As this issue goes to press, some 400 delegates from all over the United States, Canada and Puerto Rico are assembling in Miami Beach, Fla., for the Twelfth Convention of the Office & Professional Employees International Union.

In day and night sessions at the Hotel Deauville, the delegates are to discuss and debate, take up or reject, develop and promulgate policies and procedures to best guide and serve the International Union for the next three years.

They are scheduled to hear detailed reports from President Howard Coughlin and Secretary-Treasurer J. Howard Hicks on their stewardship since the last convention in Philadelphia in 1968.

A major task of the Convention will be the election by secret ballot of the officers and Executive Board members who will carry out the policies decided on until the next Convention.

In a four-page circular sent to all delegates, Coughlin stressed that democratic procedures will be followed throughout guaranteeing the "right of the majority to decide, the right of the minority to be heard, and the right of absentees to be protected."

To accomplish its work efficiently, the Convention will use committees to give first consideration to resolutions submitted by locals or by delegates.

The circular describes in detail how the various committees function, as follows:

1. Depending on subject matter, resolutions on receipt are assigned to the appropriate committee.
2. Committee meetings are scheduled by their respective chairmen, who announce time, date and meeting room at the Convention.
3. Every interested delegate is welcome at committee meetings, when resolutions are fully discussed and debated. After all sides are heard, a vote is taken by the committee to concur or not-concur in the resolutions.
4. The committee is then called upon to make its report to the full assembly. Its chairman reads the various resolutions acted on and states whether or not the committee concurred.
5. The ultimate decision on each resolution rests with the full Convention. Delegates can further discuss the merits or demerits of a resolution on the Convention floor. They have the last word on whether to accept or reject individual motions by the committee on any resolution.

As principal executive officer, Coughlin presides, interprets OPEIU rules and exercises supervision over the Convention proceedings.

Hicks, in addition to his numerous financial duties, keeps a record of conventions and the meetings of the Executive Board, which convenes semi-annually.

The Executive Board carries out the policies laid down by the Convention and deals with whatever issues and needs that arise between Conventions.

These are the eight convention committees and their chairmen:
1. Constitution and Laws—J. Oscar Bloodworth
2. Official Publications—Ron Bone
3. Resolutions—John Kinsick
4. Officers' Reports—Carolyn Combs
5. Publicity—Ed Springman
6. Organization—William Lowe
7. Legislative—John Kelly
8. Rules—Gwen Newton

Top labor officials send greetings

The U.S. Secretary of Labor, J. D. Hodgson, and the Canadian Minister of Labour, Bryce Mackay, have sent greetings to the OPEIU Convention. Mackay said he was sure that the OPEIU Convention would continue a "praiseworthy tradition" and that he would study its reports with interest. Hodgson sent the delegates his "warmest good wishes for a successful convention," which he said takes place at an important time "in a new decade of challenge and responsibility."
Local 411 signs up town's second bank

Local 411 in Springhill, La., has written a new chapter in OPEIU history by signing a first contract with the Citizens Bank & Trust Co., making Springhill the first all-union bank town in the U.S. The Springhill Bank & Trust Co., the only other bank in town, signed its first OPEIU contract recently.

The two-year agreement brings wage gains topping $2,500 for some employees, including automatic raises from minimums to maximum scales. The first wage increase of $20.69 a week is retroactive to Feb. 1, while the winter $1.00 noise is due April 19 of next year.

Each employee gets one additional week's salary to make up for the pre-union reduction in last year's Christmas bonus.

The contract calls for a union shop, grievance procedures and bereavement leaves, grievance procedures and arbitration. A unique feature is a union-management relations committee to hear any employee's personal gripe. It will include the bank's president and two directors, the OPEIU steward and two union members.

The pact also provides three weeks' vacation after eight years; two extra holidays and pay for holidays falling on Saturday; sick leave cumulative to 35 days, and 30 days leave-of-absence.

International Representative Frank E. Morton assisted the OPEIU negotiating team comprised of local President Carroll Forney, Marvin Wise and Leta Bryan.

1st contract brings major gains to Blue Cross unit

Signing first contract for new Milwaukee Blue Cross unit are, seated from left, Local 9 Business Representative Ed Woolfield, Blue Cross General Counsel Art Schenauer, Local 9 Vice-President Tom Tiley and International Representative George V. Porcaen. Standing: Gerald Blukey, Rita Schaeffer, Ron Christie, Ann Marie Steffen and Mike Walker, negotiating team.

Two NLRB successes add writer and aircraft units

The OPEIU has scored two NLRB representation election victories in the multinational corporate field. One brought in an all-professional group in Connecticut, and the other an office force at Weaver Aircraft Company in Gainesville, Fla. The other was organized in Local 277, Fort Worth.

Writing instructors at Famous Writers School in Westport, Conn., voted for OPEIU representation. One of the leaders was Richard frække, a former OPEIU plant rep. and aggressive management opponent, and a staff cutback of nine jobs.

International Representative Justin F. Manning, who conducted the campaign, said management's "callous decision and so-called paternalism" brought on the drive. The Writers School's 75 employees voted 66-1 for OPEIU.

The OPEIU staff was led by Langford, who has scored two unit elections in the past year.

Manning Elected

International Representative Justin F. Manning has been re-elected to his fourth consecutive two-year term as First Vice President of the Greater New Haven Central Labor Council. The vote was 9,135 to 688.

He is also a member of the advisory council of the University of New Haven's Public Administration and is a board member of the United Fund.

June brings Social Security hike

The 10 per cent increase in Social Security benefits will be reflected in the June 3 checks, which are payments for May. Separate checks later in the month will cover the amount of the increase for the months January through April.
New child day-care bill gets bipartisian backing

A comprehensive child development bill, designed to provide adequate educational, nutritional and health services in day-care centers for every pre-school child in the country, has been introduced in the House of Representatives.

The ten sponsors, five Republicans and five Democrats, are all members of the House Education and Labor Committee. At a news conference in Washington, D.C., the sponsors called it "the most significant proposal on child care ever introduced" in Congress.

Rep. John Brademas (D-Ind.), chairman of a House select education subcommittee, said that the bipartisan sponsorship should attract wide support in both houses of Congress.

Another sponsor, Rep. Ogden Reid (R-N.Y.), noted that there are an estimated five million pre-school children whose mothers work. Yet day-care services are available for only about 60,000 of these children.

Sponsors of the bill said their legislation contained eight important features. Among them are:

- Participation by parents, as well as children, will be voluntary.
- Poor children will be given first priority, although children from all economic backgrounds will be accepted. Parents who can afford to do so will be asked to pay a fee based on their income.
- Congress would be authorized to provide funds for day-care center construction, and these centers would be administered on the federal level by an Office of Child Development in the Dept. of Health, Education & Welfare.
- To demonstrate the increasing urgency of providing day-care, the sponsors pointed out that by 1980 there will be 5.3 million working mothers in the U.S. with children below the age of 5. This estimate, they said, is roughly double the 1970 statistic.

Maine contract to raise minimum wage to $110

A three-year contract setting a $1.05-per-hour increase in the lowest office grade in the final year has been signed by Local 462, Auburn, Me., and International Paper Co. It covers office employees at the Jay and Livermore Falls facilities.

An additional paid holiday, July 3, makes the total nine.

The company agreed to increase its Health-Welfare contribution per employee by $7 per month for a total of $22.50 for those with dependents and $15.50 for individuals. Benefits include Major Medical.

The Pension Plan was strengthened by vesting and early retirement provisions. Employee contributions are discontinued in the first year; henceforth the employer will be borne solely by the employer.

Membership maintenance, raises won by Local 95

The Local 95 office employees unit at Riverview Hospital Association in Wisconsin Rapids, Wis., won wage gains in excess of $1,100 per individual in a new two-year contract which also contains a union maintenance of membership clause.

The agreement was reached after one meeting with a federal mediator, according to Business Representative Carl Meisner who assisted in the negotiations.

In the future, employees will be paid for Christmas and New Year's whether or not they work on those days. Previously they were paid at double-time rate only if they worked.

The OPEIU negotiating team included Chairman Irene Pavlovski, Mary Kay Rokus and Gail Vor Voort.

N.Y. pact adds Major Medical

A first-year 7% across-the-board wage boost and an annual cost-of-living increase were won by members of Local 141 in a three-year agreement with employers at the New York city fresh fruit and produce terminals.

The pact with United Fruit & Produce Assn., and the N.Y. Produce Trade Assn., covers more than 1,300 office employees at the Bronx and Brooklyn market terminals, according to Local 141 President Al Bookman.

The employers agreed to increase their Health-Welfare contribution to $10.90 monthly per employee (was $8.20). The program now includes a $300 deductible Major Medical Plan with improved dental, surgical, x-ray and lab features. Monthly pension plan contributions rise from $28.65 to $36.65.

Paper unit gains

Wage increases ranging from 7% upward, an added holiday and an improved vacation plan were gained in a one-year contract negotiated by Local 407 for office employees at the Kimberly-Clark papermaking plant in Niagara, Wis.

New salary maximums range from $560 per month to $797, paid to many of the unit members above the $600 monthly range.

Welcome, delegates!

We welcome the delegates to the Twelfth Convention of the Office & Professional Employees International Union.

It is an occasion for renewal of old friendships and the start of many new ones. It is also a time for hard work at busy business sessions for five days—and nights, too. But there will be also opportunities for delegates to relax, sun and swim and enjoy social activities.

Three eventful years have passed since our last Convention in Philadelphia. In that time the OPEIU has continued to grow in numbers, strength and prestige—setting all-time progress records. The future for our union is now brighter than ever before.

But growth isn't smooth sailing. New problems arise that demand the collective wisdom of the International Convention, the supreme governing body of the union. This Convention will set the goals and course for the coming three years.

We are sure it will inspire a new sense of solidarity and spark even greater enthusiasm to organize the unorganized—our primary goal.

It should prove to be the most fruitful and constructive of all our Conventions and beneficial to every OPEIU member.

Local 411 shows the way

Local 411 in Springfield, La., has performed an outstanding feat in organizing the town's only two banks—making it the first all-union bank town in the U.S. Energetic Local 411 President Carroll Formby has set an example for all OPEIU Locals.

A recent Bureau of Labor Statistics survey finds that there are now 1,067,200 bank employees in the U.S., a 60% increase in the last decade. The survey also shows that in the 1964-69 period studied, average wages of bank employees in most cities were far below those in corresponding occupations in their area despite a steady rise in the cost of living.

The reason: The banking industry is not unionized; more women are now filling the lower-paid jobs. Comments BLS: "Comparisons of average weekly salaries for selected occupations with corresponding jobs in the area showed that average bank earnings were usually lower than those of their counterparts in other industries."

Bank wages were lowest of all in St. Louis, Mo.; Louisville, Ky., and other Southern cities. OPEIU's recent successes in organizing banks in those areas indicate clearly that these low-paid bank employees eagerly seek collective bargaining to upgrade wages and other working conditions.

OPEIU Locals, especially in smaller cities, should give priority to organizing bank employees. Local 411 has pointed the way.

Margaret Clifton retires after long union service

Margaret Clifton, a pioneer of the white-collar union movement, and former president of Local 320, retired May 1. She was a Convention when the union was

Ushers get step-ups

That signature means that ushers in Cincinnati are going to get two annual step-ups of $1 per show. OPEIU Local 375 Stewart Ed Fried-

mum has pen in hand: Leisure Marion has just signed for Cincinnati Gardens, Inc. In addition to increases, ushers get share in 53,000 bonuses.

Paycheck & Pension, Oct. 1972, p. 3

Margaret Clifton, after long union service.

White Collar, July 1972, p. 3
Wage gains totaling 32% negotiated by Local 336

Wage gains totaling 32% over a three-year period with a "two cap" cost-of-living clause highlighted a new Local 336 contract with Tri-Clover Division, Ludlum Company. President Lynn M. Nyland of the Kenosha, Wisconsin Local reported the settlement.

The meeting to ratify the agreement brought a 95% membership turnout, which voted acceptance overwhelmingly.

Wage gains include 4% across-the-board in the first year with 3% in each of the next two years; a 1% vacation bonus, and longevity increments ranging from 3% to 5% based on years of service to be paid before Christmas each year as "wage dividends." The first application of the cost-of-living clause brings a 1% on hour increase.

Automatic wage progression each three months from midpoint to maximum replaces the previous merit system. Premiums for the second and third shifts were increased to 155 and 205 an hour. One floating holiday was added in the second year bringing the total to 11.

The major medical plan was increased to $25,000 (was $10,000) with deductibles reduced to $50 from $100, in addition to other improvements in out-patient X-ray, lab and physical services, as well as in maternity coverage. Accident-Sickness insurance was improved in the

Arbiter backs Local 232, reinstates four in jobs

LOCAL 232 LEADERS who successfully defended job of four inspectors read arbitration award. From left are Vice President Leonide Duflo, President Renoué Pelletier, Chief Shop Steward Alfred Gerard, Jr., and Shop Steward Robert Deschenes.

Four inspectors at Pierre Paper Company in Madawaska, Maine, were restored to their jobs and made whole for lost pay by Arbitrator William J. Faton after Local 232 grieved that the company had violated a verbal agreement in laying them off.

According to this agreement, in the event one or more paper machines were shut down and less than four operating, an inspector would be assigned for each machine on every shift.

In August, 1970, the company unilaterally discontinued the policy and laid off the four inspectors.

The arbiter held that while the company was under no obligation to agree with the Union about its staffing policy, it could agree and did just that. He found that even though the agreement was not reduced to writing, it was no less binding.

International Representative John Fitzmaurice presented the Union case at the arbitration hearing.

Local 11 pact aids 290 at Northwest Gas

Annual increases based partly on labor grade mark the two-year settlement obtained by Local 11 for the 290 office employees of Northwest Natural Gas Company in Portland, Oregon. In each year wages go up 3½% per cent across the board. Grades 1 to 4 get step-ups of $12, and grades 5 to 9 get two increases of 7 per cent.

The pact set a monthly $448 minimum starting rate April 1, rising to a $523 maximum in the lowest office grade, and for the top grade $889 rising to $988.

Next April 1, these rates will go from $473 to $552 in the lowest grade, and from $591 to $681 monthly in the top classification.

Other gains are an added half-holiday on Christmas or New Year's Eve, and an improved vacation schedule calling for three weeks after eight years, four after 18, and five after 25 service.

The meal allowance was boosted to $2.50 with a 10 cent travel allowance. Time-and-one-third was gained for a Sunday work.

The OPEIU negotiating team was headed by Chief Steward Arji Johannes and included Stewards Earl Reinhart, Gene Anderson, Dave Allen and Robert Kroemer. They were assisted by Local 11 Secretary-Treasurer Walter A. Engelsberg and Business Representative John Brule.

U.S. Price Index

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The first and second years to provide payment up to 12 months (was six).

Life insurance was boosted to $8,000 (was $7,000), the company also agreeing to pay $1,000 life insurance for retirees together with a Medicare supplement providing benefits equal to those of active employees. Pension benefits were boosted to $5 monthly times years of service (was $4), with full vesting after ten years (was 15).

Charles Bossofchialo chaired the OPEIU negotiating team which included Don Lewis, Martie Sulli, and Don Perkins. They were assisted by International Representative George V. Portaro, Jr.