



WHITE COLLAR

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

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140 at Jersey bank get package of gains

Employees of Hudson Trust Company in Union City, N. J., scored wage gains averaging some \$1,300 per member in a two-year contract negotiated by Local 142, Jersey City. The overtime, pension and vacation clauses were improved.

Covering 140 bank employees, the agreement provides a \$6 weekly across-the-board wage increase in each year. Initial cost-of-living adjustments ranging from \$2.90 to \$5.25 per week (averaging \$3.15) were effective last March 1. Adjustments are based on the New York metropolitan BLS figures.

Part-time employees are eligible for the cost-of-living adjustments, which will be computed at six-month intervals.

The vacation schedule was improved to four weeks after 16 years in the first year (was 17), and to 15 years in the second year.

Employees working holidays will be paid 2½-times the regular rate, compared to double-time under the old contract.

Pension benefits were also increased, with the new pact providing vesting after 20 years at age 50.

International Representative John Fitzmaurice assisted in the negotiations.

County employees vote to join Local 11 in Portland

Local government employees in Clark County, Washington have voted by a decisive margin to join OPEIU Local 11, based in Portland, Oregon. In an election conducted by the State Labor Relations Board, 60 voted for the union, 24 against.

In his announcement of the success, Local 11 Secretary-Treasurer Walter A. Engelbert said that negotiation of a first contract for the new unit will get under way immediately.

The Clark County victory is the second Local 11 success in the public employee field. Earlier the union signed up Van-

couver, Washington, city employees.

In a preliminary election a week before the final vote, Local 11 defeated a bid by the State, County & Municipal Employees (ASCME) to represent the Clark County group. Local 11 was just one vote short of the absolute majority required by state law, making the run-off election necessary.

Business Representatives Gary Kirkland, John Kral and Lance Meier of Local 11 were the organizers in Clark County.

Several OPEIU campaigns to organize state and local government employees are in progress elsewhere. At the same time, the OPEIU and its affiliates are supporting a model state labor law, endorsed by the AFL-CIO, assuring state and local government employees the same collective bargaining rights enjoyed by workers in private industry.

Two organizing successes are

reported from Puerto Rico and New York City.

Lab technicians at the Merck, Sharpe & Dohme pharmaceutical plant in San Juan, P.R., by an overwhelming vote chose the OPEIU as bargaining agent in an NLRB election. The campaign for the 21-member unit was led by International Representative Julio Pamiás-Soto, who reports he has several organizing leads at other pharmaceutical firms.

Merck, Sharpe & Dohme is a giant multinational firm operating plants in more than a score of countries.

New York's newly-chartered Local 456 reports that it has won management recognition, following a card check, for a unit of 40 office employees, fund-raisers and social workers at the Association for Help of Retarded Children (AHRC), a non-profit voluntary agency.

VOTE drive is under way

The 1971 fund-raising campaign for VOTE is under way.

VOTE—Voice of the Electorate—is the political arm of OPEIU. Contributions of \$1 or more are sought from every member of every local union.

Secretary-Treasurer J. Howard Hicks notified all locals in the U.S. of the start of the campaign, informing them that the VOTE national committee has set a quota of 25% membership participation.

VOTE works in close cooperation with COPE, the AFL-CIO's Committee on Political Education. Of course VOTE stresses support of political candidates on the side of white-collar unionism.

"Another important function of VOTE is the

education of our union's membership on political matters," the Hicks' letter explains. "Money can be contributed from your Local's general fund for this purpose, but none can be used for contributions to candidates."

The letter urges the Locals to begin their VOTE drives early.

The OPEIU Executive Board serves as the VOTE national committee. It selects a Solicitation Committee and gives guidance to the campaign. For each dollar contributed, 25% will be returned to the Local's VOTE committee—if requested—or sent directly to the support of candidates or measures the Local endorses.

Another 25% goes to COPE, and the remaining 50% is used by VOTE to support candidates sympathetic to the white-collar union cause.

From the desk of the President

As always, our convention will be democracy in action

By Howard Coughlin

The Twelfth Convention of the Office & Professional Employees International Union will be convened at the Hotel Deauville, Miami Beach, on June 7. Held every three years, our conventions establish the basic policies of the International Union and define the direction of our organization for the next three years.

Approximately 400 delegates, representing almost 300 Local Unions, will deal with a host of resolutions covering a myriad of subjects. These subjects will include proposed constitutional changes, dues and per capita tax increases improving the strike benefit fund, promotion of the four-day work week, creation of jobs, strengthening of the economy, and election of officers.

Due to the fact that the convention will deal with a multitude of resolutions, in addition to other matters, in five days, all business to be considered will be dealt with first by convention committees. The members of the committees, in accordance with our Constitution, will be named by the President of the International Union.

These committees will include: Rules, Resolutions, Constitution, Organizing, Legislation, Publicity, Official Publication, and Officers' Reports. Resolutions submitted by Local Unions will be assigned to the appropriate committee. Meetings of the committees are

scheduled for June 5th and 6th, prior to the convention. It is anticipated that all committees will be ready to report during the first day's session.

We are forwarding a four-page leaflet to all delegates to appraise them of the workings of our conventions, including committee functions. As each committee chairman reports, delegates will have an opportunity to debate the pros and cons of the committee's recommendation.

The convention will then act to adopt or reject the recommendations. This is usually done by a voice vote. However, any delegate may request a division of the house through a show of hands. One-tenth of the delegates present may demand and obtain a roll call, based on the voting strength provided in the Constitution of the International Union.

Our voting formula is very close to the "one-man-one-vote" ideal. Actually each Local Union in good standing shall have one vote in the convention for each 100 members or major fraction thereof on which per capita tax has been paid for the 12 month period ending March 31st preceding the Convention. While Local Union delegations will have the right to cast all of their votes for or against a particular resolution, all Local Unions are limited to a total of five delegates.

In accordance with actions taken by the Rules Committee in the past, nominations for the offices of Presi-

dent, Secretary-Treasurer, and Vice-President generally take place on the third day of the convention. Elections, conducted by a committee of delegates who are not candidates for any office, are held on the fourth day. These elections are held by secret ballot. We are proud of the fact that we have had secret ballot elections at all our conventions since our International Union was chartered by the American Federation of Labor in 1945.

In order to insure representation from all parts of the United States and Canada, Vice-Presidents must be elected from various geographical regions of both countries. Our thirteen Vice-Presidents include two from Canada and 11 from the various geographical area of the United States. The Vice-Presidents and the Executive Officers comprise the Executive Board of the International Union which operates between conventions. However, the Executive Board must follow the mandates of the Constitution and the convention.

We believe our Convention to be a model of democracy. We believe it also gives all delegates, representing varying shades of opinion, an opportunity to be heard both during committee meetings and on the convention floor so that all views are heard before final action is taken. We earnestly urge all Local Unions to have delegates present at the Twelfth Convention.

WHITE COLLAR

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

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More on the case for unions

The Office of Business Economics, a branch of the U.S. Department of Commerce, asserts that on average unionized employees in 1971 will receive wage increases of 6 to 6½%. On the other hand, non-union employees will have to be content with gains of around 3%.

Not taken into statistical consideration are those hapless employees whose pay will remain the same in 1971 as in 1970, or those who have to take a cut in pay.

As the OBE euphemistically put it: "These estimates indicate a considerably greater responsiveness on non-union wages to the state of economic activity," and non-union pay adjustments are "more sensitive to current conditions than actions taken under union-management contracts, negotiated every two or three years."

In short, non-union employees often have their pay cut at the first sign of an economic downturn.

Unorganized office employees urgently need the OPEIU to protect their own futures and that of their families.

The Chattanooga freeloader

The epitome of gall of course was that of the youth who murdered his father and mother and then begged the judge for mercy on the ground that he was an orphan.

We can't top that, but we can offer the case of a worker in Chattanooga who refused to join the union in a largely unionized shop (Tennessee is one of those right-to-work states) and then insisted that members of the union be dunned into contributing to a fund to make good losses he suffered when his home caught fire.

The Boilermakers Union had been in the habit of asking members to help a brother hit by adversity, sending out letters of appeal in cooperation with management.

To make a long story short, it refused to help the man who had insisted on his independence and refused to join it. The man complained to the NLRB—and won.

We don't pretend to understand the NLRB's reasoning, which we find bizarre. We just think this sort of incident ought to spur efforts to get rid of "right-to-work," which is really a license for free loading.

What's VOTE? Why give?

When Local Union volunteers ask members to give a buck to VOTE, they have to expect a variety of responses.

The Rugged Individualist: "Nobody's going to tell ME how to vote."

The I'm Not Santa Claus type: "What do I need with another gimme organization?"

And the member who asks: "What's VOTE, anyway?"

VOTE is the OPEIU's Voice Of The Electorate which works with the AFL-CIO's COPE—Committee On Political Education. Both groups in the U.S.A. play a major role before elections in registering voters, getting out the vote, endorsing candidates friendly to organized labor, and educating voters at national, state, county and city levels on current issues.

VOTE supports political candidates who favor the cause of the white-collar employee, while COPE backs those friendly to the entire labor movement. Both activities are vital to the interests of OPEIU members.

So . . . please give a buck to VOTE when your Local's volunteer comes around. Organized labor in these trying times needs friends in political offices at all levels.

A princess with a union card

A tip to OPEIU organizers: When you run into a lass who makes plain she thinks joining a union is beneath her dignity, tell her—casually of course—that Princess Christina of Sweden's royal house has just signed up with the government employees union in Stockholm. She is employed in public relations in the Ministry of Foreign Affairs.

The Swedish papers quote the princess as saying that it gave her a great deal of satisfaction to join an organization devoted to helping her and others.



WINDOW DISPLAY, courtesy of Union Label, publicizes campaign of New York Local 153 to organize office employees of the Blue Cross. Agency's sales personnel are already in the OPEIU union.

Insecurity viewed as turning office employees to unionism

Pervasive insecurity is why office employees are now accelerating their movement to unionize, notes Columnist John Herling of the *Washington Daily News*. He writes: "Over the years, the drive to organize clerical employees has had its ups and downs. But quite clearly, it is definitely on the rise.

"Federal, state and local government employees—once the most impervious to unionization—are now flocking into unions. And their example is not being lost upon white-collar employees in the private sector. The old prejudice against unions, as being beneath the dignity of high school and college graduates, is being washed away by the bitter detergent of experience."

In a recent issue of the *Harvard Business Review*, Alfred Vogel, a former Allegheny Ludlum Steel Company official, supports the view that office employees have come around to recognition of a new reality. As

individuals, they realize that they cannot cope with modern job problems or corporate giants. More and more, they feel the need for an office union to bargain for them.

A decisive factor leading to this change in white-collar attitude, says Vogel, is that many work under circumstances that differ little from factory conditions: "Behind the marble facade and Doric columns of almost any bank or insurance company are huge, bullpen areas inhabited by regiments of clerks and paper-pushers. The work itself is fragmented . . . dull and boring." The result: the clerical employees feel increasingly cut off and expendable.

So he finds that office employees these days are doing a great deal of comparative looking. They note that unionized blue-collar workers have moved ahead of them in wages, fringe benefits and job security. In fact, very often the minor improvements in non-union white-collar conditions are a direct by-product of aggressive collective

bargaining by blue-collar unions.

But now white-collar employees have reached a point where they no longer wish to rely on such proxy bargaining. Hence, Vogel's urgent message to a cross-section of American management: the growing dissatisfaction among office employees has made them ripe for white-collar unionism.

The question is no longer whether to join a union, but what union to join. Last month's *White Collar* summarized results of The Bureau of National Affairs, Inc., annual survey of National Labor Relations Board elections in 1970. It showed that the Office & Professional Employees International Union led all AFL-CIO affiliated, or other private sector unions, in the number of white-collar employees unionized.

In other words, most white-collar employees are choosing the OPEIU to represent them because it is the most experienced and best-qualified in the office and professional fields to solve their particular problems.

U.S. Price Index

U.S. Bureau of Labor Statistics
New Base 1967=100

1970	
March	114.5
April	115.2
May	115.7
June	116.3
July	116.7
August	116.9
September	117.5
October	118.1
November	118.5
December	119.1
1971	
January	119.2
February	119.4
March	119.8

(Note new base period.)

Canadian Price Index

Dominion Bureau of Statistics

1970	
March	128.9
April	129.7
May	129.6
June	129.9
July	130.5
August	130.5
September	130.2
October	130.3
November	130.3
December	129.8
1971	
January	130.3
February	130.9
March	131.3

Unemployment v. strikes

Man-days lost by unemployment in 1970 were 17 times greater than the loss from strikes, an analysis of U.S. Labor Department figures shows.

With joblessness averaging over 4-million for the year, the lost man-days of work exceeded a billion. This compared with an estimated 62-million man-days lost due to strikes.

Revised cost of living clause marks D.C. pact

A unique cost-of-living clause and two annual wage increases of 4 per cent each make for a satisfactory new contract between Local 2, Washington, D.C., and the Hospital Plan of the United Federation of Postal Clerks.

Announced by Secretary-Treasurer Emmett C. Etheredge, the settlement covers 108 members and is retroactive to Nov. 1.

The new method of computing the successive cost of living increments will increase the members' earnings significantly.

The health plan's maternity benefits are increased from \$362.50 to \$500.

The employer contribution to the pension plan rose four cents to 14 cents an hour as of Nov. 1 last year and will go up to 18 cents this coming Nov. 1. Retirement payments will increase a year later.

Canadian locals sign five paper companies

Spruce Falls Power Kimberley-Clark

Wage increases totaling \$194 per month, plus yearly \$4 adjustments adding another \$12 for Grades 5-10 inclusive, were secured in a three-year contract for 121 office and woodlands employees negotiated by Local 166, Kapuskasing, Ont., and Spruce Falls Power & Paper Co., Ltd., and Kimberley-Clark of Canada, Ltd. The two companies make newsprint, crepe wadding and Klennex tissue. The pact expires Aug. 31, 1973.

The starting minimum in the lowest grade is \$467, rising to a \$530 maximum. In the top bracket, the starting monthly minimum is \$917, rising to \$1,085.

Other gains are four weeks vacation after 15 years, and a six-month maternity leave with

no seniority loss for regular employees after one year's service. Rules for emergency leaves were liberalized and the Pension Plan amended to allow vesting at age 45 after 10 years of service.

The OPEIU negotiating team included Local 166 President Norman Drisdale, 1st Vice-President Barry Gouldsbrough, 2nd Vice-President Guy Faucher, Secretary-Treasurer Eric N. Carter and Recording-Secretary Dian Gagnon. They were assisted by International Representative Wilfred L. Peel.

Alberni Pulp & Paper

Individual wage gains ranging from \$1,542 in the lowest bracket to \$3,546 in the highest were achieved for office employees of Alberni Pulp & Paper Ltd., Port Alberni, B.C., in a new three-year contract reached by Local 15, Vancouver, B. C.

Vacations were improved and progression to maximum pay scales shortened. The minimum monthly starting office scale is \$350, rising to \$404 in the final year for the lowest bracket, and \$775 rising to \$1,041 for the highest classification.

The OPEIU negotiating team was headed by Business Representative Bill Swanson, and included Secretary-Treasurer Opal Skilling, Local 15 President Eileen Brady-Brown, Chief Steward A. G. Smith, G. R. McInnes and Louis J. Jones.

Price Brothers

New maternity and bereavement leave clauses, plus substantial pay boosts, are written in a three-year contract covering 58 office and woodland employees at Price Brothers & Co., Ltd., pulp and paper mills in Chicoutimi, Quebec.

Across-the-board wage gains totaling \$97.50 per month will bring the minimum starting scale for women from \$376 a month in the lowest bracket to \$473.50 on Jan. 1, 1973, with a \$533.30 maximum.

The minimum starting office scale for men will go from \$451 to \$548.50 on the same date,

with a \$638.50 maximum in the lowest bracket.

In the top office classification, the minimum starting female rate will go from \$496 a month to \$598, with a maximum of \$658. In the top male classification, the minimum starting rate will rise from \$680.50 to \$787.90, with an \$890.90 maximum.

The new pact is retroactive to May 1, 1970 and expires April 30, 1973.

The OPEIU negotiating team included Jean M. Fillion, Paul A. Plourde, S. Delium Harvey, Pierre M. Tremblay, M. Claire Chaperon and Jean P. Menard.

Domtar Woodlands

A 40% wage boost over a three-year period, an additional paid holiday and an improved Health-Welfare plan were won in a new contract negotiated by Local 321 in Nipigon, Ontario, for office employees at Domtar Woodlands, Ltd., engaged in pulpwood logging.

The agreement, which is retroactive to Sept. 1, 1970, raises the minimum starting wage from \$78.12 a week under the old pact to \$109.50 on Dec. 1, 1972, a gain of \$31.38. In the top office bracket, the old minimum of \$135.84 goes to \$168.28, a \$32.44 gain. The pact expires Aug. 31, 1973.

An additional paid holiday brings the total to 11. The company will pay \$11.40 per month for single employees and \$25.75 for family coverage to the Medical-Surgical-Hospital plan.

A new clause provides group life insurance based on the employee's annual salary (adjusted

to the nearest \$100) to a \$19,500 maximum, with accidental death and disability, at a total cost to the employee of 30 cents per \$1,000.

The OPEIU negotiating team comprised Chairman J. Kenna, Local 321 President J. Tuhkanen, R. Nolet and L. Poulin, according to Secretary-Treasurer J. Harding's report.

CLC publishes union glossary

A glossary of 70 terms used in labour relations, in English and French, is available free from the Canadian Labour Congress at 100 Argyle Avenue, Ottawa, Ontario.

Arbiter backs Local 179, awards merit increases

Five employees of U.S. Pipe & Foundry Company received merit increases totaling \$1,536 yearly as a result of grievance action, culminating in arbitration, pushed by Local 179.

Arbitrator Leonard Oppenheim of New Orleans upheld the Chattanooga, Tennessee affiliate of the OPEIU following a hearing of the complaints brought in behalf of the five grievants: Donna A. Morris, James R. Hill, Susan B. Harp, Gentry H. Perry, data processing clerks, and James H. Clowdis, foundry scheduler.

The arbitrator awarded Hill, Harp and Morris \$26 each per month, with the latter to receive \$28 per month if payment was made after May 3, 1971. Perry and Clowdis won \$21.50 and \$28.50 per month, respectively. All awards (except Morris and Harp) are retroactive to 15 days preceding the filing of the grievances.

The company contended that business was poor, that merit increases are entirely at the employer's discretion and that it planned to spend considerable sums on anti-air pollution equipment.

The union argued that the grievants were fully qualified and were entitled to the merit increases under the OPEIU contract. It said the issue had been settled by past practice and cited as precedent an arbitration award in a similar case upholding the union on Sept. 29,

1969. It also said that the company had refused to produce its books for union evaluation and thus did not prove its poor financial state.

The arbitrator rejected company arguments as "not sufficient . . . to deny its ability to pay the merit increases."

OPEIU Business Representative W. Charles Harris and Attorney S. Del Fuston presented the cases for the grievants. They were assisted by a committee comprising G. Dewitt Slatton, Al Clayton and Clowdis.

Court finds for Local 9 on bonus

A payroll clerk's annual \$500 Christmas bonus was unlawfully discontinued by Wisconsin Aluminum Foundry Co., Inc., after Local 9, Milwaukee, organized the office employees in 1967, the U.S. Court of Appeals decided in upholding an NLRB finding, Business Representative Ed Kubicki reports.

Agreeing with the board that the company had violated the Taft Act, the court granted enforcement of the board's order—that the company pay the clerk, Lorin Haver, the 1967 bonus.

Haver's inclusion in the bargaining unit had been in dispute at board hearings prior to the election. The clerk had been an employee since 1947 and was active in the union organizing campaign.

The board decided Haver was a rank-and-file employee eligible for the bargaining unit even though, said the court, "he was salaried and had received an annual Christmas bonus along with management for 19 preceding years."

The court found that both parties agreed that the bonus

constituted "wages" within the meaning of the Taft Act, adding:

"The crucial issue which presents itself in this case is whether the parties to the collective agreement negotiated Lorin Haver's bonus as part of his wages."

The court found the record as a whole supported the NLRB finding that the company and the union did not negotiate on the subject of bonuses, that the union did not waive its right to bargain over the bonus, and that the company acted unilaterally in ending it.

Local 221 advances in all areas

Some 170 clerical employees of Outboard Marine Corporation won wage gains totaling \$2,330 in the first two years of a three-year contract negotiated by Local 221 in Galesburg, Ill. The third year brings a wage reopener.

The pact, effective on March 1, provides a 40¢ an hour across-the-board boost in the first year and 32¢ in the second. Merit increases have been improved so that employees may reach their top grade scale in four to five years, instead of the eight to nine progression in the old pact.

An additional floating holiday brings the holiday total to 11. The vacation schedule was improved to provide one week after six months; two after one year; three after seven; four

after 12; five after 17, and six after 25, (dropping to 22 years in the third contract year). The previous vacation schedule was three weeks after eight years, four after 15, and five after 20 years.

The pension plan, which provides \$6.50 per month per year of employment, has been improved to allow employees to retire after 30 years, regardless of age, with full benefits.

Major medical coverage has

been increased to \$20,000 from \$10,000. Oral surgery will be covered under the health plan, and payment for hospital rooms, a fixed rate under the old pact, will be based on the "usual and customary" rate.

The new pact provides a minimum monthly starting salary of \$496 in the lowest office classification with a top rate of \$572. In the highest grade, the starting minimum is \$637 with a \$770 maximum.

Census shows women get 59% of male earnings

How are women faring in their fight for equal pay with men doing the same work?

Not too good, according to official statistics compiled by the U.S. Census Bureau. A recent comparison of wages and salaries of men and women by major occupational group indicates that women, at most, are paid 65% of what men are paid for the same category of job.

But lumping together all types of jobs, the Census Bureau calculates that median wage and salary income for men in 1969 was \$8,688. For women, the median income was \$5,077—about 59% of that for males.

On the basis of these official figures, women actually are falling behind and the "pay gap" has grown wider. In 1959, for example, women workers were found to be making 61.3% of what male workers were paid.

A 1969 National Science Foundation study found that median salaries of women scientists in the previous year were from \$1,700 to \$4,500 less than those for all scientists in their respective fields. The greatest gap was in the field of chemistry, where the median annual salary of women was found to be \$9,000, compared with \$13,500 for all chemists.

Meet Marie Metcalf: shop steward, artist



Marie Metcalf with her oil painting "Marshland."

Marie Metcalf, a Local 106 Shop Steward for five years and member of its Scholarship Committee in New London, Conn., wields an artist's brush with dexterity and is equally talented in swinging a golf club or a baseball bat.

Her versatility as an artist was recently displayed at a New London bank in the form of seven oil paintings on exhibit in the lobby.

A native of New London,

Mrs. Metcalf has been drawing since childhood and for the past four years has been an art student.

She is employed in inventory control at Electric Boat. She is a member of a champion softball team and is noted for her prowess on the golf course.

With her husband Charles, Mrs. Metcalf lives in Mystic with their three sons and one daughter.

Irene Boyce feted

Irene Boyce, a charter member of Office Employees International Union, Local No. 11773, predecessor to Local 2 in Washington, D.C., was honored at a party celebrating her fifty years of service with the United Association of Journeymen & Apprentices of the Plumbing and Pipe Fitting Industry.

The party was attended by the general officers and executive board members of the Plumbers' Union, employees at headquarters, and a host of friends including AFL-CIO President George Meany.

Miss Boyce began her career as a relief operator in the early 1920s at the United Association's Chicago headquarters. Since then she has served under four general presidents and in five headquarters buildings.

The highlight of the evening



AFL-CIO President George Meany, an old friend, greets Irene Boyce at Washington, D.C. party celebrating her golden anniversary with plumbers' union.

came when General Secretary-Treasurer William Dodd presented her with an honorary lifetime gold-card membership in the United Association.

URW and OPEIU earnings to go up together in '73

The first contract reached in 1973 between the United Rubber Workers and one of the four industry giants will determine the third-year increase coming to 100 members of OPEIU Local 339 under an agreement just reached with the URW. The URW raise will be the OPEIU raise.

The increases for the first two years are set—26 cents an hour each year, or \$1,622 per member.

The employees of the URW international office in Akron, Ohio, also get an additional holiday, Washington's Birthday, and improvements in the Hospital-Surgical-Medical plan. A Prescription Drug Plan starts July 1.

A report of the settlement by Steward Jean Wilson says that life insurance coverage was in-

creased to \$7,000 per employee, with double indemnity, and extended to employees on leaves of absence with the employer to bear the cost.

The pact also calls for a Disability Pension of \$15.50 per month per year of service and improvements in the normal retirement plan. For present retirees, pension benefits were increased by \$2.25 to \$7.75 per week.

The plan further provides un-reduced early retirement benefits after 37 years of service at the \$7.75 rate.

Gallup poll shows sexes divided on 4-day week

The four-day, 40-hour work week has widespread appeal to America's male population, particularly younger men, but the idea is strongly opposed by women, according to a Gallup Poll.

The survey shows that 45% of men of all ages would like to make the switch from the present five-day, 40-hour work week to a four-day, 40-hour week.

Married women, among the two-to-one majority against the change, said a 10-hour work day would be "too tough on their husbands, or if they worked themselves, they would not have sufficient time for household chores."

Those favoring the change gave such reasons as: the shorter work week would give a longer weekend; families would have more time together, and the change would increase job efficiency and morale.

About 100 small companies, mostly nonunion, are now on a four-day, 40-hour work week.

Among men, the poll showed 45% were for the four-day week and 49% against, with 6% having no opinion.

Unionists Split

Labor union families were evenly divided, 48% for and 48% against with 4% having

no opinion; while 34% of non-union families were for and 50% against, with 7% having no opinion.

OPEIU President Howard Coughlin, who for the past decade has advocated the four-day week, also opposes the longer 10-hour day. He recently called on all Locals to "make every effort to sell the four-day 32-hour week to employers in contract negotiations," since the 10-hour day does not represent a shorter workweek.

The Gallup interviews show that Coughlin's conviction that the 10-hour day is too long is widely shared.

The number of hours aside, the four-day week offers distinct advantages in the opinion of both employer and employees surveyed by the Bureau of National Affairs.

Employers made such comments as these:

- Increased productivity — "Productivity up almost 20% with much less overtime"; "running time of machines up from 60 to 79%."

- Less absenteeism — "Absenteeism on Monday has dropped from 10% to virtually none."

- Lower turnover — "Turn-

over rate is down from 23 to 3% a month."

- Easier recruiting — "Response to help-wanted ads was about five times heavier than normal."

- Less start-up and close-down time due to elimination of fifth day.

- Less time consumed in lunch and coffee breaks.

- Fewer distractions and reduced noise where the four-day work schedules are staggered to keep the company open five, six, or seven days.

Reactions of employees

Employees generally react favorably, "I only have to get up four days a week," one said. Others cite savings in commuting and baby-sitting expenses, as well as the fringe benefit of avoiding rush-hour travel.

The working mother may find it permits her to catch up on housework and do errands when the kids are in school.

Others find they can take greater advantage of recreational facilities, such as beaches and golf courses, on days when they are less crowded.

As one employee expressed it: "Having a weekday for shopping in relatively uncrowded stores, making doctor's appointments, etc., means that I don't have to rush around like a maniac on Saturdays."

Durkee's Famous Foods yields \$3,960 in 3 years

Wage advances totaling \$3,960 per individual and an improved Health-Welfare program were achieved for office employees at Durkee's Famous Foods in Berkeley, Calif., in a three-year contract concluded by Oakland's Local 29.

The pact sets a minimum hiring rate of \$558 per month in the lowest office grade next August 1, and a \$676 maximum. In the top grade, the scales are \$603 and \$711. Next year, the lowest grade hiring scale starts at \$608, rising to a \$726 maximum, with the top grade scale running from \$653 to \$761. The first \$60 per month across-the-board pay boost is retroactive to August 1, 1970.

Local 29 Business Representative Louis A. Ceyala reports that new clauses provide one day sick leave per month to a 25-day maximum; three days leave for death in the immediate family; and differential pay for jury duty. The seniority provision was improved.

The employer agreed to double the Health-Welfare contribution to \$36.48 a month per individual and to increase this by \$1.73 in each contract year.

\$2,294 in back overtime awarded Local 8 member

Local 8 has made whole a computer programmer whom an employer union tried to deny accumulated overtime. It obtained arbitration through federal court proceedings, and the arbitration has brought an award of \$2,294.06, plus attorney fees.

Carol A. Pederson had been employed at the Welfare & Pension Funds of the Restaurant Employees, Bartenders & Hotel Service Union under an OPEIU contract from Oct. 2, 1967, to Dec. 6, 1969. Her job required overtime which the employer instructed her to record on the time clock so that she could later receive compensatory time off.

Mrs. Pederson complied, but failed to receive her time off prior to her job termination

when the employer discontinued computer work. She then requested back overtime payment but the employer refused to pay and refused also to submit the dispute to arbitration.

The Arbitration Board consisted of OPEIU Representative William A. Lowe for the plaintiff; Eugene R. Nelson, named by the defendant, and Professor Cornelius J. Peck, as impartial third party. The majority upheld Local 8, basing its award on the time clock records.



PROMOTED TO INFLUENTIAL LABOR POST: Martha Adams, member of Local 18 in Birmingham, Alabama, has been appointed confidential assistant to State Director of Labor Howard E. Hendrix. She has been employed at Local 443, IBEW.