Son of Local 233 member wins AFL-CIO scholarship

Michael L. Martin, an OPEIU member's son, is one of six winners awarded college scholarships under the AFL-CIO National Merit Scholarship Program. It provides each winner up to $6,000 for four years of study at a college chosen by the student.

Joseph T. Martin, the father, is an accountant with International Paper Co., and a member and past president of Local 233 in Georgetown, S.C. A graduate of Winthrop High School in Georgetown, Michael will study physics at the California Institute of Technology, Pasadena.

He played junior varsity football and basketball, is president of the French Club, and a member of the governing board of the South Carolina Young Episcopal Churchmen.

Michael L. Martin

Union road brings 26% hike, 35 hr. week to Turnpike unit

A first contract negotiated by Boston Local 6 with the Massachusetts Turnpike Authority has secured a 35-hour week and wage gains averaging 26.33% for the newly organized unit of 75 clerical employees, Business Manager C. Nelson Armitage reports.

Retrospective to Jan. 4, it calls for an 11.9% boost in the first year; 7.29% in the second, and 7.14% in the third. A union shop with dues deductions is included.

Other gains are 10½ paid holidays, and 15 days sick leave per year with unlimited accumulation. The pact also provides seniority and grievance procedures and specifies that all new jobs be posted for bidding.

Chief Steward Richard A. Brennan, Steward Albert Diehl and Business Manager Armitage comprised the negotiating team.

Organizing progress

NLRB order sets election at 4-branch Tampa bank

The intensive organizing campaigns being conducted by the OPEIU among bank employees across the nation are starting to show results. Regional Director J. Oscar Bloodworth reports that the union has ordered an election in Florida for the main office and three other branches in Tampa.

Director of Organization Art Lewandowski says that cities where other campaigns are well advanced include St. Louis, Mo.; Toledo and Akron, Ohio; New Haven, Conn.; Baltimore, Md.; Portland, Ore.; Newark, N.J. and Royal Oak, Mich.

Favorable responses also are being received to the suggestion that all OPEIU members volunteer two hours per month to assist the bank campaign by handbilling and phoning prospective members, Lewandowski disclosed.

Local 13 in St. Louis plans to handbill 75 to 100 banks in that area, so does Business Representative Tom O'Brien, who is asking the support of two labor councils in St. Louis and Belleville (Ill.) in the campaign.

O'Brien has submitted to the two councils for adoption the resolution by the AFL-CIO Executive Council supporting the OPEIU's nationwide effort to organize banks and urging labor union members and labor bodies to patronize union banks with their business.

Resolutions helpful

Lewandowski strongly urges all OPEIU Locals to submit this AFL-CIO resolution to Labor Councils in their areas to make their bank campaigns fully effective. He reports that similar resolutions will be filed with all AFL-CIO state federations.

The New Jersey, Arizona and Ohio state bodies already have the resolutions before them.

Elsewhere on the organizing front, five successes are reported.

From the desk of the President

Labor offers program to halt inflation

By Howard Coughlin

The President of the United States paid a surprise visit to the Executive Council of the AFL-CIO on Tuesday, May 12th.

During the meeting, which lasted about 35 minutes, AFL-CIO President George Meany handed President Nixon a Council Statement which called for the establishment of a four-point program to "take America out of recession and end inflation."

The statement analyzed the condition of our economy and found that unemployment was at 4.8% of the labor force, or 4,000,000 workers. In four months since last December, 1,100,000 workers were added to the ranks of the unemployed. The jobless rate for Negroes jumped to 8.7%. Teenaged jobless stands at 15.7%. Despite the fact that industry is operating at less than 80% of its productivity capacity, living costs have continued to rise. Interest rates are the highest in 100 years of our history.

The AFL-CIO's four-point program urged:

1. The Congress to direct the Federal Reserve System to establish selective credit controls, maximum interest rates on specific types of loans, and the allocation of available credit to where it will do the most good for America.

2. The requirement that a portion of tax exempt funds, such as pensions, college endowment and foundation funds as well as bank reserves, be invested in government-guaranteed mortgages to meet the ten-year housing goal of 26,000,000 new and rehabilitated units.

3. Action to curtail the continuing high rate of business mergers, a major factor in the price raising ability of the dominant corporations.

4. Examination of the specific causes of costs of doctors' fees, hospital charges, housing costs and auto insurance rates to develop sensible measures to dampen these pressures on living costs.

President Meany stated that the administration's policies were not working in terms of checking inflation or rising unemployment and that he brought the housing industry to a dead halt.

He further stated that if the President, after exercising the authority already granted him by Congress on credit controls, determined that he needs additional authority to impose other restraints, the AFL-CIO will cooperate as far as reasonable restraint is equitably placed on all costs and incomes.

President Meany also said that the labor movement is prepared to sacrifice as much as anyone else and as long as anyone else, as long as there is equality of sacrifice.

The AFL-CIO is greatly concerned with the condition of the economy in the United States. All indicators point to a cooling off of the economy and increased unemployment. At the same time, principally because of our expenditures in Vietnam, prices continue to rise in the United States. The wage earner in this country must face the specter of unemployment and rising prices.

To make things worse, multinational firms, 60% of which are owned by United States interests are producing more and more goods in low wage areas throughout the world. While these goods are produced by cheap labor they are sold exclusively in the United States at high prices. This has produced a further drag on the economy and is resulting in loss of jobs in such industries as shoes, textiles, transistors, electrical components, television sets and toys.

The organized labor movement, represented by the AFL-CIO, is supporting Senator Muskie's "Orderly Marketing Act of 1969" which will limit imports based on the average of the imported products in the previous five years. The proposed legislation also provides for formulas which will increase or decrease imports based on economic conditions in the United States.

The effects of wage rate imports on the economy of the United States have reached the point where more than 700 bills have been introduced in the Congress of the United States dealing with these subjects. Actually, however, the AFL-CIO continues to be the only spokes- man for working people in the United States in the halls of Congress.
Bargaining in the 1970s: AFL-CIO projects trends

Wage and salary increases will dominate collective bargaining in the 1970s, as workers try to make up for the years of stagnation. As a result, the real wages in the late 1960s, based on projections by AFL-CIO economist, A. Oswald, an AFL-CIO Department Research economist. Anticipating a reversal of the trend in the previous decade when many cost-of-living escalator clauses were curtailed or dropped from union contracts, he expects not only their revival but also their expansion to cover benefits, education, and salaries, such as an escalator on pension payments, long-term disability insurance, and more.

Oswald says that to overcome the massive housing shortages, unions will demand that prices for homes, life insurance, profit-sharing, and similar funds be used for expanded housing for those in whose interest such funds are held. He adds:

"Unions in the future will be looking more closely at the level of benefits provided by those funds, but also the use of such funds for purposes. The accumulated reserves of these funds are expected to be a real double in the next decade."

New bargaining areas

Job training and education are other areas that combine a mixture of individual, employer, union, and public programs. Oswald points out. Massive layoffs by the federal government in the 1960's to enhance job training and educational opportunities will shift federal involvement in this area that will be expanded in the future.

Although child-care centers are still in the embryonic stage of development, he notes that a few unions have agreed to call for employer contributions, and the trend will be accelerated by the Taft-Hartley Act amendment allowing voluntary union-employer negotiation of trust arrangements for child-care centers. (President Coughlin's Feb. column was devoted to this new aspect of collective bargaining.)

Cooperative child-care and nursery schools have also developed in various parts of the country, he continues, and a beginning has been made in providing public child-care centers to allow "welfare" mothers with minor children to enter the work force. "All of these approaches are likely to grow in the decade ahead," Oswald predicts.

Subcontracting is another area that will receive increasing attention in the 1970s, he says. "Subcontracting will be sought on contracting out jobs either domestically or abroad to workers not enjoying equal pay and benefit packages." The development of conglomerate and multinational firms highlights the urgency of this issue, Oswald emphasizes.

Foresees 4-Day Week

He predicts that unions will continue to press in a number of areas for shorter work hours to provide additional job opportunities and increased leisure for workers, citing the trend toward longer vacations of the last few decades.

The 4-day week has already given way to the 7-hour day for millions of office and white-collar workers, Oswald declares. "Union bargaining will spread to the 7-hour day to workers in other occupations." He adds: "Moreover, unions will demand shorter workweeks, although in some cases the shorter workday will be sacrificed for shorter weekly hours. For example, the workweek may consist of 4-9 hours or four 8-hour days, or on some of these schedules may be used only during summer months. The number of holidays will be increased substantially, due to the rising number of holidays."

U.S. Price Index

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Canadian Price Index

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Bank says union boosted morale

Montreal City & District Savings Bank management, whose first contract with Local 434 expires this month, agrees that the bank has benefited significantly from OPEIU unionization of its 1,200 employees.

In an interview with John Rolfe, Globe & Mail Freezer-staff writer, General Manager F. J. Guedes said that mutual management-union cooperation has improved communication with the young, "butch" bank staff, adding:

"I would say that if you are good managers you adapt to changed circumstances. And that's what we have done. The union has noticeably reduced our personnel turnover and, with it, has improved the morale of our employees and their on-the-job performance."

"The bank's president, E. Donald Gray-Donald, also voiced complete satisfaction with the unionized staff. He said:

"We are negotiating toward a contract renewal

NLRB finds for N.Y. local on issue of commissions

If salesmen wish to guarantee commissions and terms of employment, the best solution to their problems is to unionize and bargain collectively.

This is the essence of a National Labor Relations Board ruling which orders Pinecliff Cemetery Corp., in Farmingdale, N.Y., to change its method of commission payments or any other term of employment without consulting Local 123.

The order stands as long as the OPEIU is a statutory bargaining representative for all outside salesmen at the employer's cemetery in Farmingdale. The NLRB order says that the employer shall bargain with the union, upon request, on rates of pay, hours, and other terms of employment, and embody such understanding in a signed agreement.
Local 15 contract writes $7,140 computer base

Wage increases totaling 15.6% were secured by Local 15 and National Datacentre Corp. Ltd., one of the largest computer firms in Canada, Business Man-

agel Bill Swanson reported. The first 7 1/2% raise is retro-

active to April 1, and the sec-

ond becomes effective April 1, 1971. Other gains are three weeks’ vacation after three years, and the holiday pay is one day per year to four weeks after eight years. The pact also in-

cludes a new grievance handling, for 5% of the employer paying 60% of the premium costs.

Swanson says the contract will provide for an annual minimum salary of $7,140 for com-

puter operators, with a maxi-

mum of $9,084, and a mini-

mum scale of $9,672 for pro-

fessionals and a $12,492 maxi-

mum.

In a letter to the staff an-

nouncing the agreement, Execu-

tive-Vice-President J. G. Bart-

lett of the company said: “From management’s view, we have enjoyed the mature and realis-

tic attitude taken by the union and only wish that labor-man-

agement discussions in other companies and industries might be conducted in the same con-

text.”

Gwyn Arnold picked for union leadership course

Long-time Local 29 leader Gwyn Arnold has been selected to fill one of 22 highly-coveted slots in the Minority Union Leader-

ship Training Program to be conducted at the University of Cali-

fornia’s Center for Labor Re-

search and Education. There were 200 applicants from the B.C. area.

The class will undergo an ex-

tensive six-month training pro-

gram geared toward future labor union work, taking courses in labor law, contract negotiations and research, public-speaking, grievance handling, and a va-

riety of other union-oriented subjects.

Miss Arnold was recently elected a Local 29 delegate to the Central Labor Council and is now serving on its Political Committee. She previously served on its Executive Board and was a steward while em-

ployed at Kaiser several years ago.

She had her first taste of un-

ion leadership when she chaired

Local 11 pair named editors

William J. Leconte and Eliz-

abeth G. Schiller, members of Portland’s Local 11, have been pro-

moted to managing editor and assistant managing editor, respectively, of The Union Reg-

ister, a West Coast weekly labor newspaper. Both were editorial staff members prior to their new appointments.

The newspaper is published by the Western Council of Lum-

be & Sawmill Workers for all Local Unions chartered by the United Brotherhood of Carpen-

 ters & Joiners of America. The appointments were announced by Hugh Allen, executive sec-

retary of the Western Council.

Women PhDs lag by third in pay, new government survey reveals

Even when women hold Ph.D. degrees in science and have equal scholastic standing with men, they are often discriminated against because of their sex when it comes to equal pay. Many PhD’s are brought out in a government study of science manpower based on a compa-

ried survey of 50,000 men and women listed in the Nation-

al Register of Scientific and Engineering Personnel.

The figures show that women lag behind men in pay scales by an astounding $1,200 a year in 1963. Three quarters of the men are engineers. Women are also lagging behind men in education, but this is reversed in job opportunities.

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Local 3's Henning elected to state federation post

John F. Henning, a member of San Francisco Local 3, has been elected secretary-treasurer of the California Labor Federation which represents 1.5 million AFL-CIO members. He was administrative assistant to Thomas L. Pitts, who retired from this position because of medical disability.

Henning served as U.S. Amb. to New Zealand between 1967 and 1969. He was U.S. Under Secretary for Labor between 1962 and 1967 and was Director of the California Department of Industrial Relations between 1959 and 1962.

Arbiter backs local 281 in seniority rights case

When the Chicago Pneumatic Tool Co., in Utica, N. Y., proposed an abridgment of its union work rules, a non-bid for the vacancy, employees who had not bid for the vacancy, and 20% for the company's own employees. The company had previously agreed to a 20% increase for the first year, with 20% in each of the two following years. The company estimates it will increase its office payroll by 20%.

Additionally, the employer agreed to increase the company's insurance contributions for single employees to $10.50 per month and for families to $21 per month. The company will also give a $25 saving in the form of a $2.50 per month increase to the employee's weekly pay.

The retirement plan benefits were boosted to $5 per month for each year of service, with a maximum of $35 per month after 10 years. The plan provides for a 10% paid holiday—-the day after Thanksgiving.

Adams was assisted in the negotiations by Business Representative Clyde Brunzzi and the bargaining committee: Chairman Ray Sobenski, Ken Spear, Guy Biter, Charlotte Parrell, Anne RazANSki, Gene Corcoran and Walter Clark.

Local 353 raises double average in area

A 35.3% wage boost and 39-month contract covering 1,000 employees, Bilka's, was recommended by the OPEIU Business Representative Charles A. Ponti, who headed the employee negotiating team. The wage gains are cumulative—15% in the first year, 9% in each of the second, and 8% in the third. The agreement was reached over the weekend. The top office grade of the 1972 contract, $28.85, was cut by 8% increase in the first year, $33.12 in the second, and $38.45 in the third. The top office grade of the 1972 contract, $28.85, was cut by 8% increase in the first year, $33.12 in the second, and $38.45 in the third.

The NLRB stated that a successor employer is obligated to recognize and bargain with the union duly selected by the employee, and with the new employee, the company is no longer subject to prior agreements. The contractor, the arbitrator, who had not bid for the vacancy, and 20% for the company's own employees. The company had previously agreed to a 20% increase for the first year, with 20% in each of the two following years. The company estimates it will increase its office payroll by 20%.

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Local 388's Walsh retires

Local 388 member and Cincinnati's oldest active army re-
servation, Colonel James P. Walsh, has retired after 44 years of military service.

Col. Walsh entered World War II as first lieutenant and

ended his career as chief of the Office of Military Government.

He holds the Army Commendation Medal with Oak Clas-

sifer, Lieutenant Carman Tato, Frank DePinto and Edna Kiederling.

The National Labor Relations Board on June 153 approved an agreement among the non-bidder, the successor employer, and the Grievant.

Grievant Justin F. Manning, a 35-year veteran of the company, was an employee into the company's railroad car repair division. The employer, Bilkay, Inc., a successor employer, was represented by OPEIU at the bargaining table.

The grievant had been a member of OPEIU for 35 years, and the company had no prior agreement with OPEIU. The company had previously agreed to a 20% increase for the first year, with 20% in each of the two following years. The company estimates it will increase its office payroll by 20%.

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