



WHITE COLLAR

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

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The four-day week: an idea catching on

By President Howard Coughlin

For the past 10 years, the Office & Professional Employees International Union has advocated a reduced work week. It was the first to espouse a four-day week. We have long felt that with the advent of automation, the increase in our work force and the end of the Vietnam conflict a four-day work week would be the only solution for future economic ills.

We have explained that a four-day work week within a six-day period, guaranteeing each employee a three-day weekend, would accomplish many things for the economy. Aside from its effect on employment, it would provide opportunities for numerous services not available for workers employed Monday through Friday. For example, it is practically impossible to have an automobile repaired on Sunday. Insurance companies, banks and other service industries are closed on Saturdays and Sundays, thus preventing workers from patronizing them on those days.

We also pointed out that leisure-time activities would grow by leaps and bounds by virtue of the institution of a four-day work week. The shorter work week would

eliminate much of the traffic problem confronting our urban areas today.

Opponents of the shorter work week have long argued for the continuation of the 40-hour work week as if it were a sacred cow not to be touched or changed in any way. The truth of the matter is that the work week has been decreased by three hours per decade since the turn of the century. The majority of white-collar workers in the eastern part of the United States are already employed 37½ hours per week or less. The Office & Professional Employees International Union contends that the four-day work week is inevitable and imperative for the economic welfare of the United States.

A nationally-known social economist, Dr. Willard C. Faught, called for the establishment of a three-day work week. His idea, outlined in the September 1969 issue of the magazine "Business Management," is to create two work shifts of ten hours a day, three days a week in all industries, thus getting more production in six days out of machinery that now stands idle on weekends with the traditional five-day work week.

Dr. Faught further stated "The five-day week is a historical farce we inherited." He said a three-day

work week would increase production, relieve overcrowding in the nation's hard-pressed cities, ease commuter traffic jams and even improve family home life. With four days off each week, many people would move out of cities and suburbia to "hinterurbia"—up to 350 miles in the hinterlands away from crowded suburbs.

He further speculated that workers might commute only once a week each way, spending two nights a week in "barracks apartments" with three co-workers or friends, who could turn the apartment over to the second three-day shift when they go home for the four-day weekend. He stated that in this way the rent would easily be paid on a split basis out of money spent normally on commuting and gas. He also pointed out that there would be fewer automobile accidents and a decrease in city crime.

The OPEIU may agree with Dr. Faught but we will settle for the four-day work week. We are glad to note that I. W. Abel, President of the United Steelworkers of America, recently proposed the initiation of a drive by organized labor to achieve a four-day work week without any reduction in pay.

Local 12 and Local 16 merge in Twin Cities

Declaring their goal as "even greater expansion of organizing the unorganized, and upgrading of all office and professional employees in the Twin Cities and surrounding areas," the two OPEIU Locals in Minneapolis and St. Paul, Minnesota, have united.

Approximately, Labor Day marked the official date when Locals 16 and 12 united into Twin City Local 12. The original charters issued by the American Federation of Labor are dated 1923 for Local 12, in St. Paul, and 1933 for Local 16, Minneapolis. Both joined the OPEIU in 1945, when it was chartered.

Local 12's Executive Board has been expanded by the election of Edna Schwartz and Cheryl Pull as members. They will serve until the next regular election in May, 1971.

The Twin City Local 12 officers are: John Trulen, president; Rose Beecher, vice president; Ed Eitland, Secretary-Treasurer; at-arms. Business Manager H. R. Markusen and Organizer James Heroux will continue to serve.

Local 3 berths pact at Bakke Steamship

Across-the-board wage gains totaling 15½%, plus another 1.13% in fringe benefits, were won in a new two-year contract negotiated by Local 3 in San Francisco for its unit at Bakke Steamship Co., Business Manager Phyllis Mitchell reports.

Wages go up 9% in the first year, and 6½% in the second year of the pact which runs to September 1, 1971. The probationary period for new employees is reduced to 45 days from 60. Other gains are a \$3 meal allowance for Saturday work; a clause calling for 2½-times pay for holiday work; severance pay of three weeks after one year, to eight weeks for five or more years. Those in the profit-sharing plan will receive their share, plus 4 weeks' pay.

Medical benefits were greatly improved.

What she did, others can do

OPEIU members may not realize how important they are in organizing the unorganized. But illustrating what can be done, Local 29 in Oakland cites the example of a member on withdrawal who organized her new place of employment: Western Grocery in San Jose, Calif.

Assured that Local 29 would go to bat if sufficient interest was shown, the union member told fellow-employees about the many advantages of an OPEIU contract. They were so impressed that they began signing up union designation cards. In short order, a majority had signed.

Local 29 petitioned for a Labor Board election which was won handily. A first contract is now being negotiated. Says Senior Bus. Rep. Joe

Four contract triumphs spur hospital organizing

New organizing of clerical workers and medical technologists in the nation's hospitals, a growing field of OPEIU activity, gets a strong push from four fat contracts renegotiated in California by Oakland's Local 29. The agreements brought major wage gains and fringe benefits to some 1,200 employees.

Wage gains totaling around 18% in a two-year contract were won at Kaiser Hospitals for 900 employees, an 11¼% average in the first year with 6-7% added in the second. The agreement was ratified by a 10-to-1 margin.

A marathon weekend session, following a strike vote, produced the agreement. OPEIU Director of Organization Art Lewandowski flew from New York to the West Coast for the negotiation and helped bring about the settlement.

Other gains were a Dental Plan; a 15¢ an hour differential for the swing shift and 20¢ for

the graveyard shift; and a birth-day holiday for all employees who become eligible after 90 days.

Additional benefits are five weeks vacation after 20 years; differential jury pay; sick leave cumulative to 45 days; double-time for overtime without reasonable advance notice, and posting of all job vacancies. An 18-week maternity leave of absence, with an added eight weeks if requested, is also provided.

Retroactive to Feb. 1, Medical Technologists' salaries at the seven Associated Hospitals of East Bay, Oakland, were raised by \$56.50 a month for a begin-

ning Technologist, to \$77 a month for a top Supervisory Technologist. The pact was open for a wage revision.

Brookside Hospital employees voted overwhelmingly to accept a one-year contract with an across-the-board 25¢ hourly wage boost; an additional 2½% afternoon and evening shift differential, bringing this to 20¢ an hour; three weeks vacation after three years, and five after 15; plus inclusion of dependent children—cost free—in the existing health-welfare-dental plan.

After turning down a first inadequate offer and voting to strike, Vallejo General Hospital office employees later accepted a two-year pact calling for a 17% across-the-board wage boost, 10% retroactive to June 1, with the other 7% effective next June 1.

A \$25 a month night shift differential was agreed on, with sick leave cumulative to 45 days. Other gains are extension of the existing hospital pension plan to Local 29 members, retroactive to July 1, and a Dental Plan covering dependent children to take effect June 1, 1970.

NORTHWEST CONFERENCE DELEGATES: The meeting place in Vancouver November 22-23 has been changed to the Georgia Hotel.

Nedham: "This shows the best organizers are our own dedicated members."

The vast field awaiting white-collar unionism is revealed in a current U.S. Labor Department study that finds employment of secretaries, stenographers and typists is expected to increase by 60% between 1960 and 1975.

In 1960, there were 2.4 million employed in these job categories, or 3.5% of the labor force. By 1975, the total will be 3.9 million, or 4.5% of the future 88.7 million labor force, the study forecasts.

The white-collar union movement can grow by leaps and bounds if all our 80,000 individual members are as dedicated in new organizing efforts as the Oakland member.

OPEIU on parade: Local 13 scores

A gaily decorated float carrying a huge OPEIU sign as a backdrop for four winsome young members from Local 13 in St. Louis, Mo., captured the spotlight in the annual Labor Day Parade sponsored jointly across the river by the Belleville, Ill. Trades & Labor Assembly and the Union Label Council.

The Missouri Local's participation in the Illinois parade resulted in Page 1 publicity in the Belleville News Democrat, the city's daily newspaper, which played up the OPEIU with a lengthy story and two large pictures. Local 13 is affiliated with both sponsoring labor groups.

The three-mile long parade was led by Madlin Shows, a Local 13 member elected as Union Label Queen, accompanied by her court. Behind them came the colorful OPEIU float, followed by other unionized white-

collar workers on foot or in cars.

"By the time evening came," reports Local 13 President Delores Lysakowski, "our Local was well known to the people on the Illinois side of our union's jurisdiction. Because of this widespread parade publicity, we feel all our efforts were richly rewarded."

Miss Shows, employed at the East St. Louis Interurban Water Company, was elected Queen for the Labor Day festivities on the basis of the number of \$1 tickets sold by the Local, each ticket rating five votes. OPEIU

members sold 1,347 tickets for 6,735 votes, topping all other five entries combined.

The Queen was officially crowned by Belleville's Mayor Charles E. Nichols at a pre-Labor Day dinner-dance attended by a big turnout of OPEIU members, among other labor union officials. Those present included OPEIU Vice-President Frank Morton; President Lysakowski; Business Representative George O'Brien and Mrs. O'Brien, and Recording Secretary Dora Marsh, a Parade Committee member.



AIDS UNION LABEL WEEK: Silas A. Mayor, Local 89 president in Bogalusa, La., looks on as Mayor Curt Siegelin signs proclamation urging Bogalusans to patronize products and services of union labor. President Mayor says: "This is an example of continuing publicity to keep the name of Local 89 before the public, thereby aiding our organizing efforts."

Two locals rate salutes

How can our OPEIU Locals create favorable publicity and good public relations programs to interest the unorganized in white-collar unionism?

The answer is simple—by doing something newsworthy in their own communities and following a few basic rules. It only requires a little planning, initiative and enthusiasm. It can be a lot of exciting fun also. Since the OPEIU Philadelphia Convention emphasized public relations last year, Locals are beginning to do a bang-up job.

The news columns report two notable examples. One is the picture, with story, which appeared in the Bogalusa, La., daily newspaper when Local 89 President Silas A. Mayor had the city's mayor sign a proclamation urging public support for Union Label Week. The union also hit the Sunday paper with a contract signed.

The other describes how Local 13 in St. Louis, Mo., scored front page publicity in the News Democrat, Belleville, Ill.—across the river—when its float stole the show in that city's annual Labor Day Parade. President Delores Lysakowski and the officers and members put in a lot of work but gained deep satisfaction from it.

OPEIU President Howard Coughlin recently commented in his column that "personal contact is the answer." Certainly during the Belleville Labor Day festivities—which started with a dinner-dance and ended with a picnic—Local 13 officials and members made many new personal contacts with other union leaders and unorganized white-collar workers. Undoubtedly, they planted the seeds of unionism in many more minds.

Both these Locals are active in organizing the unorganized.

We congratulate them for their dedicated efforts in making the OPEIU better known, and hope that other Locals will follow their fine example. Remember: worthwhile union activities at the community level create news.

It takes two to tango

Banks around the country are starting to sit up and take notice that unions today are valuable customers whose deposits are being eagerly sought by the big banks. In fact, competition among the giant banks for unions as prized customers is rapidly heating up. Chemical Bank of New York is the latest to ogle this business. Its house organ, Chemical Chronicle, says:

"There are over 18 million union members in the United States at the present time, nearly all of whom are covered by some sort of pension plan and health and welfare plan. Because this is a time of prosperity and full employment, union funds are expanding, providing a major source of business for those banks who act as trustees for the funds, or whose branches hold deposit accounts for labor organizations.

"Until a few months ago, Chemical had no one person or department responsible for the development of labor business although other banks had set up such departments and were quite aggressive in the field. Recognizing our need to be competitive and our desire to improve our share of the valuable labor business, a new staff function has been set up as part of the Metropolitan Division."

Chemical has assigned a senior vice-president to secure some of this valuable labor business. However, it never occurs to such executives that, perhaps, the best way to secure union business would be to assist the OPEIU in organizing their employees, recognizing collective bargaining, and then negotiating a top-flight union contract that would set the pace for the entire local banking industry. It would be a truly rewarding step.

In this event, organized labor would follow Samuel Gompers' rule that it should "reward its friends." Chemical could then advertise the fact on radio and TV, in newspapers and magazines, that it was a unionized bank paying union-scale wages. This would ring a bell, not only with labor organizations but with all union members throughout the United States.

How about it, Chemical Bank? You'll be glad you did!



OPEIU ON PARADE: Pretty Local 13 members ride float in Belleville, Ill. From left are Barbara Hoffman, Nancy Little, and Marynell Welker. Mary Allen is hidden in rear. Beverly Dressel is little girl in front. Inset (top right) is Madlin Shows, Local 13 member elected Union Label Queen.

Locals study charter flights

Charter flights or group travel for OPEIU members, aimed at providing low-cost trips or vacations, are arousing keen interest among Locals these days. San Francisco's Local 3 members discussed a plan for citywide joint union sponsorship of a non-profit social and travel club at their recent meeting.

Business Manager H. R. Markusen of Twin City (Minneapolis-St. Paul) reports that a committee is studying costs, options and variable dates for a projected low-cost trip to Las Vegas this coming winter. If sufficient members sign up, it proposes to charter a plane and schedule an all-expense winter mini-vacation at the Nevada resort.

Group travel gives added value to union membership because, under government regulations, only already organized groups are qualified for these low-cost travel privileges.

The "swinging" 1,100 members in the youthful bank employee unit of Local 434, in Montreal, kicked-off the group travel trend last year by chartering two flights, one to the West Indies and the other to Florida.

Local 153 in New York City has a travel plan which has enabled many of its members to go places at low cost.

Trans World Airlines (TWA) informs the OPEIU that group savings plans are available to our union for as few as 10 in-

dividuals traveling in the U.S.A., or 15 traveling to Europe. Illustrating the overseas savings possible, it cites a New York-London round-trip peak season economy fare at \$510.

In a group of 50 or more, the individual fare drops to \$245, or a \$265 saving. With a full-plane load charter, this trip costs only \$192 per individual—a \$318 saving. The larger the group, the lower the fare.

TWA adds that even lower transatlantic group fares are

planned after November 1 (subject to government approval), slashing the off-season New York-London round-trip fare per capita to \$200 for groups of 40 or more.

Interested Locals can obtain full information on group travel from TWA or other airlines offering such plans. Brochures and films are available from TWA local representatives, who will also assist in arranging group trips—domestically or overseas—enabling union members to see the world.

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

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Dina's Column

By Dina Merrill

World-famous TV and film star Dina Merrill graciously consented to answer OPEIU members' questions on beauty and grooming in this monthly feature written exclusively for "White Collar." OPEIU members are invited to address questions to Dina. Inquiries should be addressed to Dina's Column, c/o Dick Moore and Associates, Inc., 200 West 57th Street, New York City 10019.



Dear Dina:

Chains, belts, scarves, hats, purses, tote bags, glasses—that's all I see in the stores these days. How can anyone wear all these things at once and look well dressed? And how can one afford so many accessories? Judy S.

Dear Judy:

Fashion has, at long last, developed styles that have infinite flexibility. It all boils down to the fact that every woman can dress just the way she wishes, be feminine and chic, and still not look like everybody else.

To wear all the accessories you listed, and all at once, takes a very young and very with-it gal. On the right girl three chain belts worn over a scarf draped across the hips, chains around the neck, textured stockings and rings on every finger looks utterly smashing.

A canvas tote bag to carry shoes, books, newspapers and your hair spray is not only practical but looks marvelous. And what could look more charming on a young girl than a simple beret matched to a wild pair of sun glasses. As the cooler weather is now upon us the hat serves a very functional purpose and sun glasses cut down the glare and save a girl from squint lines and a furrowed forehead.

Take a good look at the price tags, Judy. Because these new accessories are a fad and meant to be fun, the manufacturers have put a relatively low price on most of them.

CLC President cites white collar infusion

Canadian Labour Congress President Donald MacDonald says that the CLC is being transformed by large infusions of new white-collar members. "It represents a virtual transformation of what was once a relatively quiescent part of the labour force into one which is extremely articulate and aggressive in seeking to satisfy its members' expectations," he declares.

Forecasts of a sharp drop in union membership as a result of changes in occupational patterns of the labour force have been proven false, MacDonald points out.

"Instead of atrophy," he reports, "there is significant growth. Federal and provincial government employees; teachers, nurses, engineers and other office workers are turning in-

stinctively to collective bargaining as their blue-collar brethren have done in the private sector. Far from diminishing in status, organized labour takes on a new vigour as the result of this infusion of white-collar workers.

"We are on the threshold of an organized labour movement very different from what it has been before. It will be one increasingly typical of the white-collar worker, the public employee and the professional worker," the CLC leader concludes.

NLRB awards pay, job

A National Labor Relations Board decision awards Obdulio Ceballo \$1,650 in back pay and orders Ayerst Laboratories of Puerto Rico, Inc., San Juan, to give him back his salesman job from which he was fired when he led a group seeking OPEIU representation.

Ceballo was fired after the union lost an NLRB election by

a thin margin. Following the award, Ceballo refused the job reinstatement. The NLRB order also required the company to post a 60-day notice to its employees that it will cease its activities which, in any manner threaten, interfere with, restrain, or coerce employees in their efforts to be represented by the OPEIU.

Local 277 wins \$2,000 deal at General Dynamics



MILLION DOLLAR SMILES: Local 277 negotiators sign new General Dynamics contract in Fort Worth, Texas. Seated from left: Dick Craig, Manager of Employee Relations; Fred Chambers, Director of Labor Relations; Local 277 President J. B. Moss, and OPEIU Vice-President Frank E. Morton. Standing from left are Lee Riker, Milt Myers and Bert Lambert, General Dynamics representatives; Local 277 Vice-President Ronnie Jones; Marie Moore, Negotiating Committee Member; Local 277 Business Representative Jack Houston, and Secretary-Treasurer Norma Martin.

More than 2,200 technical, office and clerical employees in OPEIU's unit at General Dynamics' defense plant in Fort Worth, Texas—which developed the F-111 fighter plane—will slice up a \$1 million wage pie in the first year of a newly renegotiated 37-month contract.

Wage gains and fringe benefits per individual will average above \$2,000, or more than \$1 an hour during life of the pact, raising the company's payroll in the first year from about \$15 million to \$16 million, according to Local 277 President J. B. Moss. The new agreement was ratified by an overwhelming 10-to-1 unit membership vote.

Across-the-board wage boosts, ranging from 20¢ to 66¢ an hour, took immediate effect with a further 3% raise set for next August, and a similar boost

in August, 1971. The existing 18¢ cost-of-living allowance was frozen into the basic wage scale, and another 6¢ added. The second shift differential was increased to 18¢ an hour from the previous 12¢ rate.

Fringe benefits include a three-day funeral leave in addition to five days sick leave per year, cumulative to 25 days, with employees to receive wages for any unused sick leave above the 25 days.

Substantial pension improve-

ments were won, with vesting after 10 years of service and no age requirements. Health benefits were also vastly improved, the company agreeing to pay full costs for employee dependent coverage starting in 1970. Next year this program will provide maternity benefits for all the office employees and their families.

The new contract doubles the payment for hospital room accommodation to \$38 a day from the previous \$19 rate.

Two new social service units pluck first fruits of unionism

Substantial wage gains and fringe benefits were won in initial contracts for two new professional social service units recently organized in OPEIU's expanding drive to unionize white-collar workers. One is in Los Angeles; the other in Milwaukee, Wis.

Raises ranging from \$500 to \$700, plus inclusion in Health-Welfare and Dental Plans, were won by Local 30 for a new unit at Mexican-American Social Service in Los Angeles. The firm aids Mexican nationals to acquire residency and citizenship in the U.S. All its employees are fluent in Spanish.

Employees also gained two additional holidays and an improved vacation schedule of two weeks after one year, three after four, and four after ten. The employer agreed to a first anniversary reopening to reconsider wages, fringe benefits, and initiation of Local 30's Retirement Plan.

Wage boosts ranging from \$420 to \$510 for social service professionals and from \$240 to \$450 for maintenance employees, were won by Local 9, for its new unit in a first contract at the Jewish Community Center in Milwaukee. It brings top classified professionals into the

five-figure annual salary bracket.

Top classifications include the directors of the young adult and cultural arts programs, assistant physical education directors, children and pre-school program directors, and the assistant maintenance supervisor.

According to Business Representative Ed Kubicki of Local 9, professionals won eight paid holidays per year, maintenance employees ten. Professionals also gained one month's annual vacation, while maintenance employees get two weeks in the first and second years; two weeks and two days in the third and fourth; three weeks from five to nine, and four weeks annually thereafter.

Other gains were differential jury pay; severance pay running from two weeks after one year, to 12 after 11 years' service; a successors and assigns clause; arbitration procedures; group

insurance, and a retirement plan.

The employer agreed to pay full costs for Blue Cross/Blue Shield coverage and tuition fees for any course employees may take to improve their education, subject to the Executive Director's approval.

Union Label offers free book covers

The AFL-CIO Union Label and Service Trades Department announces the availability of Union Label schoolbook covers, obtainable free of charge, for distribution by unions to school children in their area.

Requests should be addressed to the Department at: Room 402, AFL-CIO Building, 815 Sixteenth St., N.W., Washington, D.C., 20006. Orders will be filled on a "first come-first served" basis.



from the desk
of the
PRESIDENT

The case for tax reform

Some weeks ago, we forwarded a kit entitled "Tax Justice Program" to all Local Unions of the Office & Professional Employees International Union. In effect, we were joining the AFL-CIO effort to enact legislation to eliminate tax inequities and establish long needed tax reform.

While we have many times stated that the AFL-CIO is the only voice of working men and women in the Halls of the Congress and have given graphic illustrations of this fact, we are again obliged to repeat ourselves and explain that without the AFL-CIO's research and drive, we doubt that a tax reform would today be pending in the Congress. Numerous newspapers and other segments of our society have taken up the cry for tax reform. Actually, however, this came about only because of AFL-CIO initiative.

Why is tax reform needed? Reform is needed today more than ever before because of the many tax inequities and special privileges which favor a few against the overwhelming majority of American taxpayers.

In 1967, for example, the most recent year for available information, taxes paid by millionaires averaged only 25% of their total income. Twenty-one of these millionaires and 135 other persons whose incomes exceeded \$200,000 in that year paid not one cent in federal income taxes. In the same year, 2 1/4 million taxpayers whose income fell below the government's definition of poverty paid \$100,000,000 in taxes.

Income gains from the sale of stock or other property are taxed on a maximum rate of 25%, as opposed to the full rate with no maximum for income received from wages. Income received from interest earned on state and local bonds is completely exempt from federal taxation.

Income received from oil and gas properties is subject to a 27 1/2% depletion allowance. This is based on an age-old argument that oil and gas producers lose hundreds of millions of dollars in attempting to find oil and gas where wells are dried up or non-productive. The truth of the matter is that improved technology over the past ten years has reduced these losses to a bare minimum. The wage earner does not receive "depletion allowances" because of his advancing years and sometimes loss of productivity.

Tax-exempt family foundations can be set up so wealthy families can control their fortunes in perpetuity without paying taxes. Businessmen can deduct 7% of the cost of new equipment and machinery from their tax bill as a special tax credit. They can subsequently deduct it again as part of depreciation.

The AFL-CIO has called upon the Congress to:

(1) Strengthen the minimum tax provisions so that everyone, including millionaires, will pay a minimum tax.

(2) Organized labor has also called upon the Congress to eliminate maximum taxes and close numerous tax escape routes.

(3) The AFL-CIO is also advocating the elimination of, or at least a substantial decrease in, the 27 1/2% oil and gas depletion allowances.

Finally, the AFL-CIO asks that a greater tax relief be afforded those whose incomes are moderate and whose tax burdens are unnecessarily severe. While the Nixon Administration appeared to encourage tax reform, all it has proposed thus far is a cut in taxes for corporations.

The OPEIU, through its VOTE program, supported by voluntary contributions from its members, works closely with the AFL-CIO's Committee on Political Education. The OPEIU met its full COPE quota in the years 1967 and 1968 and is presently conducting its 1969 drive for voluntary contributions. VOTE dollars collected from OPEIU members help to insure the continuance of the AFL-CIO's progressive program in the Congress of the United States.

AFL-CIO membership growth

Continued growth of AFL-CIO unions is reflected in the membership report of the Executive Council to the AFL-CIO convention in Atlantic City.

Based on average per capita payments over the past two years, membership was 13,005,000 as of July 31.

While this shows a decline from the 13,781,000 total in 1967, it does not include the Auto Workers, who disaffiliated in 1968. Exclusive of UAW membership, this year's figure represents a gain of 549,000.

Secretary-Treasurer Lane Kirkland reported that the net worth of the federation declined by \$383,882.33 in the two-year period ended June 30. He noted that the decline was attributable to an excess of expenses.

Settlement with Chicago Tool brings 26 1/2% wage increase

Nearly 200 office employees at the Chicago Pneumatic Tool units in Utica, N.Y., won a 26 1/2% wage boost in two years, together with whopping fringe benefits, in a three-year pact negotiated by Local 281.

A \$10 across-the-board weekly raise takes effect in the first year, with two 6 1/2% boosts in each of the following two years, plus a special cost-of-living bonus. The second shift premium was raised to 20¢ from 14¢, and the salary review system accelerated.

Blue Cross/Blue Shield com-

prehensive coverage was greatly expanded; a \$15,000 major medical plan was won; life insurance, including double indemnity, was raised to \$6,000 from \$5,000. The employer agreed to pay for prescription glasses. Disability Insurance was increased to \$75 a week for 26 weeks.

An improved vacation plan gives employees 12 days' vacation after seven years.

A 50% increase in retirement benefits was gained through the Pension Plan, which will be funded also for past service. A

rider provides for a survival burial benefit of \$750. The Pension Plan is vested after 10 years, even for employees discharged with just cause.

The negotiating committee also gained improved and clarifying contract language. The committee was headed by Local 281 President Mary Myers and Chief Steward Dochstader, and included Mary Cardone, Gertrude Covey, Jane Kasmider, Joyce Nelson and John Woodward. OPEIU Representative Justin Manning assisted the unit's negotiators.

Local 32, Musicians harmonize

Wage boosts ranging from a 15% minimum to a 35% maximum over a two-year period, are called for in a new contract negotiated by Local 32 in Newark, N.J., for office employees of American Federation of Musicians, AFL-CIO. An immediate 10% minimum increase took effect in August, with an additional minimum 5% set for August, 1970.

The New Jersey State Board of Mediation was called in by the two unions after weeks of extended negotiations failed to produce an agreement. The deadlock was broken after an all-day session with Richard W. Kosten, the state mediator, at the board's Newark office.

The pact establishes for all new employees a two-year, four-step salary schedule; improves funeral leave and severance pay, and provides for expanded full family Blue Cross/Blue Shield hospital-surgical coverage, including diagnostic services in a doctor's office or in a hospital.



Local 32 President Lida Ronches and Secretary-Treasurer Stanley Ballard, American Federation of Musicians, sign new two-year pact. Looking on are Local 32 Business Manager Nicholas Juliano, N.J. State Mediator Richard Kosten, and John M. Malkin, Executive Secretary, N.J. State Board of Mediation.

The medical benefits are employer-paid.

OPEIU negotiators were Local 32 President Lida Ronches, of Belleville, N.J.; Ethel Granoff, of Teaneck, and Joyce Capriglione, of Newark, assisted by Business Manager Nicholas Juliano. AFM Secretary-Treasurer Stanley Ballard, represented the employer union.

Reservist training pay in Local 277 contract

International Paper Company of Waco, Texas, agreed to pay OPEIU members in military reserve full wages for active duty Summer Training in a new one-year contract negotiated by Local 277, Fort Worth. The agreement also calls for across-the-board wage increases ranging from 16¢ to 22¢ an hour, plus improved vacations and insurance fringe benefits.

The probationary period for holidays and vacations was cut to 30 days from 90, and a new vacation schedule provides for

two weeks after one year's employment and three weeks after eight years.

The pact also increases disability payments to \$78 a week from \$63. It was negotiated by Local 277 Business Representative Jack Huston and Chief Steward Travis Watson.

Local 6 gains 18% in pact

Across-the-board wage gains totaling 18% in a three-year contract renewal were won for the 24-member unit at Raytheon Employees Credit Union in Waltham, Mass., by Local 6, Boston.

During the pact, the lowest job category will reach \$100 a week, with the top grade hitting \$150. Fringe benefits include an additional holiday; pension and welfare improvements; stronger union security language, and a provision that three days of sick leave may be used as utility days.

The unit negotiating committee included Steward Marjorie A. Shell and Alternate Steward Esther Sperandio. They were assisted by Local 6 Business Manager C. Nelson Armitage.

U.S. Price Index

U. S. Bureau of Labor Statistics

1968	
August	122.0
September	122.2
October	122.9
November	123.4
December	123.7

1969	
January	124.1
February	124.6
March	125.6
April	126.4
May	126.8
June	127.6
July	128.3
August	128.7

Canadian Price Index

Dominion Bureau of Statistics

1968	
August	120.7
September	121.1
October	121.4
November	121.9
December	122.3

1969	
January	122.6
February	122.6
March	123.2
April	124.6
May	124.9
June	125.9
July	126.4
August	126.9