More professionals rethink work status

Another indication that more professionals are thinking of themselves as working people who need to organize appears in Forrester, published by the California section of the American Chemical Society.

Writing his "Chairman's Letter," Fred Rutz, area chairman, quoted a British newspaper comment that the word "truck" had been discarded "frayed cuff falsehoods" and "see themselves as 'working class,'" with a need for organization.

The newspaper maintained, "We are not sure we are in agreement with this blast from presumably tradition-bound Britain, but it does seem to me that the problems and objectives of the blue collar worker and the chemist are more akin than the prophets and objectives of most MDs and lawyers. After all, one major difference between a skilled tradesman and a skilled chemist is simply that one is taught by an apprenticeship program and the other by alma mater."

$2,400 hike, dental plan gained for Local 15 unit

Wage advances totaling some $2,400 per individual, a new dental plan and a more liberal vacation schedule, were obtained in a contract negotiated by Local 15 for office employees at Macdonald Consolidated Ltd. (Canada Safeway), in Vancouver, B.C.

Ratified by the membership, the pact calls for a 74c per hour wage boost from July 1 and another 35c on the same July 1 date. These will raise the lowest office grade minimum monthly wage to $536 with a $634 maximum next July 1. In the top classification, the minimum will be $721 with an $878 maximum.

The contract calls for four weeks vacation after eight years (was 10). In 1972, employees will be entitled to five weeks after 13 years and six after 19.

The employer agreed to pay full costs for the dental plan, and 70% of the premiums for the group medical and welfare plan formerly shared on a 50-50 basis, according to Business Representative Bill Swanson.

Congress passes day care program

The U.S. Senate by a 49-to-12 vote approved a sweeping new program to provide day care centers for pre-school and school-age children, a measure strongly endorsed by the recent OPEIU Convention in Miami. In the House similar but narrower legislation was passed, necessitating a House-Senate Conference to resolve differences.

The new program would provide an extensive national system of day care facilities and also offer educational, recreational, nutritional and social services. Under the Senate plan these would be provided free to all children whose family income falls below the Federal "poverty living standard" of $4,900 for an urban family of four—"the so-called "working poor.""

The House bill set the maximum income at $4,320 for a family of four.

In addition, 35 percent of the funds would be set aside for services including day care for children from more affluent families. They would pay a sliding scale based on family income.

Government statistics indicate that existing licensed day care facilities can care for fewer than 700,000 children. There are now 3.7 million working mothers, with children under 5.

100 members of Local 49 awarded $100,000 in pay

Some 100 Local 49 members employed by Addressograph-Multigraph in Euclid, Ohio won back pay totaling more than $100,000 in an arbitration award, based on the union's grievance that the company arbitrarily and wrongly put its plant clericals on a four-day week in October, 1970.

As a remedy, Arbitrator Dudley E. Whiting ordered the company to pay one day's pay to each plant clerical for the entire period of the four-day week running from October through March 1971. The key factor in the case was that while the contract with the Machinists, covering production and maintenance employees, specifically provided for a four-day week, the company lacked a similar clause in its Local 49 contract. Moreover, the OPEIU agreement specified that regular working hours "shall be" 40 hours per week.

Acting unilaterally, the company made no effort to negotiate with Local 49 on special plant office scheduling and, when it cut back operations automatically sent home all OPEIU plant clericals.

OPEIU General Counsel Joseph E. Finley, representing Local 49, argued that the company could not put its plant clericals on a curtailed workweek in the absence of a contract allowing such practice. Local 49 President Arnold L. Shams also testified at the arbitration hearing that work was available for most plant clericals on Friday, the weekly shutdown day, but this was completely ignored by the company.

Summarizing his finding, Arbitrator Whiting ruled: "There was no attempt to work out special schedules in this situation. Otherwise the contract language is mandatory that regular working hours shall be 40 per week. This is a clear and express restriction upon the company's inherent managerial right to schedule the work, which I am without authority to modify. Accordingly I am bound to find that the establishment of a regular schedule of thirty-two hours in a week violated the agreement."

In a joint statement, Attorney Finley and President Shams hailed the award as "one of the most significant victories scored in years by Local 49 against Addressograph-Multigraph, which has been a difficult employer for many years."

See second Local 49 Story on page 3

Contract with D.C. utility brings advance of 18.5%

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Contract with D.C. utility brings advance of 18.5%

A wage and fringe benefit package valued at 18.5% was won in a pre-freeze two-year contract signed by Washington Gas Light Company and Local 2, Washington, D.C.

The agreement calls for an 8% wage increase as of last June 1, with a similar boost set for the same 1972 date. Shift differentials were raised by 7c an hour, bringing the total to 24c for the afternoon and 32c for the night shifts. The meal allowance was increased to $2.25 in the first year and $2.50 in the second.

The pact provides three weeks vacation after five years of service in the first contract year, and seven in the second. It also brings improved hospitalization benefits with the employer paying all costs of hospital, surgical and extended medical coverage for employees in the first year, and for their dependents in the second when improved maternity benefits also take effect.

The company further agreed to pay premiums for the first $3,000 of life insurance, as well as weekly health and accident insurance premiums.
Out of the cold

While millions of the nation's offer is chilled by the wage-freeze, hundreds of America's highest paid executives have much to be happy about, says the New York Times.

It pointed out that executives soon can receive salaries and bonuses that "in many cases exceed $200,000." But that's not all:

- Liberalized tax laws will allow them to keep larger percentages of their incomes.
- Stock options are still available in a market that looks attractive.
- Dividends from stock they already own are not frozen, so if businesses prosper they will, too.
- Increased bonus payments apparently will be allowed by the Cost-of-Living Council if they are tied to company earnings by an established formula.

It's obvious that Nixon's New Economic Policy favors business and places the burden of sacrifices on the shoulders of wage earners.

Unionism brings pensions

Where there's a union, there's more likely to be a retirement plan. That's one of the findings in a recent U.S. Labor Department study of private pension plans. It found that only 18% of the unions and employees in groups without pension plans, but 56% of those in non-union situations had no plans.

Coverage by private plans varied, too, with wage levels. Where wages averaged less than $2.50 an hour, 80% of the workers were in groups with no retirement plans. Where hourly pay averaged $5 or more, only 20% were not covered.

The government study adds to the evidence that it pays to be a union member.

Citibank is vulnerable to unionism, Nader says

Ralph Nader, who made waves with critical studies of General Motors and the Du Pont Co., charges First National City Bank, New York's biggest, with failing to meet the needs of people in the community it serves and achieving its growth at the expense of consumers.

The 547-page study urges unionization of the bank's employees and offers a strategy for doing it:

"Citibank is much more vulnerable to traditional union organization methods than many industries that have already been organized. Every department of the bank is highly dependent on the factory (where checks and other paper are processed). The entire factory operation is located in one building. Shutting down the factory even for a few days and perhaps even a walkout by a substantial number of key employees would immobilize the entire bank."

The report is critical of the bank's practices in hiring and promoting minority group workers and women. Calling consultants' studies for the bank, the report maintains that workers "in a huge paper processing factory," who are largely Puerto Rican and black women, are "poorly paid, dissatisfied with their working conditions and aware of the fact that they have limited opportunity for promotion."

Women's jobs

The U.S. Bureau of Labor Statistics reports that about one-fourth of all employed women are in five occupations: secretary-stenographer, household worker, elementary school teacher, bookkeeper, and waitress.

Secretary and stenographer jobs alone account for one of every 10 women workers.

A gaily decorated float bearing the biggest white collar ever symbolized OPEIU's growth in union to thousands of viewers in Franklin, Pa., during the Oil City Centennial Parade.

Local 352 members distributed 2,500 balloons with the OPEIU emblem (500 filled with helium) to children along the parade route. The distribution was handled by Robbi Morrison, Donna Stefani, Lou Sharrer, Patty Baker, Marlene Walbourne and Janet Updeke.

The union committee responsible for the float and its decorations included Chairman Vida Gates, Edward and John McLaughlin, Robert Hufnagel, Ann Hanno, Marlene Walbourne, LaDonna Singleton, Janet Kenneth, Judy Breidinger, Diane Aniske, Mary Schoenover, Nancy Trinch, Fred Long, Tom Masters, Karen Guth, Blaine Miller and Betty Keefer.

1st prize float

Local 295's float in the 63rd annual Labor Day Parade in Woodland, Me., won first prize in its category. Members in charge of its design and decoration were Mrs. Anna Brown and Mrs. Marlene Seams.

School secretaries beat the freeze

A 6% increase in the salaries of school secretaries, with wage reopener for the following two years, was achieved in a three-year contract with the East Hartford (Conn.) Board of Education.

Negotiated by Local 435, it calls for a 35-hour week when schools are in session, and 33 hrs. 45 mins., during summer months, with work in excess of seven hours daily paid at overtime rates. The pact provides 12 paid holidays and a more liberal vacation schedule. Additional benefits are annual longevity bonuses ranging from $250 after eight years to $330 after 20.

The health-welfare plan includes employer paid Blue Cross with major medical and surgical coverage, as well as $10,000 life insurance. A leave of 15 days annually may be used in event of illness or for personal reasons.

A retirement plan which covers East Hartford municipal employees now includes the school secretaries. An unusual feature grants delegates to OPEIU conventions or educational conferences leave of absence with full pay.

Other clauses provide leave of protection of 60 days and discharge protection according to International Representative Justin F. Manning, who assisted in the negotiations.

Subscription Price $1 a Year

White collar union growth is part of the century of progress, Local 352 float tells bystanders. At 1871 desk is Pearl Jordan, while Nancy Trinch, Diana Antoske and Ursula (Mita) Rambhia, in suit, staff modern equipment of left. Many pitched in to make the float a success.
The wage freeze—official answers

The Cost-of-Living Council has issued a 14-page summary of its decisions to date providing answers to questions often asked of the council and of the Office of Emergency Preparedness, which is charged with monitoring the wage-price freeze. The following are some of the rulings applied to employees.

Collective Bargaining—Rulings for wage increases can continue during the freeze, but negotiated increases cannot be implemented during the freeze now scheduled to end Nov. 13. Nor can a union negotiate for pay increases scheduled for pay increases retroactive after the freeze but not before the freeze period.

Deferred Pay Increases—Any wage or salary increases, including those provisionally agreed to by the unions, which was to take effect between Aug. 15 and Nov. 13 will be held in abeyance. (Although this was the original ruling, it has been eased to allow wage increases for Communications Workers and Steelworkers whose new contracts were ratified just prior to implementation of the freeze and were retroactive).

Retroactive Contracts—Retroactive wage increases for work performed prior to the freeze are permitted, provided that the parties can demonstrate that they did not change their position during negotiations in order to favor one side or to absolve the impact of the freeze. This requires the parties to produce evidence of past practice and the pattern of present negotiations.

This is prohibited by the council for resolving evidence. However, for work performed after Aug. 15 the actual rate which was in effect during the base period is the ceiling wage for the freeze period.

An example is a contract agreed to on Sept. 1, effective July 1, increasing a wage rate from $2.80 to $3. For the period July 1 through Aug. 15, the work-er wage was $5; from Aug. 16 through the duration of the freeze, $2.80.

Education Pay—Scheduled pay increases which are dependent on employees completing certain educational requirements may be paid during the freeze, the council ruled. But it depends on whether the employer “can certify that an agreement was in existence that provided for such increases.”

New Jobs—For new salaries for new jobs, which is determined through scales set up on the basis of comparable jobs in the firm or similar firms.

“If a firm has a range of salaries for the same job, the employee may be paid any salary within the range which the qualifications of the applicant justify as long as the average wage paid by the firm in this job classification does not exceed the ceiling wage rate.

New or Changed Jobs—The wage rate set prior to the freeze for a new or changed job may be increased and paid retroactively provided the appeal was filed before Aug. 15. Order a formal appeals procedure. If an appeal on a wage rate set prior to the freeze was made prior to Aug. 15 under a formal appeals procedure, the rate for that job may be increased and paid retroactively.

Promotions—Although wage rates for a particular job are frozen, a person promoted to a new job will have greater responsibility to be able to give the additional wage associated with the job.

The word from Hodgson

Secretary of Labor J. D. Hodgson says that the 90-day wage-price freeze on monies due to a moratorium on collective bargaining as an effort to effect savings and to wireframe the Cost-of-Living Council and to whatever regulations follow the freeze period. The Secretary also stated: “The parties may continue collective bargaining in an endeavor to resolve non-economic issues and conclude final agreements on such issues. The parties may undertake to negotiate settlements providing wage and benefit terms to be effective after the freeze periods. If they do this, they should be advised that sub-

Post freeze settlement ends Local 49 walkout

Wage gains totaling $3,532 per month, which period were won by office employ-ees at Hemingway Transportation, Chicago, Wart, Mass., in a new contract negotiated by Local 6, Boston.

Other improvements are an annual increase of 1% amounting to a five-year period at $145 were won by Local 23 for its 26-member at Hemingway Transport Service in Tacoma, Washington, in a two-year period. Merit increases were replaced by automatic annual raises. The pact provides for improved employer-paid medical benefits, increased personal leave, an increase in the temporary employees, greater job and Union security, and a longer vacation period.

Sandra Bollinger and Donna Spitzer made up the OPEU bargaining team. They were assisted by Local 23 Business Representative Floyd Kerchner.

Kitsap Physicians

A shorter work week plus monthly wage gains ranging from $50 to $145 were won by Local 23 for its 26-member unit at Kitsap Physicians Service in Tacoma, Washington, in a two-year period. Merit increases were replaced by automatic annual raises. The pact provides for improved employer-paid medical benefits, increased personal leave, an increase in the temporary employees, greater job and Union security, and a longer vacation period. Sandra Bollinger and Donna Spitzer made up the OPEU bargaining team. They were assisted by Local 23 Business Representative Floyd Kerchner.

Aluminum Company

Cost-of-living adjustments together with wage boosts totaling $3,900 per member over a three-year period were obtained in a pact covering 300 employees at Aluminum Company of America by Local 180, in Massena, N.Y.

The pact calls for an across-the-board wage hike of 50c an hour effective last June 1, with further 1/4c increases in each of the following two years.

Other gains are an additional paid holiday, bringing the total to nine, and improved jury duty and funeral leave clauses. Pension benefits were raised to $9 per month (was $6.50) for each year of service.

Local 49 and Addressograph-Multigraf in Euclid, Ohio, have reached agreement on a three-year contract covering some 700 clerical, technical and professional employees ending a lengthy strike. The bargaining unit ratified the settlement, which takes effect after the freeze period.

The strikers agreed to return to work when the company offered a package of benefits that included a plan for workers who are transferred to another company. The company offered a plan for workers who are transferred to another company.

In the second year, an employee with 30 years’ service can retire at age 58 with $425 monthly benefit, and in the third year at age 60 with $500 pension. The contract also raises the present benefit of retirees by $1 per month per year of service.

Life insurance will be increased to $1,000 from the present $7,500.

Under another new provision and holiday are increased, rather than department-wide seniority, for scheduling their vacation on an inter departmental, including extensions of existing contracts, until the parties concern that will follow the wage-price freeze are determined.

City employees score in 1st pact

An initial contract covering 1,100 employees at City Hall in Vancouver, Wash., provides an 8% across-the-board wage boost and a cost-of-living adjustment retroactive to Jan. 1, 1970, with an additional 3% raise effective on July 1, 1971, Local 165 Business Manager and International Representative Justin Manning, who conducted the negotiations.

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What Phase Two may do

As this column is written, we are awaiting President Nixon's announcement which will describe Phase Two of his program. In a recent speech before the Detroit Economic Club, President Nixon indicated that Phase Two will provide more equitable controls.

All signs indicate that the President will appoint some sort of a tripartite board which will set down rules and regulations for wages and prices throughout the United States. This Board will have regional sub-divisions in key areas of our country charged with administering the program laid out by the National Board in Washington.

As indicated in the September edition of White Collar, the 90-day freeze is too one-sided. All workers' salaries and wages were frozen. All cost of living adjustments, seniority and merit increases were prohibited. In addition, all fringe benefits, including the shortening of the work week and improved vacation programs, were barred by the August 15th announcement of the President. This 90-day freeze did not include profits and interest rates. Property taxes and mortgage interest rates were also exempt.

There was no freeze on finance charges on cars, appliances, furniture and other goods bought on time.

The business leaders of our country were evidently very pleased with the August 15th order because, in their subsequent meeting with the President, they opposed a Phase Two program which would include tripartite boards composed of labor, industry and the government. They, in effect, stated that they were perfectly satisfied to have the government set up all rules and regulations dealing with the price freeze. They were also happy to have the government administer such a program without the assistance of labor, industry and the public.

The Wage Stabilization Programs during World War II and the Korean War were administered by tripartite agencies. It is our feeling that President Nixon will set up some sort of similar program to one that continued to perform so well in the past.

However, while we continue to support the President's program, we must announce that, as we announced in Phase One, the Justice Department will make vigorous efforts to free market conditions up to all limits in the event that there is no Freeze. It is our feeling that the business leaders of our country are not justified in their present position.

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Women's wages lag

A U.S. Bureau of Labor Statistics study of office salaries in the Houston, Texas area reveals that men averaged $24.75 more per week than women in four clerical classifications.

Another BLS study of office pay in the Restaurant-Pot-Arthur area, which includes Jefferson and Orange counties, finds that male accounting clerk salaries averaged $63.50 more per week than women, while male payroll clerks averaged $46 more per week.

Admiring union gift of a replica of mule-drawn wagon are, from left, Gateway's Chairman of the Board W. Leo Murphy; President John A. Murphy; Eugene W. Murphy, vice chairman; Local 44 Vice President Ken Christen; Local 44 Sec.-Treas. Linus Weaver, and Michael P. Murphy, Gateway Vice President-Secretary. Local 44 President Murce Halthus is in foreground.

Two locals gain units

Seattle's Local 8 has been certified as bargaining agent for 40 staff members at Willapa Harbor Hospital in South Bend, Washington, by the State Department of Labor & Industries.

The organizing drive was spearheaded by Local 8 Business Representative O'Brien and hospital employee, Barbara San.

In a National Labor Relations Board election in Buffalo, N.Y., Local 212 was selected as bargaining representative for an 18-member office unit at Yuba Industries, Inc., by a 10-to-7 vote.

President Murphy noted that meanwhile Gateway continued to forge ahead and, by the end of the 1960s, ranked among the nation's dozen largest over-the-road common carriers. The Wisconsin trucking company now operates more than 5,000 pieces of equipment over 18,000 route miles and has 65 terminals.

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