, and the other JoAnn Connor, a minority whose seniority date was April 5, 1968, and who was named to fill the vacancy.

The question posed by Local 445 was whether the company had violated its contract agreement "on seniority or that section known as the Memorandum of Agreement on Affirmative Action Program?"

When the job opening was posted in November, 1974, the minority goal prescribed in the Memorandum of Agreement was 14%. By awarding the position to Mona Lupo, the company contended that this would reduce the percentage to 12½% but the Union challenged this determination, arguing that around that time another vacancy occurred in the same grade which was filled by a minority, thus fulfilling Memorandum goals.

Local 445 contended that posted minimum qualifications called for a college degree in library science plus one year of experience as technical librarian, yet neither applicant met these qualifications. While Ms. Connor had some college training, the grievant's formal education was limited to a high school degree.

But the Union further argued that the grievant had worked for over nine years in charge of the lending library, handling 7,000 books per month; was a competent and reliable employee, and her job performance



ATTENDS LABOR INSTITUTE: International Representative Daniel J. McShain (right) chats with Christenia Alden (left), field agent of the Washington State Labor Council, during a coffee-break at the "How To . . ." Institute held recently at the AFL-CIO Labor Studies Center in Silver Spring, Md. About 25 union officials from all parts of the country attended this five-day course.

was "very good," according to testimony by her supervisor.

Mrs. Martha Brennan, former Local 445 president, testified that in the department where she worked it was not unprecedented to consider experience as a substitute for formal requirements in filling job vacancies.

The arbiter considered this testimony as "significant" and relevant because terms of the contract "prescribe that seniority will control (except as limited by the Affirmative Action Memorandum) if the applicant has sufficient qualifications and ability to perform the work required."

The arbiter found that in this instance the seniority provisions of the contract prevailed even

though "the company believed that Ms. Connor had to be appointed in order to meet affirmative action goals, although she had neither experience nor formal education in library work."

He ruled that the grievant should have been awarded the promotion as the minority goals already had been achieved around the time this job opening occurred. However, he also found that the employer "acted in good faith trying to resolve a difficult problem in the face of conflicting goals. For this reason, while ordering that the grievant be promoted to the position of technical librarian Grade 9, I am not requiring that she be given back pay and other back benefits."

13¼% Pay Hike Won at City of Camas

COLA, New Benefits Gained by West Coast Group

Across-the-board wage increases totaling 13¼% over two years plus a cost-of-living allowance effective January 1, 1977, together with new family optical and dental plans were gained by Portland Local 11 in a renegotiated contract for its municipal employee bargaining unit in the City of Camas, Washington.

Local 11 Sec.-Treas. Stuart W. Crosby reports that the agreement calls for a 7¼% general wage boost retroactive to January 1 and another 3% increase next June 1. The COLA takes effect January 1, 1977, and provides a 4% minimum to 7% maximum with a 3% corridor. An additional

U.S. Finds Office Hazards Cause Heavy Annual Toll

Office workers suffer more than 200 deaths a year and 40,000 disabling injuries, at an annual cost of \$100 million, the U.S. Labor Department's magazine *Job Safety and Health* reports.

Slips and falls, injuries from lifting heavy objects and from getting caught in equipment, are common office hazards, the magazine says, adding that one frequent danger is moving to a new office. Workers may try to lift boxes and equipment or may stumble in the unfamiliar surrounding.

An office safety inspector, not using a light, fell into an open four-foot shaft. A woman stooped, caught her earring in a typewriter carriage and ripped through her earlobe. A consulting firm fire cost thousands of dollars when cigar ashes were thrown into a trash can containing photocopier fluid bottles.

Don't Forget to Give \$2 to OPEIU's VOTE Drive

In his Gettysburg Address, Abe Lincoln envisioned for our country "government of the people, by the people, for the people." Instead, we now have government of corporations, by corporations, for corporations.

All of us are to blame because we regard politics as a game and seldom study the backgrounds or records of candidates who run for public office. We must support those candidates friendly to organized labor, not to the giant corporations and their corrupt practices.

We all can help in this crucial election year of 1976 by giving a minimum contribution of \$2 to the Voice of the Electorate (VOTE), the voluntary political fund created by the OPEIU to elect candidates to public office friendly to organized labor.

Become active in your Local's VOTE drive NOW! Time is running out. We urge every member and Local to do their full part to make this Bicentennial a banner year for the OPEIU's VOTE fund drive. Also make sure that you REGISTER and VOTE!

NLRB Curbs Union Activity Where Patients are Treated

The National Labor Relations Board has ruled that hospitals can restrict the organizing activities of unions to provide

a "tranquil atmosphere" for patients. The decision limits the right of unions to solicit hospital employees, even outside working hours, in areas where the patients receive care.

Formerly, the board generally permitted union solicitation of employees outside working hours and away from working areas. But in a case from Tulsa, Okla., the board said "hospitals may be justified in imposing somewhat more stringent prohibitions" against union activities.

Under the ruling, union recruiting could be barred "in strictly patient-care areas, such as patients' rooms, operating rooms, and places where patients receive treatment, such as X-ray and therapy areas," the board said. "Solicitation at any time in those areas might be unsettling to the patients—particularly those who are seriously ill and thus need quiet and peace of mind."

But the board didn't extend the rule to areas where patients have access but don't receive care, such as cafeterias and lounges. "The interests of patients well enough to frequent such areas don't outweigh those of the employees to discuss or solicit union representation," the board said in a decision signed by all five members.

Union organizing activity in hospitals has increased sharply since 1974 when Congress brought nonprofit hospitals under the National Labor Relations Act.

Minnesota Gas Yields 18%+COLA

Local 12 Lists Other Gains Equal to 9¢ an Hour

An 18% general wage increase, supplemented by a new cost-of-living allowance, plus other improved fringe benefits were gained by Twin Cities Local 12 in a new three-year contract renegotiated for its 264-member office bargaining unit at Minnesota Gas Company in Minneapolis, previously known as Minneapolis Gas Company.

Business Manager H. R. Markusen reports that the new pact calls for an 8% increase in the first year, with 5% in each of the following two years. Annual COLA adjustments will

be applied to all job rates on June 1, 1976, and on June 1, 1977.

The formula calls for 1¢ an hour for each 0.62 index point or fraction thereof increase in excess of 4% of the national CPI published by the Bureau of Labor Statistics. Markusen says the new pact establishes a minimum base pay of \$3.16 an hour in the lowest grade, rising to \$3.30, and \$5.92 in the top classification rising to \$6.95 maximum.

Shift differentials were increased to 25¢ and 30¢ an hour, and the allowance for employees

using their cars for company business was increased to 18¢ per mile. Other fringe benefit improvements in plans covering pensions, medical surgical coverage, stock purchase and life insurance could be equivalent to an additional 9¢ an hour, Markusen explains, dependent on the COLA.

The OPEIU team assisting Markusen in the negotiations included Chief Steward Ray Thompson, and a committee comprising Wayne Flynn, Ray Dickhaus and Harry Voit. The new agreement runs to May 31, 1978.

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, we suggest you clip the lists as they appear in future issues.

Films

AFL-CIO Film Catalogue

Describes more than 300 available films for use at union meetings. Write to: AFL-CIO Department of Education, 815 16th Street, N.W., Washington, D.C. 20006.

COPE—Good Work for Democracy

Produced by AFL-CIO Committee on Political Education. 15 min. Color. 1971. Rental \$3.00. This film answers many questions that union members and the public often ask about labor's involvement in politics. Historical background on labor's early involvement in politics through the Workingmen's parties is included along with a discussion of some current problems that only can be solved through political action.

The Lobbyist

Produced by NBC-TV. 10 min. Color. 1970. Rental \$3.00. This film shows how a lobbyist works. Featuring AFL-CIO Legislative Director Andy Biemiller, this TV documentary covers a busy day on Capitol Hill and meetings with other labor lobbyists who pool information and devise strategy.

Dues and the Union

Produced by the National Film Board of Canada. 17 min. 1953. Rental \$3.00. Here is a film that can provide the background for a discussion of how union dues are used to protect the worker and increase the services which enhance his standard of living. A young union member who has fallen behind in his dues payment, learns about the union and the benefits provided through his association with an older member.

Of Special Interest to Working Women

White Collar Grievance

42 min.-Black and White. University of Wisconsin, Madison, Wis. When a new department head selects a young woman in his office for promotion and passes over another with comparable experience and more seniority, the union decides to file a grievance. The steward carefully checks the facts, talks to the department head, and the aggrieved worker, and then meets with his grievance committee. The grievance is followed through all the steps and, when the company rejects the union appeal, the case goes to arbitration. An automation problem is also taken up.

Lamps in the Work Place

28 min. Color. Narrated by Lorne Green. This is a case study approach to the Equal Pay Act covering sex discrimination, child labor, age discrimination, and garnishment. (Information Office, Wage and Hour Division, Dept. of Labor, Washington, D.C. 20210, phone (202) 961-5343, or local Dept. of Labor.)

Women's Lib—From What? For What?

60 min. Black and White. Association-Sterling Films, 866 Third Avenue, New York City 10022. Rental only. Prepared as a TV program with panelists Marya Mannes, Jacqueline Brennan Wexler, Pauli Murray, Charlotte Bunch-Weesk and Helen Southard under the auspices of the YWCA. Deals with entrenched discrimination in the media, child care, and the Black Woman.

Women's Rights in the U.S.

An informal history. 27 min. Color. Sale: \$350. Atlanta Films, 340 East 34 Street, New York City 10016. Rental: \$35.00. This documentary of the growth of the woman's fight for their rights. Denial of freedom, fear to feminist writing, speechmaking and the women's rights movement. It uses contemporary prints and cartoons to point up the struggle, with quotations from Mary Wollstencraft to Susan B. Anthony, to present day.

Women: Up the Career Ladder

30 min. Black and White. UCLA Ext. Media Center, Los Angeles, California 90024. Sale: \$160. Rental: \$16.00. Presents insight and perspective on the issues and problems encountered by women as they seek to develop careers. Eight women discuss their problems and the obstacles in their way to advancement. Based upon their involvement in Management Development for Women courses.

The Emerging Woman

40 min. Black and White. Film Images, 17 W. 60th Street, New York City 10023. History of women in the U.S., using old engravings, newsreels, cartoons, and photographs to show the early fight for education, the right to vote, and the right for equal pay for equal work. Includes the struggle of women and girls in the mills and factories, the black women's struggle for freedom to the present day.

The Black Woman

52 min. Black and White, 16 mm. 1971. Rental \$12.25 for one to five days. Produced by National Educational Television, it mixes discussion and entertainment and features prominent black women as the "stars." Poetess Nikki Giovanni, singer Lena Horne, Bibi Amina Baraka (wife of poet-playwright LeRoi Jones), and others discuss the role of black women in contemporary society and the problems they confront. (Audio-visual Center, Indiana University, Bloomington, Indiana 47401, Phone (812) 337-2103.)

To Be Continued

Film Clericals Gain 52% Wage Hike

L.A. Local 174 Wins Other Benefits for 1,500

Total salary increases amounting to 52% compounded, an extra paid holiday and substantial improvements in pension and health-welfare benefits, were gained by Local 174 in a new 3½-year contract renegotiated for its 1,500 unit of office and clerical employees at the Association of Motion Picture and Television Producers in Los Angeles.

President Herman W. Pope

says that the new agreement calls for an initial 15% increase across-the-board effective March 1, 1976, bringing weekly secretarial salaries to the \$219-\$299 range; accountants' salaries to \$259-\$299, and messengers' to the \$175-\$190 range.

The contract calls for 12% increases on each of the second and third anniversaries of the effective date. On March 1, 1979, at the outset of the last

month of the agreement, there will be a six percent increase, making total salary improvements 52% when compounded.

On March 1, 1976, pension benefit contributions were increased to 61.95¢ an hour from 40.75¢ in the previous agreement. Health-welfare contributions by the Association were also increased to 47.2¢ an hour from 38¢ in the old agreement. Washington's Birthday was added as a paid holiday.

Art, Writing Teachers Forge Ahead

New Twin Cities Pact Wins 14% to 16% Pay Boosts

Across-the-board wage gains ranging from 14% in the lower grade to 16% in the higher classification were won by Twin Cities Local 12 in a new two-year contract renegotiated for its unit of art and writing instructors at the Bureau of Engraving School Division, which conducts correspondence courses in Minneapolis, Minn.

Business Manager H. R. Markusen reports that the new pact calls for 7% and 8% salary

boosts each year, setting a maximum weekly rate of \$297.72 in the top creative grade in the second year, and \$284 in the lower classification of instructors.

He explained that all art instructors are now in one classification, allowing a higher future pay horizon, and said that the union negotiators had effectively prevented a downgrading of working supervisors and others which would have happened due to shortage of work in higher

categories.

The settlement was reached with the help of federal mediators after unit members took a formal strike vote. Assisting Markusen in the negotiations was a unit team comprising Stewards Frances Miller, Day Dowsett, Herb Okins and Paul Flick. The new agreement runs to October 20, 1977.

If you move, send your old and new address, including zip code and social security or social insurance number to:

William A. Lowe, Sec-Treas.
815 16th Street, N.W., Suite 606
Washington, D.C. 20006

Clericals Score Solid Gains At Federal Cartridge Plant

A \$16 per week across-the-board wage increase, a new dental plan, and an improved pension program among other fringe benefits, were gained by Twin Cities Local 12 for its bargaining unit of office employees in a new one-year contract renegotiated with Federal Cartridge Corp., which manufactures army ammunition at New Brighton, Minn.

Local 12 Business Manager H. R. Markusen says the 40¢ an hour increase is retroactive to May 9, 1975, the settlement being reached with the aid of a federal mediator. The dental plan became effective August 1 last. It provides a maximum benefit of \$500 per individual

annually after \$100 deductible.

Accident and Sickness benefit was increased to \$80 per week for the first 13 weeks (was \$60), and the employer agreed to increase contributions to the pension plan by an additional 5¢ an hour for each employee.

A new clause provides that employees between the ages of 62 and 65, if they retire early, may continue in the Group Health Plan by paying the premiums. Clauses tightening the rules on seniority were also strengthened.

The OPEIU negotiating team assisting Markusen included Stewards Rose Beecher, Hazel Brown and Beverly Erickson.

Named to Head CLUW Region

Atlanta's Local 21 Vice President Australia K. Davidson has been elected Vice President for Region VI, comprising Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, Tennessee and Puerto Rico, by the Coalition of Labor Union Women (CLUW).

CLUW membership is open to women in good standing in trade unions or retirees, or other bona fide collective bargaining organization. Those from above states wishing further information may write her at P.O. Box 4253, Federal Annex Bldg., Atlanta, Ga., 30302.



Australia K. Davidson

Correction

AFL-CIO Free Trade Union News

A monthly review of political, economic and trade union developments in other countries issued by the AFL-CIO International Affairs Department. Annual subscription rate is \$5 for domestic and \$6 for foreign (including Canada).

U.S. Price Index

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

1975		
February	157.2	
March	157.8	
April	158.6	
May	159.3	
June	160.6	
July	162.3	
August	162.8	
September	163.6	
October	164.6	
November	165.6	
December	166.3	
1976		
January	166.7	
February	167.1	

Canadian Price Index

Statistics Canada
Base 1961=100

1975		
February	176.0	
March	178.9	
April	179.8	
May	181.3	
June	184.0	
July	186.5	
August	188.4	
* New Base 1971 = 100		
August	141.2	
September	141.5	
October	142.8	
November	144.1	
December	144.3	
1976		
January	145.1	
February	145.6	