



WHITE COLLAR

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

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It Pays to Unionize:

First Pact Ups Blue Shield Wages 64%

Milwaukee Scale Goes to \$6.08 an Hour; Pre-Union Rate Was \$3.89

The value of OPEIU representation in office bargaining has come through loud and clear in Milwaukee, Wis., where Local 9 negotiated an initial contract for some 600 Blue Shield employees which boosts their pay over the next three years 64% above their pre-union scales.

Business Representative Judy Burnick reports that in the first two years alone, "catch-up" increases for the unit will rocket the average Blue Shield pay to \$6.08 an hour compared with \$3.89 before these employees unionized.

The new agreement, which covers a total of some 1,300 Blue Cross/Blue Shield employees in that city, will bring their pay scales level in the third year. It calls for pay raises of 8% in each of the first two years, and 7% in the third.

Both groups also won automatic salary increases of roughly 3% every six months, rounding out total pay boosts to about 12% annually. Before the Blue Shield group unionized, their pay scales and fringe benefits were \$1.10 an hour lower than their Blue Cross counterparts who joined the OPEIU in May 1971.

The pay increases are retroactive to June 1, 1977, for the Blue Shield unit, and to November 1 for the 700 Blue Cross members.

Shift premiums for both units will be raised to 21¢ an hour for the second shift, and to 29¢ for the third shift in the final contract year.

The Blue Shield unit won an additional half-day holiday in the first year, bringing the annual total to 11 for both units. In the third contract year, an additional floating holiday was negotiated.

Vacations were made more liberal, the contract providing that all employees with 10 or more years of service will in future enjoy four weeks.

Gains were scored for both units in the areas of meal allowance, health, life and accidental death and dismemberment (AD&D), the employers also agreeing to pay sick leave on the first day of illness to employees with three or more years of service, and to allow a half-day with pay for prearranged dental or doctor appointments.

The newly-unionized Blue Shield employees gained parity in fringe benefits already enjoyed at Blue Cross. These include jury and witness pay, as well as that for overtime, snow emergency, vacations and reporting pay.

Like the Blue Cross group, the Blue Shield employees obtained a dental plan which becomes effective on November 1 next, in addition to a savings

plan. This provides that their employer will contribute 50¢ for every \$1.00 put into the plan by an employee.

Another big first for the Blue Shield unit is a Christmas bonus, providing each employee with \$10 for each year of service up to five years, and \$5 for each year thereafter.

A further gain for the Blue Cross unit is a new job classification system offering more opportunity for promotions. It calls for the creation of five new labor grades giving greater upward mobility from lower to higher pay levels.

The Blue Cross negotiating team included Chief Steward Susan Metzger, Vera Odom, Tim Cook, Wayne Charles, Sharon Scherf and Diane Nimmer.

The Blue Shield team comprised Luella Musche, Judi Holdmann, Millie Radke, Natalie Radisch, Nancy Ebeling and Louis Rosier.

Both teams were assisted by Regional Director Billie Adams, International Representative Mike Walker, Local 9 Business Manager Ed Kubicki, and Business Representative Judy Burnick who, incidentally, was a Blue Cross worker in 1971 and very active in the OPEIU organizing campaign at that time. She later joined Local 9's staff.

Shipyard Yields Big Pay Gains

Ingalls Unit Also Improves Fringe Benefits

Salary boosts ranging from \$65 a month in the lowest office grade to \$106 in the top classification, plus COLA adjustments in addition to other fringe benefits, were gained by Local 204 for its 765-member clerical unit in a renegotiated contract at Ingalls Shipbuilding Division of Litton Systems, Inc., at Pascagoula, Miss.

Regional Director J. Oscar Bloodworth reports that there will be additional \$42 per month raises in each of the following two years. Since most

employees are in Grade 3, their raises will be \$82 a month in the first year, and \$32 in the second and third years. New average base pay rates range from \$5.37 to \$8.15 an hour.

Beginning in February 1979, COLA adjustments of 1¢ an hour will be paid quarterly if the December 1978 CPI is triggered by a rise of six points.

An additional floating holiday brings the annual total to 11. It will be used during Christmas week in 1978, and during the July Fourth period

in 1979, giving employees a four-day weekend.

Hospital insurance was improved and pension benefits increased from \$5 to \$7 a month times years of service in the first year.

The unit negotiating team was headed by Business Representative E. V. McEacharn, and comprised Local 204 President Jimmy Stafford, Gary Broome and Norman A. Saska. They were assisted by Brother Bloodworth.

OPEIU Sets Dates for Staff, Educational Conferences

Three important OPEIU conferences are scheduled in the near future, one for International and Local staff members, the other two being educational conferences for delegates in the Midwest and Southern regions, according to Director of Organization Art Lewandowski.

He says the staff meeting is scheduled for April 26 and 27 at the Hyatt-Regency Hotel in Atlanta, Ga. This will be a first experience for several new International Representatives recruited within the past year or so to replace those who retired in the meantime.

The first in the Spring series of educational conferences will be for Erie region delegates who will assemble for a two-day session in the Voyager Inn at Franklin, Pa., May 6 and 7.

The second in the series will be a combined conference for delegates from the South and Southwest regions in the

Galvez Hotel in Galveston, Texas, on May 19 and 20.

Speakers will include President Howard Coughlin, Sec.-Treas. William A. Lowe, and General Counsel Joe Finley, who will discuss the latest developments in the legal field covering labor relations. A representative from the George Meany Center for Labor Studies will also attend and conduct part of the program.

The program is tailored to meet the needs of full-time staff in the areas of organizing, collective bargaining, contract administration and human relations. Sec.-Treas. Lowe will speak on the VOTE program, and the importance of negotiating check-off of voluntary contributions into OPEIU contract renewals.

Lewandowski said the program for the Fall series of Educational Conferences will be announced at a later date.

A Lighter Moment at AFL-CIO Convention



While attending the Los Angeles meeting, four old friends got together and swapped some jokes. From left are Bill Wynn, Retail Clerks International Union, OPEIU Sec.-Treas. William A. Lowe, President Howard Coughlin, and Heribert Maier, Secretary General of FIET, International Federation of Commercial, Clerical & Technical Employees.

Arbiter Rules Shipyard Wrongly Fired Union Man

A "trumped up" charge of insubordination by his employer, which resulted in the discharge from his job of Local 204 President Jimmy L. Stafford, of Pascagoula, Miss., became unglued when the OPEIU brought his case before

an arbitrator. After a hearing of the case by Arbitrator H. Ellsworth Steele, of Auburn University, Stafford was restored to his job with full seniority and back pay at Ingalls Shipbuilding Division of Litton Systems, Inc.

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Remedy For Sex Bias

The latest issue of the International Federation of Commercial, Clerical & Technical Employees (FIET) Newsletter notes that the widespread introduction of laws to protect women workers has not resulted in equality of salaries with men.

The OPEIU is a member of FIET, which is headquartered in Geneva, Switzerland. The white-collar international has represented the free and democratic trade union movement since 1904.

"In the main, women's salaries in industrialized countries are still much lower than those of men, and women also are generally the first to be fired," the publication declares on the basis of a survey.

"The difference between the salaries of men and women in the United States has nearly doubled over the past 20 years. As further evidence of discrimination, it was found that black women earned on average 35% less than the whites.

"The economic crisis has been harder on women and youths than men, and according to the survey on youth unemployment, girls are suffering even more than boys."

Time and again, we have editorialized in *White Collar* that passing laws to remove the inequities between men and women in offices and other work places does not get to the root of the problem. These laws, not only in this country but in all industrialized countries, merely recognize the problem but do not solve it.

The one and only way it will be solved is when women enter the union movement in greater numbers, and as active members exert their untapped but powerful influence through collective bargaining.

The vast majority of women today are found to be office employees, becoming more dissatisfied with the discrimination being exercised against them by unscrupulous employers because of their sex. Unorganized, they have no bargaining strength.

Happily, this problem in recent years has been recognized by farsighted women trade unionists who formed the Coalition of Labor Union Women (CLUW), a movement which from its beginning has had the strongest support of the OPEIU. It hopes to educate all women who work, in offices and elsewhere, that their best hope for equality lies in the trade union movement as active members, the real solution for their problems.

Strong Units Aid Bargaining

In the current year, collective bargaining units face tougher opposition from management. Emphasis by unions will be placed on job security. On the other hand, managements will seek to ease work rules so that they can have more flexibility in hiring and firing.

The result could be greater tensions and more difficult negotiations than in past years when contract talks focused on the more conventional dollars-and-cents issues of wages and fringe benefits.

Most U.S. labor experts profess little worry that 1978 contract settlements will set off a new round of inflation. It's widely expected that most of this year's agreements will wind up costing about 10% a year in wages and benefits, the same general range as OPEIU contracts renegotiated in 1976 and 1977.

Wayne Horwitz, director of the Federal Mediation & Conciliation Service, recently warned his mediators that "our work is not only going to increase, it's going to get tougher." He adds that "there's been a noticeable hardening of attitudes in relations between management and labor. Management is testing the relationship to see what it will bear."

The emphasis by unions since the 1976 recession has been on job-protecting contract clauses which caused a three-week strike at Ford Motors in that year. Since then, other large unions have won similar plans and other clauses, including revised pension changes, improved layoff benefits and various job guarantees.

In light of the economic picture and the hardening attitude by managements, we advise all OPEIU bargaining units to be well prepared before arriving at the bargaining table. They will need to do their homework conscientiously and be ready to meet more numerous counter-proposals by management than in the past.

Big Gains Scored by Buffalo Unit

COLA, Higher Benefits Also Won At Compressors, Inc.

Wage boosts totaling \$3,744 per unit member over three years, with quarterly cost-of-living adjustments and many fringe benefit improvements, were won in a new contract renegotiated by Local 212 for its 236-member office unit at Worthington Compressors, Inc., in Buffalo, N.Y., a subsidiary of Studebaker-Worthington Corp.

Business Representative Gerald J. Skrzeczkowski reports that it calls for pay increases of 40¢ an hour in the first year, and 20¢ in each of the succeeding years. The COLA provides 1¢ an hour for each 0.4 point rise in the CPI with a 30¢ cap in the first year, and a 25¢ cap in the second. In the third year, it calls for 1¢ an hour for each 0.3 point CPI rise with a 25¢

cap.

The new agreement adds a floating holiday, bringing the annual total to 12. The vacation schedule was liberalized to provide 3½ weeks after 10 years; four weeks after 15, and five after 25 years.

In addition, employees will receive vacation bonuses of \$40 for the first week, and \$10 for the other weeks to which they are entitled.

The employer agreed to add \$1,500 to life insurance coverage, making the maximum \$13,500, and upped AD&D to \$11,000, with weekly disability benefits increased by \$10 in each year. Major medical was boosted by \$15,000 to \$25,000.

For the first time, a dental plan was negotiated, with the

employer paying 10.19¢ an hour in each year of the agreement. It was also agreed to provide coverage for laid-off employees for basic hospital, surgical, medical and life insurance for a period up to four calendar months, depending on seniority.

Pension benefits were increased by \$1 per month times years of service.

A new clause was negotiated to provide expedited arbitration in resolving any disputes in connection with implementation of the contract, which runs to August 15, 1980.

The unit bargaining team comprised Chairman Robert Coles and Co-Chairman Robert Pulleyn, with members Richard Jasienski and Timothy Natello.

Computer Firm Loses Again

NLRB Rules It Must Bargain With New OPEIU Unit

The National Labor Relations Board, upholding OPEIU unfair labor practice charges against Computer Sciences Corp., at the Aerospace Systems Center in Huntsville, Ala., has ordered it to "bargain in good faith" for an initial contract with the Union, and to post a notice for 60 days to that effect.

The OPEIU won a representation election among a unit of 100 employees at the center on April 21, 1977, and was certified as bargaining agent on the following September 19. But when it requested the company to bargain for a contract, the request was refused.

When the union filed a complaint with the NLRB Regional Director, a hearing was held. The company contended that the Board's certification of the union was "erroneous as a matter of law."

The allegations were rejected by an Administrative Law Judge and the board's General Counsel filed a motion for summary judgment, whereupon the board issued an order transferring the proceeding to Washington, D.C. It issued a show cause order to the company on why the summary judgment should not be granted.

The board then delegated its authority to a three-member

panel in Washington, D.C., comprising NLRB Chairman John H. Fanning, and members Howard Jenkins, Jr., and John A. Penello, who ruled the company's objections to the election had no merit.

The panel found that by its refusal to bargain, the company "was and is engaging in unfair labor practices" within the meaning of Sec. 8(a)1 of the Act. It ordered Computer Sciences to "cease and desist," post the NLRB order for 60 days, and notify the NLRB Regional Director within 20 days in writing "what steps have been taken to comply herewith."

Office Pay Nears \$300 a Week

New Pact At Gould Batteries Brings Bigger Benefits

Pay boosts averaging \$1.46 an hour, with other fringe benefit improvements, were gained by Local 311 in a new three-year contract renegotiated for its office bargaining unit at the Industrial Battery Division of Gould, Inc., in Kankakee, Ill.

Regional Director Billie D. Adams reports that in the third year of the agreement the minimum starting rate will be \$5.59 an hour, rising to a maximum of \$7.31.

Among fringe benefit gains were an additional paid holiday, the day before Good Friday, bringing the annual total to 12. The vacation schedule was liberalized to provide four weeks after 17 years, and five after 25 years.

The new agreement also provides a dental plan; AD&D benefits were raised to \$100 a week, and major medical to \$250,000. Maternity benefits were improved to include hospital and obstetrical charges, as well as the "reasonable and customary" hospital room.

The pension plan was revised to increase retirement benefits to \$10.50 a month times years

of service.

The unit bargaining team was headed by Local 311 President Stan Wright, Judith

Kerouac, Donna Aarns, Jeanne Graham and Sharon Kingery. They were assisted in the negotiations by Adams.

Local 2 OPEIU Member Pleads for Black Newsmen

Sherry Beth Reiter, shop steward of the OPEIU unit at the Newspaper Guild in Washington, D.C., advises that a Phillip Mtimkulu Defense Fund has been set up by the Guild to aid two officials of the Union of Black Journalists facing trial by the South African government on flimsy charges. If convicted, they face long jail terms.

The two UBJ officials, Mtimkulu and Juby Mayet, are charged with "theft" or "alternatively . . . hindering the liquidation of an unlawful organization without the consent of the liquidator," a charge based on a withdrawal of R2,460 from a UBJ account when the union was banned last October.

Under South African law, the government can seize the

assets of a banned organization without compensation, and without any recourse to the courts.

Mtimkulu was national secretary of the UBJ and visited the U.S. last year. He and his colleague, Mayet, in effect, are being prosecuted for attempting to protect their union's assets against naked seizure by the South African government.

Sister Reiter says her unit has a small office fund to which they each contribute 25¢ weekly but want to make a meaningful contribution. She invites other interested OPEIU members to join them, if they so desire, by mailing contributions to the Mtimkulu Defense Fund, c/o Sherry Beth Reiter, 1135 Fifteenth St., N.W., Room 835, Washington, D.C. 20005.

2 OPEIU Locals Strike It Rich

Members Win \$11,000 Each in New Pact at Kennecott

Wage gains totaling nearly \$11,000 per unit member over three years, more liberal vacations, a job security plan, improved pensions and other fringe benefits were won in a new contract renegotiated by Locals 286 and 62 for their clerical and technical units at the Chico and Utah mines of Kennecott Copper Corp.

Local 286 President Ray D. Tippetts reports that the new agreement calls for general wage boosts of 86¢ an hour in each of the three years, retroactive to July 1, 1977. The raises will be supplemented by cost-of-living allowances in each quarter, based on one cent per hour for each 0.3 rise in the CPI.

The vacation schedule was liberalized to provide five

weeks' vacation for those with 25 years of service.

The parties agreed that permanent employees, those with 90 days of service, "will not be laid off as a result of technological change, automation, or improved work methods," under a new employment security plan. These will be given jobs in the bargaining unit, or elsewhere, until permanent jobs open up for which they can bid.

Agreement was also reached to set up a joint committee to study a Service Bonus plan at a cost not to exceed 10¢ an hour for the company. If the plan doesn't take effect by July 1, 1978, the 10¢ per hour will be applied to the clerical and technical salary scales at the Chico and Utah Mines Division.

In the first year, AD&D pay-

ments will be increased to \$122 per week for those in the lowest office grade, rising to \$147 in the third year. The rate in the top grade will be \$155, rising to \$180 in the third year. Life insurance coverage will be increased to a \$100,000 maximum.

The health-welfare and dental plans were also liberalized. The latter will now provide two examinations and cleanings annually, if separated by 150 days.

Pension benefits were increased to \$12 per month times years of service up to 15 years, effective January 1, 1978; \$13.50 from 15 to 30 years, and \$15 in excess of 30. These rates will be further increased by \$1 per month on July 1, 1979.

OPEIU Wins Promotions Case

Local 500 Gets 4 Draftsmen Upgraded at F.W.D. Corp.

Arbitrator Peter G. Davis ruled that F. W. D. Corp., in Clintonville, Wisc., violated its OPEIU contract with Local 500 when it refused to reclassify four employees to a higher labor grade.

For 35 years the employer had relied on a job evaluation plan to establish the proper labor grade for various office positions. Sometime prior to 1949, the layout draftsman position was evaluated under the plan and rated grade nine.

In January 1977 four layout draftsmen, who shared essentially the same duties and responsibilities, lodged virtually identical grievances requesting reevaluation and upgrading of the position to grade ten. The grievances were denied by the employer.

Local 500 maintained that the reclassification of the grievants was appropriate simply because of the employer's failure to reevaluate the job thoroughly. The company argued that because there was no substantial changes in the job since the effective date of the contract, reevaluation was forbidden.

The union challenged the employer's claim, arguing that "the rating factors of errors, contact with others, confidential data, and working conditions are currently undervalued both in relationship to other jobs and to the listed rating descriptions and that, when properly evaluated, such factors provide sufficient additional rating points to require the upgrading of the position."

Finding the contract language to be inconclusive, Davis proceeds to consider the propriety of the labor grade currently assigned to the four employees. He points out that "the aim of the job rating plan . . . is to determine the value of each job in relation-

ship to all other jobs encompassed by the plan."

He further explains that "when determining whether the grievants' position is properly evaluated, one must of necessity look not only at the criteria which define the varying degree ratings, but also the relative ratings received by other positions."

Davis concluded that in three of the four rating factors raised by the union, the grievants' position had been undervalued, declaring: "On the basis of the foregoing and the

record as a whole, it is the decision and award of the undersigned arbitrator that the grievants are not in the proper labor grade; that the employer shall immediately reclassify the grievants' position from that of Layout Draftsman — labor grade nine to Junior Design Engineer—labor grade ten; and that the employer shall immediately make the grievants whole for the period from the date on which the reevaluation was requested to the date on which they are reclassified pursuant to this award."

\$3,744 Pay Boost Won By Linen Supply Unit

Wage gains totaling \$3,744 per unit member over three years, supplemented by a cost-of-living clause plus an extra paid holiday, were won by Twin Cities Local 12 for its clerical bargaining unit at the American Linen Company's branch in a renegotiated contract.

Business Manager H. R. Markusen reports that the new agreement calls for a 35¢ an hour increase in the first year, and 25¢ in each of the following two years. The first year increase brings the weekly base pay to \$149.40 for the lowest office grade, and \$193.50 in the top classification.

The COLA formula calls for two adjustments, one in the second year and the other in

the third, requiring the company to add to the 25¢ an hour raises due in those years any increase in the cost-of-living above 5% during each year.

Each employee also gains a personal holiday after each year, and will be allowed a half-day prior to Christmas Day, or New Year's Day, or a full day between Christmas and New Year's, as well as a half-day on Good Friday afternoon.

The vacation plan was liberalized to provide three weeks after eight years. The new agreement runs to November 1, 1980. Assisting Markusen in the negotiations were Linda Prawalsky and Pauline Markovich.

John Cahill Retires As President of Local 2

John P. Cahill, President-Business Manager of Washington, D.C.'s Local 2, has announced his retirement from that post, the vacancy being filled by the election of Local 2 Vice President Jim Sheridan

to succeed him.

Brother Cahill joined the OPEIU in the mid-1940's, and became Local 2's Secretary-Treasurer in 1947. He was elected President in 1954, and had served in that capacity for

Two OPEIU Units Sign With IP&P Container Div.

Across-the-board wage boosts totaling 28¾% over three years, two additional paid holidays and improved fringe benefits were gained in a new jointly renegotiated contract covering office employees of International Paper Company (Container Division) in Georgetown, S.C., and Springhill, La.

Regional Director J. Oscar Bloodworth reports that the new agreement covers members of Local 233 and 411 employed at company plants located in those cities. It is retroactive to June 1, 1977.

In the first year, it calls for a 10% pay boost, one additional holiday, substantial pension plan improvement, and a \$10 per month increase in the

company's contribution for dependent hospitalization insurance.

In the second year, a general 9¾% pay increase was gained plus another paid holiday. Shift differential was increased to 12¢ an hour for the second shift and to 18¢ for the third.

In the final contract year, a 9% general pay boost will take effect, with an additional 1¢ an hour increase in the shift differentials.

Assisting in the negotiations was a joint committee comprising President Wofford Boyd of Georgetown Local 233, and President Carroll Formby and Harold Bowman of Springhill Local 411.

Hudson Paper Florida Unit Scores Big in 3-Year Pact

Wage gains totaling some 30½% over three years plus greatly improved fringe benefits were won by Local 337 for its office unit in a renegotiated contract with Hudson Pulp & Paper Company at its Palatka, Fla., plant.

Regional Director J. Oscar Bloodworth reports that the agreement calls for a 10½% pay boost in the first year on top of a 3¢ an hour general adjustment in the wage schedule.

Other first-year gains were substantial improvements in the severance pay schedule, an additional paid holiday, and an increase in shift differentials. The pension plan was liberalized to provide a \$13 per

month benefit for each year of past and future service.

Local union officers will be granted full credit toward their pension for any time taken off to take care of union duties.

In the second year, a 10% general wage increase was gained with an additional paid holiday.

In the final year, a further 10% was tacked on with an additional adjustment in shift differentials, group insurance and meal allowance.

A unit team, comprising Local 337 President Russell Holliman and members Harold Guthrie and Carl Brown, assisted Bloodworth during the negotiations.

IP & P Bag Plant Unit Chalks Up 18½% Raise

Wage gains totaling 18½% over two years were won by Local 71 in a new contract renegotiated for its office unit at the bag plant of the Standard Products Division of the International Paper Company in Mobile, Ala.

Regional Director J. Oscar Bloodworth reports that a first year increase of 9½% is retroactive to July 1, 1977, with an additional 9% boost to be-

come effective next July 1.

Employees gained an additional holiday, Memorial Day, in the second year of the contract. Substantial improvements were also won in the insurance and pension programs.

The unit negotiating team comprised Local 71 President Ruth Sawyer, Larry Ware and Frank Sullivan. They were assisted during the negotiations by Bloodworth.

N. Carolina Paper Mill Yields 30½% Pay Boost

General wage increases totaling 30½% over three years were gained by Local 354 for its office unit at Weyerhaeuser Company, which operates pulp and paper mills in Plymouth, N.C.

Regional Director J. Oscar Bloodworth reports that the new agreement calls for a 10½% raise retroactive to November 1, with additional 10% boosts in each of the following two years.

Additional gains were two more paid holidays and other substantial contract changes. The final negotiation sessions were held with the assistance of a Federal mediator.

Bloodworth reports that the new agreement calls for a 10½% raise retroactive to November 1, with additional 10% boosts in each of the following two years.

The unit negotiating team comprised Local 354 President Nancy Crisp, Billie Alexander, Barbara Gardner and Virginia Sheppard, assisted by Bloodworth.

the last 24 years.

He was elected an International Vice President in 1962 for Region 2 (northeast), and was reelected at subsequent OPEIU Conventions. He will continue in that post for the remainder of his term.



from the desk
of the
PRESIDENT

OPEIU Scores for School Unit

Toronto Local 343 Signs Initial Pact for Ontario Group

An initial one-year contract with some unusual features such as a one-day paternity leave, together with pay boosts and other fringe benefits, were won by Toronto Local 343 for its new office unit at the Ontario English Catholic Teachers Assn.

Business Representative Kathy Maddison reports that the agreement calls for a starting rate of \$158 per week for clerical employees in the lowest grade, rising to a \$179 maximum. In the senior secretary top classification, the rate starts

at \$242 rising to a \$263 maximum, the Provincial's Executive's secretary to get an additional \$20 a week "responsibility allowance." The pact also includes a cost-of-living allowance.

The contract calls for a 35-hour week; 12 paid holidays; three weeks' vacation after one year, four after seven, and five after 11 years.

Included are a union shop with dues checkoff, sick leave and leaves for personal business, educational leave, and a

technological clause.

A contributory pension plan, combined with the sick leave plan, will take effect in 1979. It will provide 24 sick leave days per year on a cumulative basis, and a gratuity upon retirement on pension or death, computed on years of service and the total of sick leave days accumulated.

The employer agreed to pay for all premiums on \$15,000 term insurance policies for each employee, AD&D coverage, extended health-care and hospitalization, and a dental plan.

A somewhat similar initial agreement was negotiated by Local 343 for its 89-member unit at the Board of Education for the City of Hamilton. This provides group insurance of twice the annual salary up to \$20,000 per member.

The Local 343 negotiating team included Janice Best, Linda Cook, Campbell A. Leckie, Helen Bida, Lynn Henschel and Jacqueline Howard.

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

Just a few short years ago, the Sunbelt states in the South, living under "right-to-work" (for less) laws, used all types of devices to lure Northern firms to that area of the country. They promised a union-free environment, tax abatement for 10 to 20 years, and an available labor force at minimal wages for those firms contemplating relocation.

Based on an article in *The Wall Street Journal* dated February 10, 1978, Northern firms seeking sites in the South are now getting a chilly reception. Low-wage, nonunion areas are turning down Northern firms wishing to establish plants in those locations because they fear the spread of unionism, and they are equally fearful of the higher rates that Northern firms must pay, particularly if they bring some part of their labor force to the Southern location.

Brockway Glass Company of Brockway, Pennsylvania, contemplated building a beer-bottle plant in Roxboro, North Carolina. The Person County Economic Development Commission, which oversees business development there, made it clear that its invitation excluded the Brockway unions and its wage scales.

Brockway's rate was \$4.00 an hour at the bottling plant. The local wage was approximately \$2.70 an hour. Obviously, in the minds of the local Commission, the wage rates and the union contracts would play havoc with the companies already located in that part of North Carolina.

The Roxboro town fathers were miffed when their rejection of Brockway became public. The episode, according to the *The Wall Street Journal*, illustrates "a little-known but widespread attitude in the South; fearful of unions and competition for local labor, community leaders in many areas have quietly been spurning Northern companies eager to move operations into the Sunbelt."

John C. Brooks, North Carolina's Labor Commissioner, said the events at Roxboro are typical of things that are going on in other Southern communities. He said these are not community decisions but rather the decisions of a small element of businessmen concerned with their own selfish interests.

Based on *The Wall Street Journal* article, even blue-chip firms such as Xerox and Philip Morris have encountered hostile receptions in many Southern communities. Maurice Fulton, Chairman of Fantus Company, the Dun & Bradstreet subsidiary, one of the nation's largest site selection concerns, stated: "We have had a good deal of experience representing companies that pay a national wage, and it has been difficult to find towns that would accept high wage rates or unions."

Another Fantus executive with experience in the South said "There are literally scores of companies that have been turned away from Southern towns because of their wage rates or their union policies. These refusals rarely come to light. Plant site selection is a secretive process that normally involves only a few company representatives and a few community leaders."

This problem exists not only in the South but in other areas of the country as well. I can remember organizing a company in a small town in Northern New York many years ago and had a difficult time negotiating a reasonable increase over the then existing substandard rates. A year later, a nationally known firm moved into the same area with rates in excess of those I negotiated. Thereafter, the organized company called me long before contract expiration for purposes of setting more realistic competitive rates.

Towns like Roxboro, North Carolina, are not alone in their thinking in the Sunbelt. They feel that they cannot allow new firms to come in and disrupt the economy. In many instances, they dictate the wage schedules which can be used. One of the chief attractions for Northern companies in Southern communities is the availability of cheap labor. However, once Northern companies with unions and higher wage levels locate in the South, the economic advantage of cheap labor fades.

In Greenville, Mississippi, the Greenville Industrial Foundation takes a firm anti-union stance. Harry Vickery, its Chairman, stated "We are being very selective. It's not like it was 10 years ago when we had to go looking for industry with our hats in our hands."

If workers employed without union protection and collective bargaining, regardless of location in the United States or Canada, had any doubts whatsoever as to their need for unionism and collective bargaining, *The Wall Street Journal* article of February 10, 1978, would soon eliminate such doubts.

There is no possible way that workers can combat the anti-union attitude of industry without unionism and collective bargain-

Meat Firm Clericals Win Almost \$200 a Week Scale

Salary boosts totaling \$51 a week, in six-month increments over three years, were gained by Local 367 in a new contract renegotiated for its office bargaining unit at Armour Foods Co., in Memphis, Tenn., Regional Director J. Oscar Bloodworth reports.

He says the company is a subsidiary of Armour & Co., which in turn is wholly owned by Greyhound, Inc. In addition to the across-the-board increases, he reports that individual job classifications were "sig-

nificantly upgraded."

After these adjustments are applied, he says that the minimum wage rate in the entire bargaining unit is now almost \$200 per week. Substantial improvements were also made in the insurance benefit program, together with a more liberal vacation schedule.

Assisting Brother Bloodworth in the negotiations was a unit team comprising Stewards Jane Gabbard and Ralph Schwab.

OPEIU Wins in Dispute On Right to Join Union

The Michigan Employment Relations Commission upheld an unfair labor practice charge by Detroit Local 10 against Fivecap, Inc., a non-profit social service agency, for penalizing a pro-union bookkeeper although she hadn't voted in a representation election won by Local 10 by a 6-to-1 margin.

The bookkeeper, Carol Talmadge, was visited after the election by the agency's executive director and told that her union membership was challenged because she was a "confidential employee," and had furnished financial information to the union without authorization.

Talmadge replied that since the agency was financed by federal, state and county funds, the financial information therefore was public and should be

made public.

Later, Talmadge was informed that she was being demoted at greatly reduced pay to a temporary job that would last only three months, so she quit and got another position with a motor sales agency.

Local 10 Business Manager Arnold L. Shamis, who appeared for Talmadge, argued that Talmadge was not a confidential employee because the agency was public, and therefore was entitled to the protection of the Labor Mediation Act.

Administrative Law Judge Joseph B. Bixler, who heard the case, upheld the Union and ordered Fivecap, Inc. to "offer unconditional reinstatement to Carol Talmadge to her position as bookkeeper," and to post a notice to this effect.

May 6-7 Arthritis Telethon Has Aid of Union Leaders

Organized labor once again is participating in the annual Arthritis Telethon to be broadcast from New York on WOR-TV (Ch. 9) from 10 p.m. on Saturday, May 6, through 6 p.m. on Sunday, May 7.

A star-studded cast of celebrities from Hollywood, Las Vegas and Broadway will be joined by labor leaders from across the country. Headed by

Labor Chairman S. Frank Raftery, a special VIP panel will announce labor's contributions throughout the fund-raising Telethon.

Checks should be made payable to the Stop Arthritis Telethon and mailed to Telethon Headquarters at 221 Park Ave. So. (Suite 500), New York, N.Y. 10003. All gifts are tax deductible.

ing. There is no way that workers can combat the combination of politicians, anti-union communities and anti-union companies without unionism, collective bargaining and affiliation with a national labor organization with its subsequent added strength, the AFL-CIO.

U.S. Price Index

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

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	
September	184.0	
October	184.5	
November	185.4	
December	186.1	
1978	Old	Revised
January	186.9	187.1
February	188.3	188.4

Canadian Price Index

Statistics Canada
*New Base 1971=100

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	
September	163.4	
October	165.0	
November	166.1	
December	167.2	
1978		
January	167.8	
February	168.9	