



WHITE COLLAR

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

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17 of 17

AFL-CIO backs drive on banks

The AFL-CIO has thrown its full weight behind the Office & Professional Employees International Union's efforts to organize some one million bank employees in the United States and Canada.

An historic resolution unanimously adopted by the AFL-CIO Executive Council at its annual meeting fully supports "the OPEIU in its efforts to organize presently unorganized bank employees within its jurisdiction."

The Council urged its 14-million individual members to patronize unionized banks with their personal checking and deposit accounts and called upon all affiliated unions—as well as all AFL-CIO state, county and city labor councils—to cooperate in this endeavor by transacting their business, particularly that involving Pension and Welfare Funds, with unionized banks.

Although the press and wire services failed to report this important event, the nationally-known syndicated labor news columnist, Victor Reisel, devoted an entire column to the story.

OPEIU President Howard Coughlin says that strategy and tactics in organizing banks will be a major topic

of discussion at the meeting of all the white-collar union's staff members at the Hotel Knickerbocker in Chicago, April 16-17.

The meeting will be attended by some 100 field representatives and organizers from all over the United States and Canada, as well as business representatives from the larger OPEIU Locals in both countries.

The Martin E. Segal Co., one of the nation's most reputable consultants and actuaries on Pension Funds, estimates that AFL-CIO unions influence some \$20 billion in such funds. Other estimates run the figure as high as \$35 billion.

Victor Reisel says that while no estimate can yet be exact, it is said that at last count national and local unions deposit some \$3 billion annually, besides the "billions more which individual union members push through tellers' windows."

As for union-involved welfare funds, which are a constant cash flow, estimates run from \$8 billion to \$14 billion annually, according to Reisel, adding: "The AFL-CIO chiefs have told their 128 national unions, their

57,000 local unions, their individual members, their state, county and city central labor councils to reward their friends and punish their opponents."

Pointing out that there are banks where some of these pension funds, managed by trust and investment divisions, come close to a billion dollars, Reisel continued:

"No minor matter this. During the General Electric strike a local Cleveland machinist leader simply walked into a bank whose officers had been critical of the walkout, and withdrew the union's \$1 million balance."

Art Lewandowski, Director of Organization, says: "We plan to go after the National Bank of Washington, D. C., where the miners control some 75% of the bank. And there's a bank in Kansas City which the boilermakers really run, as well as the Continental Bank in Milwaukee, which has a labor leader on its board."

"But these are just openers. We're going where the big money is. If they want union funds, they should open their doors for our union and not buck us."

United Funds affirm employees' union rights

The Board of Directors of United Community Funds and Councils of America has issued a policy statement upholding the right of employees in such fund-raising agencies to unionize. The statement said:

"United Community Funds and Councils of America is concerned with the welfare of all people and the institutions that serve them.

"Among the institutions, with which UCFCFA is particularly concerned, are local United Funds, Community Welfare Planning Councils and their associated agencies, some of which have experienced recently labor-management difficulties, including work stoppages.

"It is the position of UCFCFA that the welfare of agency employees and clients—as well as the agencies themselves—can best be served in a climate of harmonious employee-manage-

ment relations, stability of employment and good working conditions, including payment of at least minimum wages.

"UCFCFA, therefore, believes that voluntary community health and welfare agencies should respect the right of their employees to join organizations of their own choosing for collective bargaining and grievance purposes, if that is their desire. Such agencies should not refuse to allow the determination of the employees' desire to organize.

"In this spirit—concern for the total community—UCFCFA urges the general acceptance of this policy."

Copies of the statement are being distributed to all national voluntary health and welfare agencies, as well as local United Funds, Community Chests, welfare planning councils and the like.

Organizing report

Business teachers signed in N.Y.C.

A landslide victory was scored by Local 153 when it won a State Labor Relations Board election among a 50-member unit of teachers and office clericals at Monroe Business Institute, New York City. The vote was 4-to-1 in favor of the OPEIU as bargaining representative.

It was the first election ever conducted in New York City among teachers at private business schools. The Monroe Institute provides instruction in IBM operations and programming as well as accounting, plus many

other college-credit business courses.

The unit comprises professional teachers, non-professionals, teacher assistants, and office clericals, according to Local 153 Organizer Gerald Iushewitz.

He said that the teachers were so enthused by the overwhelming election victory that the next day groups were out at other business institutes urging fellow-teachers to sign OPEIU authorization cards. There are several hundred such private business institutes in New York City.

Iushewitz said the union plans to file for another State election

at a second business institute in the near future.

Local 277 reports that it was chosen as bargaining agent for an office employee unit at Rogan Company, in Dallas, following a card check. The company is a consultant firm in the Health and Welfare field.

A third organizing victory is reported by Local 13 President Delores Lysakowski, in St. Louis, Mo., where representation of a 20-member unit was won in a National Labor Relations Board election at the Security Fire Door Company.

Package at Midwest brings \$2,000 plus cost-of-living protection

An economic package averaging close to \$2,000 per employee over a three-year period was won for the 153-member office unit at Midwest Manufacturing Co., by Local 444 in Galesburg, Ill. Wage gains averaging 66½¢ an hour and fringe benefits valued at 27½¢ total 94¢ an hour.

A cost-of-living provision is included in the new pact, starting in November, to protect salary gains from inflationary pressures. For each one-point gain in the BLS index after November 1, salary rates will be adjusted on an annual basis by 1¢ an hour to a 5¢ maximum. Once a cost-of-living increase has been added it will not be lowered.

Other gains were one additional holiday; five weeks' vacation after 20 years, and four weeks after 15. Group insurance was increased from \$4,000 to \$6,000. Hospital room allowance was set at \$20 a day up to 70 days, increasing to \$35, \$40 and \$45 daily for each year of the contract up to 120 days.

Effective July 1, all OPEIU members will be included in a non-contributory Pension Plan now in effect for production employees. Each OPEIU member will be credited for continuous service. The plan provides retirement benefits of \$4.50 per month for each year of service in the first year; \$5 in the second; and \$5.50 in the third, with a 25-year service ceiling. Rights

are vested at age 35, with 15 years' service.

The employer agreed to refund to each employee, with interest, all contributions made to the previous voluntary "contributory-type" plan. This represents a 17½¢ hourly gain.

There are several language revisions in the new agreement, which also includes a "successors and assigns" clause for the first time.

The negotiating committee included Chairman Walter Bruner, Local 444 president; Secretary Helen White, Marla Jane Bell, Robert Beall and Lawrence Barrowman. International Representative Bill Adams assisted the committee.

Nannie Vernon mourned

We regret to announce the death from a heart attack of Nannie M. Vernon, recording secretary of Local 391 in Chicago, Ill. She is survived by her husband, Maurice, to whom we express our deepest sympathy.



Since first employed at Roosevelt University on Jan. 20, 1949, Mrs. Vernon was active in the white-collar union movement. During that time, she had served as president, vice-president, trustee and steward of Local 391, as well as working on numerous committees.

Because of her years of devotion to Roosevelt University and its students, a Memorial Loan Fund has been established in her name at the institution.

WHITE COLLAR

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

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The paternalism illusion

In unionizing white-collar employees, especially if they work for big companies, OPEIU representatives and organizers run into a formidable obstacle. This is the illusion that management has a sense of loyalty to office staffs; that even when business slackens these employees will be kept on the job.

Sydney J. Harris, Bergen (N. J.), News-Record columnist, recently dealt with this myth, observing:

"When a company no longer has any need or use for surplus employees, it dumps them as expeditiously and economically as possible. They are put on when times are good, and laid off when times are slack; and nobody pretends that anything but the profit motive determines demand in the labor market.

"People are not kept out of a sense of loyalty, or sentiment, or teamwork, or any other philosophical or emotional abstraction. It is a pure dollar and cents decision based on productivity needs and market conditions."

If only more white-collar people could grasp this basic truth, the white-collar union movement would grow spectacularly.

Help save free TV— Write a letter

Unless the U. S. Congress enacts new legislation, the order of the Federal Communications Commission authorizing Pay TV will stand. If this happens, Free TV programming as we know it will be lost to the American people.

Pay TV, over the air or by cable, by its very nature, will inevitably outbid and siphon off the best programs. Free TV cannot then survive, and these stations will have no alternative but to enter the Pay TV field. The heads of the three major networks have publicly stated so. Thus, the public will find itself paying extra for all TV programs.

In the officially sanctioned FCC experiments, the Pay TV syndicates were unable to make good their promises of bigger, better and more cultural programs. Since plays, movies, sports events, variety shows, operas and symphonies are now available on Free TV, Pay TV will give the public nothing new in entertainment or sports coverage except a decoder on the TV set—and a new monthly bill to pay.

Pay TV will have drastic and far reaching consequences for the American people, for their social habits, and for the national economy. It is therefore urgent that Congress act.

In the interest of office workers and their families, your community, and the public—Help Save Free TV!

Write your Congressmen and Senators urging them to oppose Pay TV, and support and vote for Dingell Bill H.R. 420 now in the House Interstate and Foreign Commerce Committee.

Xerox on bonuses

The OPEIU has long advocated higher office salaries and fringe benefits rather than the emphasis on bonuses so long traditional in Wall Street, as the fairest and most equitable way to compensate employees.

Local 205 (United Financial Employees) achieved this objective in its current contract covering 2,500 employees at the New York Stock Exchange. It converted quarterly bonuses into basic pay but retained the annual Christmas bonus.

Apparently personnel directors are now coming around to OPEIU's way of thinking. A Xerox personnel manager says that corporate bonuses to spur executives "actually provide little or no incentive for truly extra effort."

His advice to a recent American Compensation Association regional conference: Eliminate bonuses and make salaries more "competitive and equitable."

Please Observe the Grape Boycott!

The transit fare crisis Costs up sharply nationwide...

Bus and subway riders in major cities across the nation are feeling the effects of sharp fare boosts that, in some cases, are headed for the 50¢ level.

Nationwide, the trend toward higher transit fares is gaining momentum. Recently, bus riders in Kansas City, Mo., began dropping 50¢ in the fare box—the highest basic rate in the country. Other cities, including Chicago, are also considering half-dollar fares.

Cleveland's city-owned lines have raised fares three times since 1960, the last time a year ago to 35¢, plus another nickel for a transfer. The fare increases

resulted in a reduction of service, and each time was followed by a notable decline in passengers—a nationwide trend.

In Washington, the D. C. Transit Line, largest of four privately owned lines, has increased bus fares seven times in the last 10 years to a current level of 32¢ set in October, 1969. Now there is talk of another fare increase—to 40¢.

In Denver, the Denver Transportation Corporation's fares were boosted from 10¢ to 15¢ in 1956; to 20¢ in 1960; to 25¢ in 1964; to 30¢ in 1967, and to 35¢ last June.

Even in New Orleans, where

the basic fare has been 10¢ for the last ten years, bus riders began paying 15¢ in January. The fare is still the lowest basic rate in the country but, for New Orleans residents, the rise represents a minor civic tragedy—something like the passing of the nickle glass of beer.

A trend toward reduced transit fares for senior citizens and school children is growing in major cities, but so far no universal way has been found to ease the burden on economically depressed inner-city residents or those who have to use transit facilities daily in getting to and from work.

Two OPEIU locals act...

Will parking charges for autos used by office employees to get to and from work, as well as increased costs of bus and subway fares, become union demands in future collective bargaining? Precedents pointing in this direction already have been established by Local 11 in Portland, Ore., and Local 153 in New York City.

In a new contract negotiated by Local 11 for secretaries of a law firm in Portland, the employer agreed to defray their actual car parking costs. This was in addition to the salary gains negotiated.

Members of New York's Local 153 employed in hotels were spared the full impact of the recent city transit fare increase because of a unique clause in the city-wide hotel contract which called for an extra 50¢ a week wage boost in the event transit fares were raised.

When the contract was negotiated, it was generally assumed that any fare increase would be limited to five cents. However, the fare was raised a dime (from 20¢ to 30¢) for all subway

and bus rides. When the fare was raised, a letter from Local 153 and other unions in the hotel field to all employers called this transit clause to their attention.

"For thousands of N. Y. City families, the new 30¢ fare will eat up close to a full week's wages each year," according to Local 153 Secretary-Treasurer John Kelly. With this in mind, he sent a letter to all OPEIU contract employers pointing out:

"This fare increase has placed a tremendous burden on your employees, our members. In order to alleviate this situation we are requesting that you increase the wages of our members by an amount equal to the increased cost of their bus and subway transportation. This will mean that your employees will not suffer any reduction in wages."

He has instructed all Local 153 Business Representatives and stewards to arrange meetings with managements to take up the transit fare question.

U.S. labor bureau adds computer wages to its regular studies

Average pay for computer operators in the top classification (class A) ranged from \$133.50 per week in Dallas, Texas, to \$159.50 in Chicago, Ill., according to original studies made by the U.S. Bureau of Labor Statistics between September 1968 and April 1969.

The OPEIU suggested to the bureau nearly two years ago that the new computer occupations should be included in its periodic salary studies of traditional office and clerical jobs conducted in different U.S. areas. At that time, the BLS said it hoped to test the feasibility of such a survey when job classifications in the computer field were determined on an all-industry basis.

The BLS announces that it now plans to add these data processing salary surveys for the first time to its annual study of white-collar jobs in 90 U.S. areas. These may be helpful in contract negotiations.

This first BLS study covers systems analysts, programmers, and computer operators in 10 U.S. areas. Salary information was collected for three levels of complexity in each job.

Systems analysts—the highest paid category to be studied—earned from \$203 per week in Jacksonville, Fla., to \$275.50 in Los Angeles, Calif. Employees in this category are required to work independently, or only under general supervision, on complex problems.

In the programmer classification, class A employees averaged from \$228 per week in Los Angeles to \$164 in Cincin-

nati, Ohio. Those in the lowest programmer category (class C) averaged from \$132.50 to \$158 per week.

A description of the job classifications may be obtained from the Bureau of Labor Statistics in Washington, D. C., or its regional offices.

Tri-Cities labor thanks OPEIU

Dennis Pinkston, president of Tri-Cities Central Labor Union, in Sheffield, Alabama, has sent a letter to President Howard Coughlin "to thank you for your support and assistance in our recent Congressional campaign to save the TVA Fertilizer Development Center.

"While ultimately all consumers benefit from the lower cost of fertilizers of improved quality, which result from the work of the Center, our members locally who are employed there owe you a personal debt of gratitude," the letter said.

Local 5 scores for new unit

A first short-term contract negotiated by Local 5 for its new 30-member office unit at ITT Continental Baking Co., in Denver, Col., won economic gains ranging from \$809 to \$1,225 per employee, reports Business Representative John S. Mrozek.

The packet includes an employer contribution to the Health Benefit Fund of \$38 per month for each employee. Retroactive to October 24, the average wage gain is 17¢ an hour, with some classifications winning as much as 37¢ hourly.

Profile of the working wife

The "dynamic, competitive, ambitious, new woman" is not to be found in large numbers among wives searching for meaningful work outside the home, concludes a study made by Linda Bell, Research Officer of the Women's Bureau of Ontario's Department of Labour.

The survey reveals that the typical woman seeking job self-fulfillment is 41 years old, has three children reaching school age, has a slightly better than high school education, and some "rusty and out-of-date office skills." Paradoxically, she both lacks self-confidence and has an overly optimistic view of what she expects to contribute to the labour market.

More than 80% of 300 women interviewed, ranging in age from 30 to 67, had completed their formal education before 1950, and 30% had finished before 1940. More than a quarter were university graduates; a third had some university education.

When asked why they wanted to return to work, the women listed one or more of the following objectives: extra income, an outside interest, a chance to be useful, declining family duties, increased personal development, a new challenge, a preferred activity, companionship, and emotional therapy.

Show high aspirations

The women had a fairly high level of aspirations. The positions attracting their interest had professional or semi-professional status, requiring specialized training as well as a good general education.

But the wives were usually reluctant to commit themselves to long-term, full-time work assignments. These aspects of their motivation

tended to delay their plans or lower their aspirations.

When directly questioned, only 17% listed lack of self-confidence as a hindrance in employment, but including all who mentioned any lack of confidence, the total was raised to 89%.

The women's outlooks reflected their inexperience and lack of information, the study shows. They tended to overestimate the work hours, salary, the level of responsibility they were qualified to command, the kinds of educational programs they would be able to enter, the employer's ability to recognize undemonstrated latent talents, and the value of work as an entertainment or universal problem solver.

Underestimate other factors

Obversely, they tended to underestimate the amount of training or retraining required to reach their goals and the total outlay for most training (for example, housekeeper costs, transportation costs, tuition and other expenses), as well as the importance of health, stamina and good grooming. A few had even underestimated their own qualifications by applying for work at very low levels.

The study notes that mature women seem capable of a much greater contribution to the labour force than will be realized under present conditions. The majority entering the labour force today appear to be job hunting with little understanding of the labour market, little assistance from educational institutions, employment agencies or specialized counsellors, and without benefit of receptive attitudes on the part of employers and school admissions officers.



from the desk
of the
PRESIDENT

Two key NLRB rulings

Two important decisions that should be of prime interest to those of us who organize and negotiate have just been handed down by the National Labor Relations Board. One upholds the Office & Professional Employees International Union's Local 221 in Galesburg, Ill., as bargaining agent for office employees at Brown Specialty Company. The firm refused to negotiate after the union won an NLRB election; the board orders it to bargain.

The other case involves Century Electric Motors Company in Gettysburg, Ohio. There the board ruled that the employer violated the law by discontinuing the 1968 Christmas bonus and later refusing to negotiate this matter with the Electrical Workers.

In the Brown Specialty case, the board's order was its second. It was the result of a review of the same decision of July 30, 1968, in the light of a U. S. Supreme Court decision in the case of NLRB vs. Gissel Packing Company, a situation similar to the Brown case.

In the Gissel case, the Supreme Court affirmed both the board's reliance on authorization cards in determining a union's majority status and the power of the board to issue a bargaining order based upon such a showing, where the employer's unfair labor practices undermined the union's majority and impeded the election process.

Gissel Precedent

The board had initially ruled that Gissel violated the law by interrogating its employees, by threats of reprisals including the closing of the plant, by actually changing working conditions in reprisal, by soliciting withdrawals of union membership, by suspending employees and discharging one, and by refusing to bargain with the union, which represented a majority of its employees, without a valid good-faith doubt of the union's majority.

Reviewing its earlier Brown Specialty finding, the board ruled that it was not necessary to rely upon the employer's lack of good faith as grounds for an unlawful refusal to bargain. Rather, the board found that by refusing to bargain after engaging in serious unfair labor practices designed to undermine the union's majority status, and in view of the employer's knowledge—independent of the Union's card showing—that the union represented a majority, the employer violated the law.

The coercive effects of the employer's conduct could not be dispelled by the imposition of the traditional remedies and were of such a nature as to make a fair election improbable. The board found that the purposes of the law could be better effectuated and employee sentiment, as expressed through their signing authorization cards, could be better protected by issuance of a bargaining order.

The board ruled that the unfair labor practices were so coercive in character as to require a bargaining order to remedy their effect, even in the absence of a violation of Section 8(a)(5). The board, therefore, affirmed the bargaining order previously issued.

This decision among other things points up the importance of using the official OPEIU authorization cards when organizing new units, rather than designation cards to obtain an election, which later may be lost on a technicality.

Bonus Issue

A major obstacle in organizing brokerage house office workers and registered representatives has been their fear that if they unionize they may lose their traditional Christmas bonus. Once again, in the Century Electric Motors-IUE case, the NLRB has struck down such a reprisal.

Upholding a Trial Examiner, the board found that Century Electric Motors violated the law by unilaterally discontinuing the bonus and then refusing to negotiate the matter.

The examiner found that Century Electric, although it told its employees that it was not paying the bonus because sales had been disappointing, did not advance that or any other business consideration during contract negotiations, or at a hearing, as reason for its action.

On the only occasion when the employer discussed the matter with the union, it made no claim of financial inability to pay the bonus, and thus repudiated the principle of collective bargaining on that issue. The board found that no special circumstances were advanced which showed that the union could not have successfully resisted the nonpayment of the bonus if it had been afforded the opportunity.

The board ruled that equitable considerations, on balance, tilted in favor of issuing the order to reimburse the employees.

Thelma Dawson named to women's 'Who's Who'

Thelma N. Dawson, former Secretary-Treasurer of Local 2 in Washington, D. C., in which she still retains membership, has been named to "Who's Who of American Women." The selection was based upon "women outstanding as women without regard to their accomplishments or positions in relation to men . . . to stress the woman who stands out for her sisters" and to emphasize . . . "achievement or occupational position, rather than wealth or social position, as the criterion for eligibility."

Active in Washington's business world for 38 years, Mrs. Dawson was for 21 years administrative secretary of the Washington Building Trades Council before joining the Build-

ing Congress as its Executive Director. In this capacity, she also edits the Building Congress Bulletin, official magazine of the construction industry in metropolitan Washington.

In addition to her business activities, Mrs. Dawson has voluntarily assisted innumerable fund-raising drives for charity and other civic purposes for which efforts she has received numerous other honors and citations.

Shorter week at Preway

A 39-hour work-week (cut from 40 without pay loss), plus a 6% across-the-board wage boost, were won by Local 95 in Wisconsin Rapids, Wis., in a new one-year contract for the office unit at Preway, Inc., makers of kitchen appliances and heating units.

Business Representative Carl Meisnest reports that the company offered a 7% boost for 40 hours, but the employees by a 4-to-1 vote chose the shorter work-week. They now quit work one hour earlier each Friday.

The pact won a day off with pay for a bride or groom on the day before the wedding, and a paid holiday on birthdays of those employed five years.

Besides Meisnest, the bargaining team included Chairman Jean Peck, Marie Arnold, Gloria Genis, Dorothy Rivard and Rae Ann Lindner.

Juliano named to Rutgers post

Business Manager Nicholas S. Juliano of Local 32, Newark, N. J., has been appointed to the State Advisory Committee of Rutgers University Institute of Management and Labor Relations. He has been chairman of Rutgers Labor Education Center's Trade Union Advisory Committee.

A former OPEIU international vice-president, Juliano holds the first and only Certificate in Labor Unionism awarded by the university.



GETS PATENT AWARD: Dr. Lee Maleck, O.D. (left), a Local 444 member and practicing optometrist in Galesburg, Ill., receives a U. S. patent (his fourth) from Director of Engineering Doug Solley, vice-president of Midwest Mfg. Co.

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. Address questions to Dina's Column, c/o Dick Moore and Associates, Inc., 200 West 57th Street, New York City 10019.



Dear Dina:

Do you recommend hormone creams? I've been thinking of trying them because, frankly, I'm beginning to show my age. Mrs. Marian M.

Dear Mrs. M.:

I don't use hormone creams at all. Creams are not absorbed into the skin—they only act as lubricators. In my opinion, the best way to look good is to keep in shape. I'd suggest proper exercising, healthy foods and plenty of sleep.

Let's discuss exercise first. We've all become very health conscious in the last decade, so you can find endless books on the subject. Health clubs have sprung up from coast to coast, and every imaginable type of exercise equipment is available in almost every department store. But you don't need a lot of equipment. Water will do. I happen to be particularly enthusiastic about swimming, because it's fun, and once you get used to setting aside certain hours in the week you won't be so apt to give up. Swimming, particularly after a hard day's work, is both relaxing and stimulating. It exercises your whole body—stretches your back muscles, legs, and arms, and encourages circulation. Nothing in the world can be better for your skin than good circulation.

Now, as for the proper diet, breakfast for me is all important. I eat an egg, some bacon, toast, and drink orange juice and coffee every morning. When I'm working I add another egg, because I eat breakfast at six. I think you should stoke the furnace to begin with and then you can go easy the rest of the day if you wish. I also prefer natural foods to refined foods. My husband and I eat brown sugar on our cereal, instead of granulated, and we take honey in our tea. Sometimes I use a little wheat germ on cold cereal if I don't have time for eggs. And I'm a yogurt fan. As for the rest of your diet, just be practical. Lots of good red meat and fish, fresh vegetables, and as few fats and starches as possible.

You may not think all this has anything to do with skin, but you'll probably find you haven't looked so good since you were a little girl.

Contracts in brief

Film unit gains \$833

Wage gains totaling \$833 per individual were secured in a new two-year contract for office employees of Association Films, Inc., film rental firm in Hayward, Calif., negotiated by Local 29, Oakland. Sick leave accumulation was increased to 1 1/4 days per month for eligible employees. The employer also agreed to provide as soon as possible a lunch and relaxation facility for all employees, reports Local 29's Senior Business Representative Joe Nedham.

Vancouver advance

Wage boosts averaging about 6 1/2% were won for 65 office employees of C.U.&C. Health Services Society in a one-year contract negotiated by Local 15 in Vancouver, B. C.

Business Manager Bill Swanson reports that a new grade was created for the Senior Programmer, starting at \$604 per month and rising to a \$691 maximum. Other improvements were scored in vacations, Weekly Indemnity and Group Life Insurance coverage, promotions and overtime.

Local 13 scores thrice

Some 100 office employees of the East St. Louis School Board, District 189, won an 11% across-the-board wage boost in a contract negotiated by Local 13 Business Representative George O'Brien.

The local has also negotiated a first contract for 12 office secretaries of the Belleville, Ill., Common School District 118. Another initial pact has been signed for a new 13-member unit at Peter Hauptmann Co.

AFL-CIO offers internship

Initiation of a Labor Education Internship for one year beginning July 6, 1970, has been announced by the AFL-CIO. It is open to any college graduate or student pursuing a degree in the social sciences.

The intern will be expected to become a regular staff member of the AFL-CIO Education Department in Washington, D. C. He or she will be working with senior staff members and will become deeply involved in the entire range of the department's work. This includes the fields of public education, staff training and workers' education programs. Ample opportunity will be provided to attend meetings, conferences and workshops with representatives of labor, government and universities engaged in labor education.

Salary for the first six months will be \$150 per week; for the next six months \$175 per week.

The aim of the program is to train labor education specialists to serve the trade union movement.

Applicants should submit the following to the AFL-CIO Department of Education, 815 16th Street, N.W., Washington, D. C. 20006, not later than May 15, 1970:

(1) The special application form available from the AFL-CIO Department of Education.

(2) Transcript of the applicant's college records (through January 1970).

(3) A statement of not more than 500 words explaining the applicant's interest in organized labor plus some indication as to plans for a future career.

Selection will be made at the earliest possible date. Applications should be made early to receive maximum consideration.

Local 173 adds living cost hike

Wage gains averaging 8% a year in a three-year contract, were secured for more than 100 office employees of the Geo. D. Roper Corp., by Local 173 at the company's division in Newark, Ohio. The contract is retroactive to Aug. 1, 1969.

Over the period, it means more than a \$1,100 wage gain for each employee. This will be supplemented by a new cost-of-living allowance effective in June. In the third year, the pact sets a \$110 weekly minimum scale for the lowest office grade.

Other improvements are an extra paid holiday; four weeks' vacation after 15 years and five after 25. The union shop clause now calls for dues deductions. New provisions specify that the company will provide safety devices, bulletin boards, and physical examinations subject to grievance procedure.

Other gains were scored in hospitalization and health and welfare benefits. The major medical maximum was increased from \$10,000 to \$20,000, and deductible reduced

from \$200-\$500 to \$100 per dependent. Eligibility for all was reduced from 24 weeks to 90 days. A more liberal surgical fee scale was also secured.

Sickness and accident benefits were raised from \$10 daily, or a \$50 a week maximum, to \$13 a day or \$65 weekly, with time increased from 24 to 26 weeks.

Pensions were increased from \$3.25 a month per year of service to \$4.50 for a maximum of 30 years.

15% won at Tampa Electric

Wage gains totaling almost 15% across-the-board, and nearly 20% for some reclassified office employees, highlight a two-year contract negotiated between Local 46 and the Tampa Electric Company, Florida.

In the first year, the agreement provided a top rate of \$950 per month when across-the-board boosts, ranging from 7.84% to 12.56%, took effect on Jan. 26. When the second 7.1% boost takes effect on Jan. 25, 1971, the top office scale will go to \$1,018 per month, International Vice-President J. Oscar Bloodworth reports.

Local 269 co-sponsors Pioneer Valley conclave

Local 269, one of the three largest union locals in Chicopee, Mass., was co-sponsor of the annual one-day conference there of the Pioneer Valley AFL-CIO Council, attended by some 200 delegates. Local 269 President Eugene X. Pelletier and Gil LaValley represented the OPEIU.

Among topics discussed was a bill, prompted by the GE strike, recently introduced in

the Bay State's legislature that would allow strikers to collect unemployment benefits after six weeks.

Letters were sent to the heads of all high schools and colleges in the area inviting students to attend and see "labor in action."

The Pioneer Valley AFL-CIO Council represents 29,000 union workers in 13 communities, comprising 62 Locals of 36 international unions.

U.S. Price Index

U.S. Bureau of Labor Statistics

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
September	129.3
October	129.8
November	130.5
December	131.3
1970	
January	131.8

Canadian Price Index

Dominkin Bureau of Statistics

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
September	126.6
October	126.8
November	127.4
December	127.9
1970	
January	128.2

Wage gains rose in 1969

About 7.8 million production and related workers in manufacturing industries received general wage increases during the first nine months of 1969, according to preliminary estimates by the Bureau of Labor Statistics.

Some 3.6 million received increases resulting from current decisions, while 4.2 million obtained deferred wage raises under earlier decisions, automatic cost-of-living escalator provisions, or both.

The median wage-decision increase for unions was 6.9 percent, up from 6.5 percent for the full year 1968.