



WHITE COLLAR

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

No. 277

April, 1969



Staff to meet on organizing

Ways and means to accelerate organizing efforts among white-collar employees in the banking industry, in hospitals and in group health organizations such as Blue Cross and Blue Shield will be major topics at a three-day meeting of full-time OPEIU staff members in Kansas City, Missouri.

The meeting will take place April 17 to 19, and will be attended by OPEIU International officers, Regional Directors, Field Representatives and other representatives from the larger locals all over the U.S. and Canada.

President Howard Coughlin will be the principal speaker. His talk will keynote the conference theme, stressing the need to organize large units of white-collar workers at an accelerated rate because of the impractical-

Paper unit grows

Local 385 President Wilbert Jansen reports that the union has reached an agreement with Combined Paper Mills, Inc., at Combined Locks, Wisconsin, which adds seven technical employees as members of the bargaining unit. The original 24-member unit has now grown to a total of 41, or by 62%, since it was organized.

ity and costs of organizing small office groups. He will also give additional details on the H. B. Douglas Memorial Award.

General Counsel Joseph Finley will report on the newest developments in collective bargaining, and how to obtain all necessary and pertinent financial information on pension plans so that contract negotiators can gain a better insight as to what management is doing with those monies.

He also plans to discuss recent developments in the use of card checks as a means of obtaining union recognition, and the latest court rulings on the Excelsior Doctrine; the need to update the Successors and Assigns Clause because of the growth in corporate mergers and conglomerates; extent of a union's obligation to process grievances, and the dangers inherent in refusal to cross a picket line if the OPEIU contract is silent on the subject.

Techniques used in recent successful bank organizing campaigns by the OPEIU will be
(Continued on page 2)

Local 81 scores high in 1st university contract



FIRST CANADIAN UNIVERSITY SIGNS: Local 81 Vice-President Mary Humphry and Comptroller Grant Thompson watch Lakehead President Dr. W. G. Tamblin sign first contract with OPEIU. Standing from left, Chairman Jack Elwert of Local 81 Negotiating Committee; International Representative Emil Stencer, Local 81 President Pat Hobbs, Isabelle Hutchinson, committee member, and George Rose, Lakehead's Personnel Director.

Substantial wage gains and liberal fringe benefits are included in a first contract negotiated by Local 81, Fort William, Ontario, for its new unit of 41 employees at Lakehead University. Lakehead is the first university organized by OPEIU in Canada.

In the first year, employees scored a \$27 a month wage gain in addition to \$10 a month for

those with one or more years' service. A further 5% across-the-board increase is effective next October 1, with an additional \$8 a month for those employed a full year.

The two-year agreement sets a 35-hour work week and secures 10 paid holidays and three weeks vacation after one year. After six months, vacation time accumulates at the rate of 1 1/4

days per month. After three months, the same rate applies to sick leave which is cumulative to a 200-day maximum.

The contract also includes a health and welfare program and a University Pension Plan, and provides for grievance and arbitration procedures.

More Canadian news on page 3.

TV-film star Dina Merrill to write column on fashion and beauty for OPEIU membership

One of America's most glamorous and talented actresses, Dina Merrill, will turn to her typewriter once a month for the next year to write a column on beauty and fashion exclusively for *White Collar*. In her column, Miss Merrill will answer questions sent to her by OPEIU members. Her first article will appear in the next issue of the paper.

Never before has a film star of Miss Merrill's position and stature written a column exclusively for a union newspaper.

OPEIU members know Miss Merrill from her many starring roles in film and on TV. Her films include "Butterfield 8," in which she co-starred with Elizabeth Taylor and Laurence Harvey; "I'll Take Sweden," with Bob Hope; "The Courtship of Eddie's Father," with Glenn Ford; "The Young Savages," with Burt Lancaster. In her next film, "The Big Blast," Miss Merrill will be on location in Jamaica with her co-stars Peter Lawford, Terry-Thomas and Bill Dana.

Television viewers have seen Miss Merrill as a guest star on virtually every top program, including "Bonanza," "Alfred Hitchcock Presents," "DuPont Show of the Month," "Bob Hope Comedy Special," "Run for Your Life," "Daniel Boone," to name a few. In the fall NBC-TV will air her latest tape production, "Savaron Syndrome," in which she appears along with an all-star cast. She is presently at work filming "Against Heaven's Hands," with Barry Nelson and Arthur O'Connell for ABC-TV.

Miss Merrill has accepted her first newspaper assignment for "White Collar" without pay, but does not consider it a charitable duty. "I feel a kindred spirit with members of the OPEIU," she said. "I almost became a secretary myself." At the urging of her parents, Miss Merrill mastered shorthand and typing before she became an actress, so that, in her mother's words: "You can always earn a living if you have to."

"I'm looking forward to hearing from OPEIU members," Miss Merrill said. "I hope gals from every local union will be interested in writing so that I can answer their questions in "White Collar."

International President Howard Coughlin said that "the OPEIU is delighted that Miss Merrill has agreed to give our members the benefit of her unique beauty and talent. Having an internationally famous actress on the World's Best Dressed Women list write a beauty and fashion column for our members is certainly an honor, and we encourage members to write requesting Miss Merrill's assistance.

"That she chose to favor the OPEIU with this monthly column is evidence of the warmth, generosity and varied interests that have made her such an outstanding success as an international star."



Where to send queries

Members with questions for Dina Merrill are requested to write to the OPEIU's public relations counsel: Dick Moore & Associates, Incorporated, 200 West 57th Street, New York, New York 10019; ATT: DINA'S COLUMN

WHITE COLLAR

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

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New light on banking hours

Bank employees in the U.S. have an idea that they work shorter hours than those anywhere else in the world. Not so, says the International Federation of Commercial, Clerical and Technical Employees, which makes annual surveys to determine the social status of bank employees.

Its 1967 survey finds that bank employees in the U.S. with a 37½-to-40 hour week, work longer hours than their colleagues in Canada, Belgium, Finland, Australia or India. The survey discovered that only two countries, Denmark and Holland, cut banking hours in 1967. The former reduced them from 42 to 40, and the latter from 40¾ to 40.

"On the other hand," the study notes, "it is evident that many so-called developing countries give good examples of trade union achievement if the working hours factor is the only one taken into account.

"Such countries often have schedules well under the 40-hour week for which trade unions through the world have striven so long. Among these countries are India, Pakistan, Cyprus, Sarawak, Singapore and the Philippines. These, naturally, are accompanied by much richer industrial nations."

Why does the U.S. lag behind? The answer is: Because bank employees here until very recently ignored unionism and allowed their social status to sink accordingly. The OPEIU proved this conclusively when it negotiated its first contract for bank employees of the Trust Company of New Jersey. The contract established a 35-hour work week, boosted salary rates by \$1,248 across-the-board, and added numerous other fringe benefits besides.

What's on the flip side?

Corporate Scrooges can now get help from the American Management Association, a report in The Wall Street Journal suggests. The AMA is offering a \$15 record on how companies can effectively explain pay policies to office employees. A "skillfully structured" salary talk, the AMA piously proclaims, can be "a powerful incentive to better performance" even when a request for a raise is denied. Until now, all of us took it for granted that Scrooge was a figment of Dickensian imagination.

Unorganized office workers shouldn't be taken in by this flimsy AMA propaganda. Inflationary prices, rising medical and hospital costs, rising taxes, and the soaring cost-of-living give it the lie. While corporate profits increase, the same cannot be said for the wages of the average worker caught in this inflationary spiral.

Today the worker unhappily finds himself forced to skimp on little luxuries. He is cutting down on recreation and entertainment. Women who went to the beauty parlor once a week to get their hair done now visit one only every five or six weeks. Even the kids feel the pinch as parents bypass cookies and candies. Some elderly individuals with scant pensions report they can now afford only one meal a day.

But AMA, in its Scrooge role, feels it can substitute fiction for the facts of life. Wherever AMA's Scrooge turns on this ridiculous record in an office, unorganized employees should react promptly and decisively by joining the OPEIU and demanding a union contract. Their slogan should be: "Scrooge is Dead—Long Live Unionism!"

Local delivers for new unit

Wage gains ranging from \$850 to \$1,300 for each member at the City Directories Division of R. L. Polk & Co., mail order house at Monterey Park, California, have been negotiated by Local 30, Los Angeles, in a first contract.

Numerous improvements were also scored for the new 30-member unit through liberal-

izing company policies regarding seniority, promotions, work hours and overtime, leaves of absence and holidays.

The negotiating committee comprised Marilyn Hendrickson, Shirley Flanagan and Jeanne Whitaker. They were assisted by Local 30 Business Manager Gwen Newton, together with Business Representatives Bill Reay and Chuck Florey.

Women who work

Future office careers hinge on education

Second of a Series

Although more women today work in offices than in factories, they may find job-hunting in the future more difficult because they tend to prepare for and seek work in a narrow range of professions. Unless they broaden the range of occupations for which they train, they may find their job outlook far less favorable than in recent years.

Moreover, for men as well as women, college graduates and holders of advanced degrees will be required for over 14% of all white-collar jobs by 1975, against 12% in 1966. Individuals without degrees will find it more difficult to advance in jobs that require full professional status.

Unless women also change their traditional job outlook, they will continue to experience higher unemployment rates than men. Some of the reasons are:

1. They have a higher labor turnover than men, except students. Men aim for a career, while women are both homemakers and workers, dividing their time between the two occupations.

2. Usually they are occasional or seasonal workers.

3. They generally have less job seniority than men, with custom and sentiment favoring layoffs of women before men.

4. Their job opportunities are narrower, many occupations being almost closed to them while they dominate others.

As of April, 1968, some 26.2% of women in the labor force worked part-time. More than half of all the 10 million part-time workers in the nation today are women. Because they are unorganized, they suffer many disadvantages.

Frequently, part-time workers receive no fringe benefits at all unless they are covered by a union contract. Most are denied hundreds—if not thousands—of dollars in health and welfare benefits. Should not it be feasible for employers to give part-time workers partial fringe benefits based on the number of hours they work? In this era of skill shortages, one wonders how employers can afford to discriminate against part-time workers—male or female.

Such questions, of course, have considerable economic significance. This concerns not only the nation's 10 million-plus part-time workers but also the hundreds of corporations which



might find here an important solution to shortages of full-time skilled workers.

Lack of fringe benefits is just one of the many disadvantages facing the part-time worker. Their jobless rate is around 7½%, more than twice the rate for full-time workers. Moreover, part-time workers are the first laid off and often they find they must have superior qualifications to land a new job.

As far as Social Security is concerned, the present system awards the part-time worker only a minimal monthly retirement income based on low earnings.

Another handicap for unorganized married women who work is that many have no reemployment rights after childbirth, and no protection against loss of income during absence due to childbirth. This still remains true even though many firms have established maternity leave policies. As a rule, union contracts provide maternity leaves ranging from six months to a

year and, in some instances, up to two years.

Because the overwhelming majority of the nation's 27-million women workers have failed to unionize, many are classified as "poor" whether they work full-time or part-time when their incomes are measured by the Social Security's poverty-income standard. This yardstick is an annual income of \$1,635 for an individual; \$2,115 for a couple, and \$3,335 for a family of four.

On this basis, about two-fifths of women who headed families and were classified as poor in 1966 were in the paid labor force. Of the 3½ million unattached women and girls thus classified, almost one-fourth were workers, and among the 4.1 million husband-wife families who were poor, nearly one-fifth of the wives worked.

The numerous handicaps today encountered by women who work can be attributed to the fact that, as a group, they fail to recognize their latent economic, political and social power. This can be mobilized to solve their problems only through active unionism. Of the 28.4 million now employed in white-collar occupations only 2,744,000, or less than 10%, belong to unions.

In 1968, office work comprised the largest group occupation for employed women. Of the 9.3 million women employed in clerical jobs, 3.3 million were working as stenographers, typists and secretaries. As organized members of the trade union movement, these women workers could become a major force in the nation's economic, political and social life.

Nixon heeds woman power

President Nixon was in the White House less than a month when indignant feminists reminded him that women are now in a majority and comprise 51% of the voting population but that, despite this, he had named only three to top jobs.

Taken aback, Nixon said: "I hadn't known that only three jobs had gone to women, and I shall see that we correct that imbalance very promptly."

Moral: Organized women pack a tremendous punch that even Presidents don't ignore!

* Staff to meet on organizing

(Continued from page 1)

outlined by speakers with actual experience. Also on the program are speakers who will discuss the expansion of unionism among office employees of Blue Cross, Blue Shield and other major health service organizations.

The agenda also includes Do's and Don'ts of pension planning, and the need for coordination of health and wel-

fare, pension and insurance programs in collective bargaining. This discussion will follow an in-depth evaluation of the OPEIU's pension plans by Secretary-Treasurer J. Howard Hicks.

Among other topics will be contract language and negotiation techniques; bold new themes, basic organizing techniques, and sound preparation for collective bargaining. The VOTE (Voice of the Elector-

ate) program will also be studied with a view to enabling the union to be more effective in the political arena.

If you move, send your old and new address, including zip code to:

J. Howard Hicks, Sec.-Treas.
1012-14th St., N.W.
Washington, D.C. 20005



Photo above: President Howard Coughlin speaking at a record turnout of 420 shop stewards of Local 153 in New York City. The shop leaders backed proposed increases in dues and initiation fees which were later approved by an 8-to-1 vote of the membership. Photo at right: Four candidates for the Democratic mayoralty nomination in New York City gave campaign pitches at the stewards' meeting. From left are: Francis X. Smith, a former Local 141 organizer now president of the New York City Council; Congressman John Murphy, President Howard Coughlin, Congressman James Scheuer and Congressman Hugh Carey.



AMOCO pact brings 10.5% gain to 250

Salaries of some 250 office employees at American Oil Company's refinery in Whiting, Indiana, will go up approximately 10.5% over the next two years under the new contract signed with Local 423. The agreement calls for a 6% boost in the first year, or a 23¢ an hour minimum increase, retroactive to March 8, with salaries to be raised another 4½% next year.

American Oil agreed to convert the current retirement plan to a non-contributory program by February 1971. Employees now contribute 2½% of earnings up to \$6,600 a year to purchase annuities; beyond \$6,600 the rate goes to 4%.

The company will also raise health and welfare payments by

\$4.50 a month for each employee and increase a 75% tuition reimbursement program to a fully-paid program.

The union's proposal for reworking the present recognition clause to take in a new laboratory in Naperville, Ill., has been shelved for future negotiations in view of the fact that the facility will not come into use for several years. It had been feared that it might replace some, if not all, activities now going on at the Whiting refinery.

NLRB upholds Local 221

The National Labor Relations Board has upheld the findings of a Trial Examiner that the Brown Specialty Company in Galesburg, Ill., unlawfully refused to bargain with OPEIU Local 221 after the union had nine valid designation cards in an appropriate unit of 14 of its office employees.

The board agreed that when

Computer consoles end clerical jobs

New York City is installing computer consoles in its 35 welfare centers in an effort to eliminate delays in matching job openings with employable relief recipients. The consoles are being tied into the central computerized job band which has been operating satisfactorily in 15 neighborhood anti-poverty centers. The computerized system, will eliminate a \$250,000 a year clerical operation.

the employer refused to bargain on February 13, 1967, the union represented a majority of the office employees.

It ruled that a supervisor coerced employees by interrogation, by giving the impression of surveillance, and by threats of reprisals.

The board issued a "cease and desist" order requiring the employer to bargain with the union. Local 221 President Walter L. Bruner says that following receipt of the NLRB order, he had written John Golofsky, president of Brown Specialty, urging a meeting as early as possible for the purpose of negotiating "in good faith" the rates of pay and working conditions of these employees.

Local seeks to compound bank win

As a result of its success in winning 23.4% wage gains for employees of the Illinois State Bank in East Alton, Local 13 in St. Louis, Missouri, announces that it plans intensive unionizing campaigns among other bank employees in that area. President Julia Riggle says that campaigns at two banks already are under way.

The East Alton bank group also won longevity pay, an initial Pension Plan, three weeks' vacation after 10 years, daily overtime and supper money, an additional paid holi-

day, and improved sick leave. Unit members in two grades were promoted to a higher grade.

The three-year contract provides for annual increases, the first retroactive to November.

Local 13 Business Representative George O'Brien, the chief negotiator, was assisted by a unit bargaining committee comprising Donna Jackson, Jane

Story and Rosemary Sebastian.

Others rendering indispensable service in achieving the victory were Mel Klemme, organizing committee chairman; Catherine Carlton, Becky Yates, Russell Egan, Dora Marsh and Glennan Ryan. President Riggle, Secretary-Treasurer Delores Lysakowski, and the Local 13 Executive Board participated actively.

Local 277 charge

A defense industry sub-contractor in Fort Worth, Texas, has been accused of unfair labor practices before the NLRB by Local 277. President J. B. Moss said the charges had been filed against Anadite Corporation, successor to Chicago Pneumatic Tool Co., on South Freeway.

Moss said Anadite officials refused to bargain on the ground that some new employees are not part of the union's bargaining unit.

Bright mourned

Leonard Bright, a trustee of Local 123 in Bridgeport, died recently after he had attended a labor meeting. A dedicated white-collar unionist, he was recording secretary and publicity director of the Greater Bridgeport Labor Council.

Local 29 sets \$1,000 deal

Wage gains and fringe benefits valued at approximately \$1,000 per individual, are included in a new three-year contract negotiated by Local 29, in Oakland, for some 50 office workers employed by 16 wholesale and retail jewelry stores in Oakland, Hayward, San Leandro and Alameda, California.

Wages go up 15¢ an hour in each of the first two years, with a 12½¢ boost in the third year.

Each employee gets a paid holiday on his or her birthday, with vision care added to the Health and Welfare Plan. Each employer will contribute an additional 2½¢ an hour to the Pension Plan starting January 1, 1971.

Language improvements were inserted on maternity, shop stewards and work in a higher classification.

More dough at ITT Baking

Wage increases averaging more than \$1,750 over three years were won for 21 employees of I.T.T.-Continental Baking Co., Inc. in a new contract signed by Local 12, Minneapolis. The average wage gain of 45¢ an hour is effective in the first year, with 20¢ boosts to follow in each of the next two years.

Business Representative H. R. Markuson reports that Grades 4 and 5 were reclassified to Grades 3 and 4, respectively, with progression to maximum

rate being reduced by six months from 4 to 3½ years.

Other gains are a new successors and assigns clause; added language on probationary employees; a clause spelling out rehire rights; and a new section protecting rights of regular part-time employees.



from the desk
of the

PRESIDENT

The phone call that kills jobs

In 1955 we began to alert our local unions to developments pointing to automation of white-collar work in the United States and Canada. On numerous occasions thereafter we discussed the effects of the computer and its peripheral equipment on work usually performed in offices.

We went into great detail to explain the workings of the computer, the scanner and the reader. We made some predictions with respect to automated typewriters and developments in Japan and in the United States on a machine which will, when perfected, transcribe from the spoken word.

And we also discussed the possibility of the elimination of the meter-reader from the American scene—a prospect which news reports indicate may soon be realized.

The Wall Street Journal on March 12th announced that technicians have figured out a way to read your home electric, gas and water meters by phone and thereby consign the old fashioned home meter-reader to oblivion. McGraw-Edison of Elgin, Illinois, manufacturer of housewares and utility equipment, has developed an automated meter-reader system called "Armeter" which it and the telephone company are currently trying out in Belvidere, Illinois.

The article in The Wall Street Journal indicated that it presently costs utilities about \$6 a year to service and bill a single home account, using human meter-readers. McGraw-Edison figures that after a onetime cost of \$15-\$20 for installation, the actual operating costs should be only "the price of a phone call" per month to read the meter. The phone calls would be made in off-hours, such as midnight to 5 A.M., to avoid tying up telephone circuits. McGraw-Edison officials said they would be in business immediately if it were not for the service fees charged by telephone companies for use of their lines.

Existing telephone tariffs for "foreign attachments," such as the McGraw-Edison device, are \$2 a month per outlet plus a \$25 installation charge. This makes the cost prohibitive in relation to present meter-reading and billing expenses. McGraw-Edison has filed a brief with the Federal Communications Commission seeking a revision of the rates now being charged by the telephone company.

The pilot program now in effect in Belvidere has been working perfectly. It takes only four seconds to read the meter by telephone. If a customer picks up a phone to make a call during those few seconds, the telephone central office automatically clears the line. If and when the Federal Communications Commission allows a revision in the "foreign attachment" rates, utilities in the United States and Canada will install these devices for purposes of minimizing labor costs. Utilities have stressed the fact that such a device would eliminate the costly return trips of meter-readers necessary when no one is home during the first call. It would also end the need for estimated bills and permission to enter private property.

Only through collective bargaining can the utilities' white collar workers be protected against subcontracting or the elimination of their jobs. Only through OPEIU's Technological Change Clause can workers faced with changes such as described in this column be assured of continued employment in other phases of their companies' work.

**A warning to women—
automation threatens**

Women are going to be severely affected by the growing automation of office work warned Maria Weber, a member of the executive of the German Trade Union Federation, at the recent World Women's Conference. "Repetitive tasks already have been taken over by machines," she pointed out, "and future prospects are that phonetic writing apparatus will make many shorthand-typists and secretaries redundant."

She said that the problem of technology has many facets, but its effect on the workers has not yet been adequately examined because it is masked by the current high demand for labor.

"Equally as many-sided is the

attitude of office workers themselves toward the problems of technology and automation," she added. "Feelings range from anxiety and suspicion to pure resignation before a development which the individual cannot grasp or influence.

"Unfortunately, only in a very few cases does it produce or strengthen the view that solidarity and strong trade unions are the greatest and best protection in this situation."

News from Canada

18.3% deal at car firm



SIGNING CANADIAN CAR PACT: Seated, from left, Cliff Rorch, personnel relations manager; Ken Jones, plant manager; Local 81 President Pat Hobbs; Art Albertson, Local 81, and OPEIU International Representative Emil Stencer. Standing, Asst. Personnel Manager Don MacCornac; Mel Byers and O. Olynyck of Local 81, and Local 81 Vice President Jack Hellman.

A hefty package of wage raises and fringe benefits, totaling 18.3% over two years, has been negotiated by Local 81 in Fort William, Ontario, for its office unit at the Canadian Car Company, Ltd.

Retroactive to September 1,

wage adjustments call for a \$5 a week minimum raise together with new salary rates and automatic progressions to be followed next September 1 by another \$2 minimum increase. On the latter date, a cost-of-living clause will add 40¢ a week for

each .60 change in the Consumer Price Index.

Other improvements are three weeks vacation after 10 years, four after 20, and addition of Boxing Day as a paid holiday making the total nine. Another gain was sick leave.

**CLC, Local 343 committee
co-sponsor labor course**

Local 343's Education Committee in Toronto is co-sponsoring with the Canadian Labour Congress a unique pilot project of weekly educational sessions for white-collar workers employed in labour union offices in that city. Most are OPEIU members employed in the same office building.

According to Margaret J. Summers, committee chairman, the course is believed to be the first of its kind held anywhere. It consists of eight weekly one-hour sessions, one-half hour taken from the employee's lunch hour and the other half-hour contributed by the employing union.

Classes discuss the structure

and history of the labour movement and its social objectives; the functions of labour's governing bodies and government departments with which employees deal. Purpose of the course is to improve the knowledge of union employees, improve their efficiency and promote interest in their work.

If the project proves successful, Chairman Summers predicts that repeat courses will be offered, probably on a much wider basis.

\$2,000 back pay award



WHEN UNIONISM PAYS: Helen Smith, member of Kansas City's Local 320, is handed \$2,032 check by Business Manager Larry O. Green for back pay after arbitrator ruled that she had been unfairly fired and ordered the employer to reinstate.

**Canadian
Price Index**

1968	
February	118.2
March	118.6
April	119.3
May	119.3
June	119.7
July	120.4
August	120.7
September	121.1
October	121.4
November	121.9
December	122.3
January, 1969	122.6
February	122.6

U.S. Price Index

1968	
February	119.0
March	119.5
April	119.9
May	120.3
June	120.9
July	121.5
August	122.0
September	122.2
October	122.9
November	123.4
December	123.7
1969	
January	124.1
February	124.6