



# WHITE COLLAR

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

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## OPEIU Calls for National Health Insurance Law Coughlin Urges Carter to Redeem His Pre-Election Pledge

By President Howard Coughlin

During his election campaign and again since his inauguration, President Jimmy Carter promised that he would announce a national health insurance program in January.

Unions across America—including OPEIU—are getting behind a single objective: the enactment in 1978 of a National Health Security Bill which will continue to utilize the services of plans such as Blue Cross/Blue Shield; Group Health Insurance; Health Insurance Plan; Kaiser Hospital Plan, and Health Maintenance Organizations which have very creditable records in the health field.

Enactment of such a comprehensive bill into law would totally reform the present health care system so that, in the future, no American will have to spend one cent for any doctor's care or for any hospital service. The right to good health would thus become part of everyone's "bill of rights."

### Bill 30 Years Overdue

Exactly 30 years ago, President Harry S Truman said one of the nation's "greatest unmet needs" was a national health service program. The same forces that killed that hope are at work again today. They put their own selfish greed for profit above that of genuine health care for the working people.

But opposition to a genuine National Health Security Bill by the profit-makers is naturally strong. It

includes the American Medical Association, numerous insurance companies, the hospitals and many doctors, whose average annual income now exceeds \$60,000.

The opposition is heavily-financed and well-organized. Working people in the organized labor movement cannot defeat this opposition alone. And neither can these greedy forces be routed unless the working people (organized and unorganized) join together to defeat them.

Every working American (except Congressmen and their families), come under "the present system." And for each and all (except Congressmen), there's a rising price tag for health care. Marking up the price tags daily are the nation's doctors and hospitals, to such a degree that it's a major effort for many unions to retain even present health coverage at the bargaining table.

Since World War II ended, organized labor has given health insurance coverage high priority. Our victories not only have benefited our union members and their families but the nation as a whole, for we forced "the system" to improve slowly, if grudgingly.

Yet, total health care protection still eludes us for the simple reason that under "the present system" complete protection is not available—at any price.

That's why I, along with other Presidents of International Unions, have joined the nationwide campaign to get a comprehensive national health insurance bill passed in the coming year. Like these other unions,

the OPEIU must join this great national coalition—the Health Security Action Committee, which is the action arm of the Committee for National Health Insurance.

### Urges Letters to White House

I believe President Carter when he says he wants to make good on his national health insurance promise. Our duty is to call the President's attention now to proposals for a plan based on sound principles that also will include continuance of the experienced services of the private health insurance organizations previously mentioned.

We should ask the President to embody these proposals in his message on the subject to the Congress. Because of its importance, I personally urge all OPEIU members to become active in this great struggle by writing now to President Carter to remind him of his promise, and to get relatives and personal friends interested enough to do likewise.

They should also write to the Committee for National Health Insurance, 821 - 15th Street, N.W., Washington, D.C., particularly our members in bargaining units representing employees in the private health insurance and service fields.

The CNHI people want to know who we are, and what our ideas are to help achieve this great national health protection goal about which we have all dreamed so long.

## OPEIU Card Beats "Blue Chip"

New Haven Local Wins \$15,000 Award for Five Members

Five happy women in New Haven, Conn., are telling their friends and acquaintances that an OPEIU membership card is a better investment than a Wall Street "blue chip," and pays far higher dividends when the chips are down.

The women are employed at the Knights of Columbus, headquarters of the world's largest fraternal insurance organization, and are members of OPEIU Local 329, which filed grievances in their behalf that they were incorrectly classified in their jobs and merited higher grades.

Arbiter William Fallon, following a hearing on all five grievances, ruled that the women were entitled to be upgraded by two levels to higher classifications and awarded them \$15,000 in back pay for the time spent at the lower pay levels.

The largest award of \$8,000 went to Josephine Daniels, a utility clerk, whose duties and responsibilities qualified her for the two-level upgrading, the arbiter ruled.

He found that the four other office clerks, Judy O'Sullivan, Anne McKeon, Marcie Mullen and Chris Cloherty, were improperly classified and also should be upgraded two levels. The four were awarded \$7,000



**HAPPY AWARD WINNERS:** From left are Judy O'Sullivan, Anne McKeon, International Representative John F. Fitzmaurice and Josephine Daniels, the \$8,000 award winner. Marie Mullen and Chris Cloherty, other award winners, were absent when picture was taken.

in back pay.

The five cases were prepared and presented at the arbitration hearing by International Representative John F. Fitzmaurice,

Local 329 President Claire Pluff and Vice President Kathy Foley, who also filed a post-hearing brief supporting the upgradings.

## NLRB Boosts Penalties For Employer Scofflaws

The National Labor Relations Board is making it costlier for employers to discharge workers illegally or otherwise discriminate against them.

In a unanimous decision, the board changed the way of computing interest, added to back pay, and other monetary awards assessed as penalties against

companies found to have violated workers' rights under the National Labor Relations Act.

Instead of the 6% interest rate previously used, the board said it was going to adopt the variable interest formula used by the Internal Revenue Service on underpayment or overpayment of Federal taxes. The "ad-

## Arizona Chemical Company Yields 20½% Wage Boosts

Wage boosts totaling 20½% over two years, two additional holidays and improved vacations among other fringe benefits, highlight a new contract renegotiated by Local 80 for its office unit at Arizona Chemical Company's plant in Panama City, Fla.

OPEIU Vice President J. Oscar Bloodworth reports that effective June 1 last, the first-year increase was 10½%, with a 10% further increase on June 1, 1978. In that year, the starting monthly minimum rate will be \$1,062 for those in the lowest office grade, rising to a \$1,158 maximum. In the top grade, the starting rate will be \$1,752 rising to \$1,922.

Other gains are increases in shift differentials of 2¢ an hour in the first year. In the second year this will be increased by another 2¢, and by 3¢ for the

justed prime rate," now 7%, may be raised or lowered at two-year intervals.

The 6% rate had been in effect for 15 years. The board said the new interest formula was "expected to encourage timely compliance with board decisions," discourage the commission of unfair labor practices and more fully compensate workers for their economic losses.

third shift. A \$2 meal allowance is also provided.

A new paid holiday is now provided for July 5, and on June 1, 1978, December 23 will become another paid holiday. All employees with 20 or more years of service are now entitled to five weeks' vacation.

Subject to government approval, members retiring after June 1, 1977, will be entitled to pension benefits of \$9 per month per year of service.

### Labor's Champion



Senator Hubert H. Humphrey, shown at OPEIU Convention some years ago, now heads coalition of unions and friends seeking passage of labor law reform in Congress. (See Page 2 editorial).

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## Court Again Cites Stevens

The U.S. Court of Appeals in New York has held J. P. Stevens & Co. in contempt of court for the second time, and strongly denounced the major textile manufacturer for its consistent harassment of union organizers.

It declared that the company must comply with the National Labor Relations Act and with the court's order enforcing it, and said it was considering a proposed fine of \$120,000 for any future violation with an additional fine of \$5,000 for each day that a violation continued. The court ruling asserted:

"The arguments in favor of a compliance fine in this case are strong. Stevens has acted in contempt of our court decrees not once but twice, involving over 30 individual violations. Its violations have been described as massive, cynical and flagrantly contemptuous."

"We do not take lightly the flouting of our order, not once but twice. Nor can we view with equanimity the refusal of a large employer to abide by the law of the land and refrain from interfering with the rights of its employees," noting also that the company had earned a reputation as "the most notorious recidivist in the field of labor law."

The 35-page decision was written by Judge Wilfred Feinberg with the concurrence of Judges Henry J. Friendly and Sterry R. Waterman.

Judge Feinberg said the company must mail a copy of the contempt ruling to all employees in its plants throughout North and South Carolina. It must also formulate rules for employees to follow in the plants, and must inform management personnel about the rights of the union organizers.

He said the company must also file a "sworn statement every six months for a period of two years after our order showing what steps have been taken to insure compliance with the order."

We wonder what effect this new slap on the wrist will have on management at the Stevens company. The court should have imposed the threatened fine, not left it slowly swinging in the breeze. Meanwhile, let's continue the boycott of Stevens' products.

## Old Labor Friend Leads Again

Senator Hubert H. Humphrey, whose indomitable courage has inspired a generation of American workers, is back in the business of leading the way again.

He has agreed to serve as chairman of Americans for Justice on the Job, the new coalition of U.S. workers and their allies supporting passage in the Congress of Labor Law Reform.

As chairman of this committee, he is once again calling for a move forward, and progress is a topic with which he is right at home.

Thirty years ago, Hubert H. Humphrey was the voice heard around the world when his call for civil rights for all Americans, regardless of color, held the 1948 Democratic Convention delegates spellbound.

Twenty years ago, he flashed across the national scene as the young U.S. Senator who was spewing forth ideas like a fountain . . . full employment, food for peace, voting rights for blacks, national health care. Some of the causes he led bore fruit a decade later; he is still working on others.

And ten years ago next year Hubert H. Humphrey missed, by seven-tenths of one percent, becoming the 37th President of the United States.

Today, one is hard pressed to find an American who doesn't wish that eyelash had blinked the other way.

The first full week of October has been turned into national Labor Law Reform Week by a series of events designed to draw attention to the need for enactment of H.R. 8410.

A dinner chaired by Senator Humphrey at the Sheraton-Park Hotel in Washington, D.C., was held on October 4, with the House vote on H.R. 8410 in the near future. State and local AFL-CIO bodies held similar events the same week.

All OPEIU Locals, where possible, should support these events to demonstrate that our Union is 100% behind Labor Law Reform. The big push to achieve this goal is now going forward.

Aside from that, each one of us should drop Senator Humphrey a personal note to let him know that the rank-and-file of American workers still back him to the hilt.

# Labor Secretary Marshall Chides Media Ignorance of Labor Matters

The following is excerpted from remarks by U.S. Sec. of Labor Ray Marshall to a conference sponsored by the International Labor Press Association in Washington, D.C.

I have been absolutely appalled at the understanding of the general press of labor matters. Regardless of the issue that we talk about, there is a monumental lack of understanding and ignorance about collective bargaining and labor law—and the labor movement itself.

I've been astounded by it because as I am interviewed by reporters of the general press it almost always is necessary for me to start with "show-and-tell" in terms of explaining things. I spend a fair amount of my time overcoming the obvious error implied in the questions they ask me, in their understanding of all kinds of labor issues.

Part of the reason is that anti-union forces in the country have a fairly well organized communications program, and that communications program has made it possible for them to have better access to the public than the labor press; or than that part of the general press which is most knowledgeable about labor matters. That means, in terms of shaping the thinking of people, we have a monumental job ahead of us.

### Economists Confuse Issue

We need to get the simple message across of the importance of full employment. First, we need to get across what it is. It gets fuzzed up by a lot of economists. You know I'm an economist, and I know that a good bit of confusion on economic issues is created by economists, because they do tend frequently to be fairly abstract and to confuse issues.

But it seems to me that the definition of full employment is fairly simple, once you cut through all the Latin and other things that economists can do to confuse it. We have full employment when nobody who wants to work has to look for a job very long. If you don't have that, then you don't have full employment, and that's not a hard thing to understand.

We might argue a little about how long

should they look before you decide that we don't have full employment. Well, my view is if you took more than three months, it's too long. We could use that as a cut-off, but I'll settle for 16 weeks if anybody wants to argue. And I think that's less important than the concept that we have a society where anybody who is willing and able to work can find a job without having to look too long.

There are a lot of myths that we need to work together to overcome. One myth is that there are a lot of people in the country who don't want to work, and that's the reason you've got unemployment. That has not been our experience, but it's amazing how pervasive that myth is.

### Other Propaganda Myths

We don't have unemployment because people are not willing to work and don't want to work; we have unemployment because we don't have enough jobs, and if we make the jobs available we'll get the people to fill them.

There is also a myth that you cannot create meaningful jobs for people. Well, that's the sheerest kind of nonsense. With all the things that we need to do in this country, to assume that we cannot get people to do the work, and have them do meaningful work, is just silly. We didn't have to think very long at all to come up with a very long list of jobs that we'll never get done, if we don't put the unemployed to work doing them.

Another myth that we have is that you have to have unemployment in order to check inflation. Well, that too is just a myth. If you look at the historical record, you will find the problem with that argument is that it fails to realize that unemployment is inflationary.

Inflation is a relationship between money and goods, and it's very simple—you can make it complicated, but it's a simple proposition: If you get more money in the system than goods, then you tend to get inflation. And if you have people not working, then you're sure not producing any goods but they are probably living, so they are getting money. And that's inflationary.

## School Team Wears Down Lawyer

### New Unit Wins Demands After Talks Lasting 15 Months

A lawyer designated by a Minnesota school board to negotiate an initial two-year contract for its employees dragged out the talks for 15 months before signing an agreement, despite efforts of a state mediator and a strike vote, according to Twin Cities Local 12 Business Representative Vern Paul.

But, he adds, the OPEIU negotiating team patiently endured the ordeal and won out. The lawyer represented the Dakota County Area Vocational Technical Institute, which employs 37 school secretaries and clericals.

Finally they gained an 8½% wage increase in the first year, retroactively, and 7½% in the second. The contract sets new minimums but no maximum scales. The unit won improvements in employer contributions in both years for health care coverage, as well as more liberal sick leave and other leaves of absence.

The initial pact calls for 9½ paid holidays, with vacations of two weeks after one year, and three after eight. The probationary period was low-

ered to 60 from the previous 90 days. It also establishes vacancy and job-posting procedures, as well as those covering seniority.

The lawyer-negotiator fought "tooth and nail" to prevent any seniority provisions at all, but the unyielding negotiating team

finally wore him down, according to Vern Paul.

Paul gives great credit to the unit team comprising Chief Steward Jewel Steadman, and Stewards Monica Hobson and Audrey Rademacher for "enduring and ultimately winning this battle."

## New Joy Mfg. Agreement Yields Gains in All Areas

Across-the-board wage boosts of \$18 a week in the first year and 5% general increases in the following two years, together with cost-of-living adjustments and greatly improved fringe benefits were gained in a renegotiated contract for its 200-member office unit at Joy Manufacturing Co., in Franklin, Pa.

International Representative Jay V. Porcaro reports that the COLA calls for an additional one cent per hour for each 0.4 rise in the Consumer Price Index.

Other gains are an additional holiday—the employee's birthday—bringing the annual total to 12. All employees will re-

ceive two additional vacation days in the first year.

The major medical plan coverage was raised to \$50,000 in the first year (was \$25,000). Life insurance was increased to \$13,500 (was \$13,000) in the first year, and \$14,000 in the second. In the second year, dental plan coverage will be included in the group health plan.

Pension benefits are increased to \$10.50 per month per years of service in the first year, \$11.50 in the second, and \$12 in the third year.

The company signed a memorandum of understanding that flexitime will be introduced in the near future.

## Deaf OPEIU Members Participate in Union Activities



Five deaf office employees were among 16 new members recently inducted by Knoxville, Tenn., Local 268. The communication problem for deaf members was solved by hiring an interpreter to attend union meetings. She uses "sign" language and also forms words with her lips so that those who use lip-reading can under-

stand the proceedings. Interpreter Joel Hill, University of Tennessee, is shown assisting Local 268 Vice President David Newton during the induction ceremony. President Mary Thomas hires an interpreter when deaf members notify her that they will attend a meeting.

## OPEIU Units Score in Paper Pact

### Large Wage Gains, Fringe Benefits Won in IP&P Contracts

General wage increases totaling 20½%, with substantial improvements in pension and other fringe benefits, were gained in a new two-year master agreement renegotiated for eight OPEIU Locals in the South with the International Paper Company.

OPEIU Vice President J. Oscar Bloodworth reports that the new pact calls for a 10½% wage increase in the first year, and 10% in the second. All contract provisions are retroactive to June 1, 1977.

Pension benefits, which he says were a major concern of the OPEIU negotiating team, were significantly increased. Minimum benefits were increased to \$9 a month per year of service from the previous \$7.50.

Moreover, the company also agreed after hard bargaining to reimburse the employees for pension contributions made prior to 1970 when the plan became non-contributory. It is estimated that the average employee will receive \$3,000 in refunds in three installments.

The Joint OPEIU negotiating team included 20 delegates from the eight Locals who were chaired by Wofford Boyd, Local 233, Georgetown, S.C., and Ruth Sawyer, Local 71, Mobile, Ala. Bloodworth and International Representative Bill Kirby acted as spokesmen for the group.

### Maine Unit Signs Three-Year Pact

International Representative John Connolly reports that a three-year pact with International Paper had been renegotiated by Local 442 for its office unit in Maine. Holidays, vacations and other fringe benefits were also improved.

It calls for a 20½% wage boost in the first two years, and a 2% increase in the final year with a \$50 bonus. Premium differentials are increased by 2¢ an hour for the first shift and 3¢ for the second. Other gains

are an additional floating holiday and five weeks vacation after 20 years.

The pension plan was also improved.

Life insurance was raised to a new \$15,000 maximum per individual. Hospitalization was increased by \$5 for single employees, and by \$19 per month

for family coverage, with the health-plan changed to Blue Cross/Blue Shield.

Assisting Connolly in the negotiations were a unit team comprising Local 442 President Royal Waitt, Vice President Donald LeClerc, Secretary Nancy Botka, and Treasurer Verne Bickford.

## AILIC Agrees on 32% Pay Hike

### Waco, Tex. Insurance Firm Also Yields First Pension Plan

General wage increases approximating 32% over three years were agreed upon in a new contract renegotiated by Fort Worth Local 277 for its unit of 300 home office clerical and technical employees at American Income Life Insurance Company in Waco, Tex.

The first increase of 12% became effective September 1 last, with 10% to follow in each of the two succeeding years. A cost-of-living adjustment is continued to provide one cent an hour for each 0.4 rise to a maximum of eight cents a year.

Previous COLA adjustments of 28¢ an hour were rolled into basic pay rates. The interval for 5¢ an hour automatic progression increases was reduced from four to three months.

Local 277 President J. B. Moss says that after the first-year boost, pay rates now range from \$3.50 to \$6 per hour in seven salary grades. The average is approximately \$4.50 an hour.

A tenth holiday is added, to be used as a floater during the Christmas season. Eligibility for four weeks' vacation is reduced from 12 to 10 years.

A personal day of leave for each quarter in which an employee has a perfect attendance record was also agreed on, according to Moss, who says that a similar provision has been negotiated in three or four other OPEIU contracts in the south. A first pension plan was ne-

gotiated. It will provide monthly benefits of \$10 for each year of past and future service. Insurance improvements includes revisions in life and medical insurance coverage.

A supplemental child care allowance for mothers with dependent children up to age 12 was raised to \$1.50 an hour (was \$1) for time worked beyond an employee's regular

## Denver Iron Pact Adds Many Gains

### Wages Up 7.7% in First Year; Other Benefits Improved

A 7.77% first-year general wage boost with a formula agreed upon to generate larger increases in the following two years, plus cost-of-living adjustments as well as greatly improved fringe benefits, highlight a new three-year contract renegotiated by Local 5 for its office unit at General Iron Works Co., in Denver, Col.

International Representative Joe McGee reports the agreement was reached three weeks before the old contract expired, thereby making the wage boosts effective two weeks ahead of schedule.

Important gains included doubletime for employees required to work on holidays (was 1½-time); sick leave of 15 days after two years' service (was 10); four weeks' vacation after 20 year (was 25), and an increase of \$15 per week in AD&D benefits.

## OPEIU Wins 22% Pay Boost For Glass Company Unit

Wage gains totaling 22% over three years, with improved vacations and other fringe benefits, were won in a new contract renegotiated by Fort Worth Local 277 for its office unit at Owens-Illinois Container Division in Waco, Texas.

Local 277 President-Business Manager J. B. Moss reports that the new agreement calls for

a general wage boost of 8% in the first year, and 7% in each of the following two years. There are also additional raises for some employees to correct previous inequities.

Shift differentials were increased to 20¢ an hour for the second shift, and 30¢ for the third.

A new vacation schedule provides three weeks after eight years; four after 18, five after 25, and six weeks after 30 years of service. One additional paid holiday was gained for an annual total of 11.

Substantial improvements were made in group health insurance, particularly in orthodontic, eye-care and dental plans.

The pension plan was also revised to enable employees, whose age and years of service equal 85, to retire on 50% of their salaries. Improvements, too, were made in contract language covering seniority.

hours.

Since the previous contract was negotiated, Moss disclosed that the number of employees in the unit had increased by 50 percent because of the company's rapid growth. The OPEIU also represents a unit of 1,200 sales force employees at the company. The new agreement runs to September 1, 1980.

The employer agreed to pay full cost, including dependent coverage, up to \$110 per month until July 1, 1978, and to increase the premiums by \$5 per month until July 1, 1980, when it will pay \$120 per month for medical benefits. Employees have a choice of two hospital-medical plans.

The Pension Plan was upgraded to provide increased

benefits in each year of the contract. Disability pension benefit was raised to \$125 a month from the previous \$100 figure.

The OPEIU negotiating team was chaired by McGee, assisted by Local 55 Business Representative Thomas A. Dougherty and a unit committee comprising Virginia Southworth, Lois Wadhams and Duke Gandy.

## Big Business Gangs Up

An employer coalition that claims credit for defeating the situs picketing bill is staying in business, its next target being the AFL-CIO's key legislative goal of labor law reform, now calls itself the National Action Committee.

At a recent Washington meeting, attended by more than 200 corporation and trade association officials, pledges totaling more than \$2 million were made.

Plans discussed ranged from mass mailing to members of Congress to flying in influential constituents to talk to their congressmen and senators. A newspaper advertising blitz attacking unions is being planned, and the group already has its sights on a major political effort in the 1978 congressional campaign.



from the desk  
of the  
**PRESIDENT**

## Proposed Labor Law Reforms

Delegates who attended our recent Convention, or the last series of Educational Conferences, know of our strong feelings on the need for labor law reform. We outlined numerous methods by which employers evade collective bargaining, despite the strong desires of their employees to have something to say about their wages, hours and working conditions. We gave the AFL-CIO a long list of cases where numerous questionable tactics were used by employers to thwart the legitimate aims of their employees.

In an NLRB election conducted very recently involving the OPEIU, the employer passed out the word that the union threatened employees who indicated they would vote against the union. While no such threat was made, the employer for no good reason hired six armed guards with clubs to patrol the premises the day before and the day of the election. The tactic was successful. We lost the election by two votes. Needless to say, we appealed this election to the NLRB. Incidentally, the armed guards disappeared the day after the election.

While in this and numerous other cases, we have appealed such employer tactics, the length of time the Board has taken to act, in effect, nullifies the appeal. Generally a year or more passes before NLRB action.

The AFL-CIO has compiled a long list of cases which include lengthy delays granted employers' appeals designed to postpone indefinitely NLRB elections; employer violations of the Act which resulted in picayune penalties; consistent law violations by the J. P. Stevens Company without adequate penalty; interminable NLRB delays, and innumerable cases where companies used employer consultants for the sole purpose of evading collective bargaining.

In effect, the AFL-CIO is saying to the Congress that the National Labor Relations Act was designed to foster and encourage collective bargaining. However the Act, as amended, now gives the employer enough weapons to deny collective bargaining to workers sincerely and legitimately seeking same.

President Carter recently agreed to push actively for a major revision of the nation's labor laws. The AFL-CIO gained the President's support after numerous discussions and some concessions. A major feature of the proposed legislation would make it costlier for employers to use illegal tactics to stop workers from organizing.

While the AFL-CIO has dropped its proposal to repeal Section 14(b) of the Taft-Hartley Act at this time, changes sought in the law aim to smooth the process by which unions gain representation at the work place. The proposals agreed to by President Carter would do away with lengthy delays and force the NLRB to hold elections quickly after petitions have been filed.

The White House favors a plan designed to require elections in uncontested cases within 15 days, with a 75-day limit in contested cases after a petition has been filed. The White House is also supporting a doubling of back wages where the NLRB finds employees were fired for engaging in union activities.

For the first time in the history of the National Labor Relations Act, employers who willfully violate labor laws would be denied access to U.S. Government contracts.

Although the AFL-CIO has called for an increase in the size of the NLRB to nine members, it is acquiescing in the President's proposal for seven members to help speed up case-processing. Many routine appeals of NLRB hearing officers' rulings under this proposal will be decided by two of the proposed seven members to eliminate time delays. Among other proposals is one which would provide automatic court enforcement of NLRB decisions unless an appeal is filed within 30 days of the order.

Even though the AFL-CIO and the White House have not reached final agreement on all proposals for labor-management reform, easier access to work places by union officials is being discussed. At the present time, employers have a decided advantage in that they have daily contact with employees and can prevent union officials from entering employer premises. Numerous other proposals are under consideration.

The U.S. Chamber of Commerce, the National Association of Manufacturers and other management groups have already formed an organization to fight these proposals for labor-management reforms. In fact, these anti-union groups have even drafted their own labor law amendments that would reduce the rights of unions and workers seeking collective bargaining at the National Labor Relations Board.

In your President's view, the AFL-CIO's proposals for labor-

## Bulky Packet Won at Worthington Pump Firm Yields \$2.40 an Hour in Wage Hikes, Benefits

A packet of wage and fringe benefits, valued at \$2.40 an hour over a three-year period, was gained by Local 212 in a new contract renegotiated for its 300-member office bargaining unit at Worthington Corp., in Buffalo, N.Y.

Business Representative Gerald Skrzeczkowski reports that the new agreement provides a 40¢ an hour wage boost in the first year, with additional 20¢ raises in each of the following two years. The average rate under the old contract was \$6.19 an hour.

In addition, COLA benefits of one cent an hour with caps of 30¢ and 25¢ in the first and second years, respectively, will be paid for each 0.4 rise in the consumer price index. In the third year, the adjustment will be one cent an hour for each 0.3 rise in the CPI with a 25¢ cap.

The contract also provides a floating holiday, raising the an-

nual total to 12. Moreover, vacation leave is increased to 3½ weeks (was three) after 10 years, and to four years after 15. Vacation leave of two weeks after one year and five after 25 is retained.

Life insurance coverage is increased to \$13,500 (was \$12,000) effective immediately, and maximum benefits under the major medical insurance plan are raised to \$25,000 from \$10,000.

Under a new provision, employees on payoff with more than five years of service will receive life insurance, AD&D and hospitalization coverage for the month in which they are laid off and for four months thereafter.

Early retirement at age 62 will be available in the third year for employees with at least 20 years of service. The new contract expires on August 15, 1980.

## Medicare Recipients to Pay \$20 More in Hospital Cost

The portion of hospital charges that Medicare recipients must pay will be increased by 16% to \$144 effective January 1, 1978, according to the Health, Education and Welfare Department.

The \$20 boost is due to increased hospital costs that under the law must be reflected in the Medicare recipient's ini-

tial payment. Medicare covers the first 60 days of a hospital visit, except for the cost of the day of admission, in theory \$144 under the new action.

Hospital costs have been rising at about 15%, more than twice the overall inflation rate. When the Medicare program first took effect in 1966, the initial day's payment was \$40.

## Employer Honors Member



**FOR LONG SERVICE:** Leo Larsen, Carpenters Local 226 Financial Secretary, presents silver tray to Maxine Gabby, Portland Local 11 member, who has served the Carpenters for 35 years.

Hired as a temporary office clerk in May, 1942, Maxine Gabby still remains on the job as a key person making the Carpenters' office run smoothly. Previously, she had received an honorary service pin in the United Brotherhood of Carpenters.

She has been an OPEIU member since June, 1942, and has contributed many hours of voluntary service to Portland Local 11's Credit Union, serving on various committees. She has always taken a keen interest in OPEIU's activities and progress.

## Six Overseas Textile Unions Join J. P. Stevens Boycott

Leaders of textile workers' unions from Canada, Mexico, France, Australia, New Zealand and Japan, meeting in Washington, D.C., pledged their fullest assistance to the organized labor movement in the U.S. to make the J. P. Stevens boycott effective on a worldwide basis.

The union leaders from a broad described Stevens's treatment of its employees in

the United States as "disgraceful oppression." The group issued a statement declaring that multinational corporations should be "dealt with on a multinational, coordinated basis" because, they added:

"Injury to workers is our concern wherever, whenever, and however it takes place. We will stand by our fellow-workers at J. P. Stevens until their employer agrees to conduct its affairs within the law."

management reforms is the most important piece of labor legislation since the adoption of the National Labor Relations Act in 1935. It requires full support of the membership of the AFL-CIO and the OPEIU. It is essential that our membership and our local union leaders contact Representatives and Senators to insure passage of this vitally needed reform to give greater balance to unions and management in the labor-management relations field.

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

## U.S. Price Index

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

1976	
August	171.9
September	172.6
October	173.3
November	173.8
December	174.8
1977	
January	175.3
February	177.1
March	178.2
April	179.6
May	180.6
June	181.8
July	182.6
August	183.3

## Canadian Price Index

Statistics Canada  
New Base 1971=100

1976	
August	150.0
September	150.7
October	151.7
November	152.2
December	152.7
1977	
January	154.0
February	155.4
March	157.0
April	157.9
May	159.2
June	160.3
July	161.8
August	162.5