Christmas and New Year Greetings

In this joyous season, your Executive Board welcomes into our organization the thousands of members in Canada and the U.S. who have joined the Office & Professional Employees International Union during the year just ending. To them and to all our long-time members, active and retired, as well as OPEIU field and staff employees at the International and local levels, we offer our best wishes for a Merry Christmas and a bright and prosperous New Year.

Howard Coughlin
President
Arthur P. Lewandowski
J. Howard Hicks
Secretary-Treasurer
Organizer of Direction

Billie Adams
Ronald F. Bone
John P. Cahill
Romero Corbell
John Kelly
John B. Klinic
William A. Love
Frank E. Morton
Gwen Newton
Emil W. Steck

1,700 reap first union harvest

30% jump is negotiated for new Blue Cross Unit

A bulging package of wage increases and fringe benefits, valued at 30% over two years, was gained in an initial contract negotiated by Local 3 for its new bargaining unit of 1,700 Blue Shield clerical and technical employees in San Francisco, California. Local 3 President George Davis, who led the negotiations, reports that the pact provides a string of across-the-board raises. Effectively immediately were 5% on May 15, 1973; 3.3% on November 15, 1973, and 3.5% on May 15, 1974. Another 4.7% is available to provide in-grade increases for most employees in the unit. A fest hailed by younger employees is that the union obtained a revision of the existing code on office dress. As a result, men will be able to wear beards, mustaches and long hair, and will not be required to wear neckties. Women employees may wear pants suits, slacks, miniskirts, or jeans, colored other than blue; the employer balked at standard bluejeans. It was also agreed that before the employer institutes any form of discipline, two written notices must be given to the employee with copies sent to the union. After one year, such warnings must be removed from personnel files.

Other features are pay for jury service and three days off with pay in event of family bereavement. Sick leave of one day per month is cumulative to 130 days. Women on maternity leave will be able to charge time absent before and after childbirth against their sick leave credits. The agreement extends health and dental coverage to dependents at no extra cost to employees and, after January 1, 1974, the employer will pay 80% of all normal and customary dental expenses.

John P. Cahill, negotiating representative for the union, said that the new Blue Cross/Blue Shield unit in the U.S. and Canadian provinces is the first of its kind to be negotiated by OPEIU.

Four organizing drives bring in 500 members

Four successful organizing campaigns in Canada and the U.S. have added about 500 members to OPEIU bargaining units.

The largest group, comprising 302 office employees at Victoria Hospital in London, Ontario, voted for OPEIU representation by a 74% margin in an election conducted by the Ontario Labour Relations Board.

Another group was negotiated by Wilfred Peo, who led the campaign, reports that the vote was 166-to-14. He was assisted in the organizing drive by Gladyse Lambert and an energetic "office" organizing committee.

The success capped the OPEIU's first organizational effort in London. The new unit has been chartered as Local 485.

Another 4.7% is available to provide in-grade increases for most employees in the unit.

A pact was called, following the victory, to elect officers and appoint a negotiating team to draw up proposals for an initial contract.

Fourpeel disclosed that a further drive is being prepared to sign up another 125 part-time office employees and 40 staff nurses at the hospital. He says the hospital is now engaged in a $35-million expansion program, estimated, when completed, to double the size of the bargaining unit.

In Milwaukee, Wis., the recent merger of Local 500 (Associated Unions of America, Ind.) into the OPEIU is paying off with new organizing activity. A 115-member office and technical unit at Bucyrus-Erie in South Milwaukee voted for the union on Nov. 14. Earlier, Local 500 won a computer unit at Ladal Company.

International Representatives George Pescorao and Don Cameron, aided by Local 500 chapters, led the campaign in which management used every tactic in an effort to defeat the union.

Listing on the N.Y. Stock Exchange, the multi-national manufacturer of excavating and other heavy equipment for earth-moving and mining operations has plants in Canada, Mexico, England and Australia.

Management fought back by misrepresenting OPEIU initiation fees and dues; used intimidation against individual employees; held captive audience meetings during work hours; and, finally, in a last desperate effort, threw an elaborate cocktail and dinner party on the eve of the election. All anti-union efforts failed.

In New Haven, Conn., the OPEIU was recognized as representative of 60 office and technical employees at the new Community Health Care Center Plan (CHCPC). See story, page 4.

Denver Local 5 Business Manager John S. Mrozek reports that computer programmers at Murphy Truck Lines, Inc., voted 2-to-1 for OPEIU representation in an NLRB election.

from the desk of the

A year of achievement

At the dawn of a new year an appropriate time-frame is set to review recent events as prologue to the future. For the Office & Professional Employees International Union, the past year has been one of record growth and significant achievements benefiting all our members—new and old.

This is particularly true of new organizing. Thousands of new members have been brought into the fold, an all-time record in OPEIU's history. Moreover, recognizing our strengths, prestige, and bargaining abilities as the nation's leading white collar union in the private sector, memberships of other independent white collar unions during the year voted to affiliate with the OPEIU.

The largest group, Associated Unions of America, now Local 500 in Milwaukee, Wis., added its 3,000-member strength to ours in an overwhelming 84.2% merger-approval vote. Significantly, the basic reason underlying the affiliation was AUA's realization that its independent status isolated it from the broad AFL-CIO mainstream of organized labor with a resultant inability to cope with a rising tide of company mergers and consolidations. Already, this merger has proved mutually beneficial to both our unions, not only in new organizing, but also in the negotiation of new and better contracts for AUA members.

The decision of another 200-member independent union of office and technical employees at Brooklyn Polytechnic Institute to affiliate reflected a general dissatisfaction with past efforts to obtain satisfactory contracts for members. I am happy to state that other independent unions, in both the public and private sectors, have
More proof that for women the answer is a union card

Two news items in this issue should be addressed to POSTMASTERS, ATTENTION. Change of Address Form 3579 be returned to Local 247’s Union Office at 300 West 14th St., New York, N.Y. 10011.

The study shows banks keep women in low level jobs

The Council on Economic Priorities, a private nonprofit group that attempts to measure social performance of U.S. industries, charges that "a statistical pattern of employment discrimination against minorities and women" exists in the commercial banking industry.

Furthermore, the group said it encountered "massive and inflationary" refusal by banks to provide data for its study.

Such secrecy and what it called "failure of federal agencies to take action" is perpetuating the discrimination, the group charges.

The charges are based on a study of 18 banks in six cities. It was the council's fourth in-depth study, but the first in the field of equal employment.

The study, based on 1970 figures, concluded that banks in five of the six cities employ minorities in smaller percentages than does the city work force as a whole. "Only in New York City are minorities employed at a higher level," according to the council.

The study indicated that Atlanta and Washington, D.C. banks have the poorest records in this respect. According to the council, minorities accounted for 50% of Atlanta's work force, but only for 14% of the workers at its three largest banks. In Washington, minorities accounted for 70% of the work force, but only 33% of the employees at the three largest banks.

Concerning the employment of women, the council said that for all six cities, there was little problem in getting jobs in banking. They are in higher percentages than their proportion of the city labor force. But Elizabeth Sarap, a codirector of the study, charged that women "are concentrated overwhelmingly in low-level, unskilled, poorly paid jobs, and the outlook for advancement is bleak."

The study is also highly critical of the Treasury Department's handling of bank employment practices. Study codirector Rodney Alexander comments: "Although it has been eight years since the Civil Rights Act was passed, the Treasury, whose compliance section has the responsibility of supervising that banks comply with the act, has never decided federal funds or tax collection privileges to any major bank for not complying.

We have repeatedly pointed out that women who work in white collar occupations can win social justice and full equality in the business world only when they unite under the OPEIU banner. Time and again we have emphasized that reliance on 100% government enforcement of statutes "guaranteeing" equal rights for women is a vain hope. Such rights can be truly enforced only through a union contract gained through collective bargaining. United under the OPEIU banner, the 4 million women in office occupations could solve all their economic problems and open the door to equal opportunity for their sex in our society.

$520 package gained at New Haven N. of C.

A packet of wage increases and fringe benefits valued at $520 per member was gained in a one-year contract negotiated by Local 329 for its 335 member unit of company run by the Knights of Columbus in New Haven, Conn. The agreement was won by Organizing Representative Howard Hicks.

Miss Newton receives a certificate of tribute from Councilman Thomas Bradley who cited her "exemplary efforts and accomplishments which have been of great value to the community and the City of Los Angeles."

$1,600 advance achieved at California hospital

Across-the-board wage gains totaling more than $1,600 per member over two years and participation in the employer pension plan were gained in a contract renegotiated by Oakland Local 29 for its office unit at Doctors Hospital in Pinole, Calif.

The agreement calls for a $176 per hour wage boost retroactive to July 1, with an additional $25 per week to take effect on the same date. The minimum starting rate in the lowest office classification of $539 per month will rise to $604 over three years. In the top grade, a $660 starting minimum rate goes to a $724 maximum.

Under the new pact, sick leave can be accumulated to 15 days and may be used to cover medical and dental appointments. The sick leave clause providing pay differential was liberalized.

Business Representative Louis Celaya headed the negotiations. He was assisted by Shop Steward Anna Pierotti.
Jean Beaudry, executive vice-president of the Canadian La
bour Congress, lashed out at people outside the labour move
ment who have declared a "Holy war" on North Ameri
can unions.

"In the Canadian Labour Congress there is no distinction
made between national and North American unions. The
key is, do they do a job for their membership? Do they
serve the common good of orga
nized labour? Do they possess
effective economic strength to
deal with multi-national corpo
rations . . .

"These are the questions to be answered by the membership
of the unions themselves, not by a committee of conservative
or liberal businessmen who have
formed themselves into some
kind of star chamber which has
recently occurred in the case of
Canadian unionists from themselves

opponents who have wrapped them
selves in the Canadian flag and
declared a holy war on North Ameri
can unions.

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nized labour? Do they possess
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rations . . .

"The labour movement in Canada is composed of Cana
dians working for the better
ment of all our people and we will not have the kind of
structure we want without the advice of some flag-draped nationalist or some fuzzy-eared professors or

Beaudry warned against ru
mored new government al
terations in the wage re
strictions.

"Wage and price controls represent a threat to wage and
profit earners everywhere, be
cause wages are then systematic
ally and energetically con
trolled, and prices, interest and prices go up, down,
and quietly unrestrained.

"I am attempting to control in
the USA has resulted in soaring
profits, rising prices, taxes, housing
and rents, while wages remain largely controlled," he
pointed out.

11 holidays won in San Diego

Across-the-board wage boosts of 6% annually, with an addi
tional 18-month 3% step-in
creases, were

Local 139 Business Repre
sentative Anna B. Stone reports that fringe benefits include two
more paid holidays, bringing the annual total to 11, and an addi
tional 1% paid into the Retirement Plan. The unit voted 100%
to ratify.

She was assisted in the final stage of the negotiations by Sec.-Treas. R. R. Richardson of the San Diego Labor Council.

Wage, fringe gains aid 650 at Electric Boat

After protracted bargaining, Local 106 has concluded a three
year contract bringing substantial increases and fringe bene
fits to 650 office and technical employees at the Electric Boat Divi
sion of Dynamic

Grotton, Conn., Interna
tional Representative Justin Manning
reports.

"In the pact, subject to Pay Board approval, is retroactive to
June 30 and calls for a 27e
earlier for special techni
icians; 5½% plus 1% for Spec
ialists; 4% plus 1% for a
special similar hike in the third year.

"New scales for the specialized technical classifications of Indus
trial Dynamics, Research and De
velopment, Industrial Radiation Audi
tor, and Industrial Radiography.

"Technicians will gain $5.45 an
hour, while that for Radiologi
cal Monitor will hit $5.69.

"Substantial increases were gained in hospital-surgical benefi
ces, while Major Medical cove
rage was increased to $15,000
(was $10,000), and the deductible
rise in half to $100 (from $200 per calendar year.

"Life insurance and AD&D are raised to $10,000; sickness and ac
cident benefits are increased.

"Improvements were also
made in areas such as sick
leave and bereavement leave; work
jurisdiction; seniority defi
nition; technological changes and regres
sions. A strong sub
contracting clause was inserted.

"The Local 106 negotiating
team consisted of President
James Macione, Vice President
Ray Bortz and the Record
ing Secretary Carl Orsini
and was assisted by Manning.

Labor goal: $2.50 an hour

The Canadian Labour Con
gress has urged its affiliates to
exert pressure on federal and provin
cial governments to gain a
$2.50 minimum hourly wage
with an escalator clause.

"The federal minimum wage is now $1.80 an hour. Most
workers are covered by provin
cial minimum wage legislation which varies between $1.50 and
$1.75 an hour.

U.S. Gauge pact includes cost-of-living allowance

General wage boosts totaling 10% over three years plus a cost-of-living allowance for a
10c per hour annual maximum were gained in a three-year con
tract negotiated by Local 134 for its 11 member office unit at U.S. Gauge (a division of Ama
tek), in Sellersville, Pa.

The settlement was reached in joint negotiations by Local 134 and Local 117, American
Federation of Technical Em
ployees (AFTE), representing
370 employees at the Sellersville plant which manufactures pres
sure gauges.

In the first and second years, employees on the training sched
ule get additional weekly raises of $3 and $5. The pact also pro
vides a 7½% shift premium.
Many new clerical jobs seen opening in decade

The number of secretaries employed in the U.S. more than tripled between 1950 and 1970, according to Herbert Bienstock, N.Y. Regional Director of the U.S. Bureau of Labor Statistics. The total now is 2.6 million, against 800,000 in 1950.

At the same time, the number of typists increased by 77 percent, to 636,000 from 275,000. However,stenographers decreased over the 20-year period from 425,000 to only 157,000, a decline of 63 percent.

Bienstock said the job outlook for secretaries, stenographers and typists is excellent between now and 1980; that 306,000 job openings are anticipated nationally in these occupations, or 2 1/2 times the number of openings in the next largest occupational category.

Vision care among gains won in Washington, D.C.

A 51 1/2 percent across-the-board salary boost and new pension and eye care plans were gained in a new one-year contract negotiated by Local 2 for its office unit at Carday Associates, Inc., administrator of health-welfare and pension plans, in Washington, D.C.

Local 2 Sec-Treas. Emnett C. Eberghoe, who led the negotiations, reports that assistant supervisors will receive an additional $15 per week. Other gains are time off on Good Friday decreased to one half-day from two hours and the right to take vacations in increments of one day or more.

Hospitalization insurance was increased to $5,000 (was $3,000) and includes vision coverage for the first time. The plan also calls for eye examinations and glasses at no cost to the employees.

The employer also agreed to contribute 10 1/2 per hour per employee into a pension plan to provide for retirement at age 65 after 10 years' service. Full past credit will be given for those currently employed, or reemployed during 1972. Subject to IRS approval, the plan will pay up to $15 monthly for each year of service. Vesting occurs at age 40 after 10 years' service.

In the negotiations were Shop Steward Patricia Trim and Barbara Thompson and Fred Robinson.

U.S. Price Index

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Canadian Price Index

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Local 391 observes 25th

More than 100 OPEIU members at Roosevelt University in Chicago, with guests from the faculty and administrative staff, celebrated the 25th anniversary of Local 391, which for the past quarter-century has represented the campus office employees. They were the first university campus employees to be organized by the OPEIU.

Two Local 391 members, employed by the university for 25 years and union members throughout that period, were honored with engraved watches to mark the historic occasion. They are Annette C. Coleman, administrative secretary to the Dean of Faculties, and Carolyn Combs, administrative clerk in the Office of the Controller. Miss Combs is Local 391's secretary-treasurer.

The presentation was made by Robin Crescenzi, chairman of the Silver Jubilee Celebration Committee, and assistant secretary-treasurer.

Controls turn unions non-wage subjects

Because of the Nixon administration's limits on pay increases, unions are concentrating more on non-wage areas in contract negotiations, according to AFL-CIO economist Rudolph Oswald.

"Unions are negotiating improved job security, more humane treatment on the job, and pension plans, particularly retirement benefits," said in describing "justice and dignity on the job," Oswald added. "This might mean better vacations, rules against sub-contracting, or rights of the individual in terms of what he can do in the work environment."

In many cases, Oswald noted, "the neighborhood where the employees live often surrounds the plants in which they work and they are concerned with the problems of emissions, with dust and so forth. They're also concerned with the toxic problems of water and thermal pollution that occur."

Oswald aired his views on the AFL-CIO-produced program, Labor News Conference, over Mutual radio. Interviewing him were Alexander Uhl, editor of Press Associates, Inc. and Donald Finley, labor correspondent for UPI.

60 at health center in New Haven join

Management has recognized the OPEIU as bargaining representaive for a unit of 60 office and technical employees at the Community Health Care Center Plan (CHCP) in New Haven, Conn., a non-profit organization created by the Connecticut General Assembly, International Representative Justin F. Manning reports.

Recognition followed an independent card check by Professor Clyde Summers, of the Yale University Law School. The Health Care Center has been in operation for only about a year but enrollments are growing so rapidly that all indications are that the unit will triple in size in a short time.

Manning credits the success to an enthusiastic and dedicated "in-house" organizing committee. This group became interested in unionizing upon learning about the excellent wage scale, fringe benefits and other working conditions negotiated in OPEIU contracts at various Blue Cross/Blue Shield offices across the nation, in addition to the white collar union's accomplishments at Centerville Clinics, the Kaiser hospital group Health Insurance (GHI) and Health Insurance Plan (HIP).

A negotiating team already has been set up and is drawing up proposals for a first contract.

Honor two pioneers: Annie L. Coleman (left) and Carolyn Combs receive engraved watches from Robin Crescenzi at Chicago celebration of Local 391's silver jubilee.

Local 391 President Carrie B. Brown also presented the two honored employees with 25-year sterling silver pins.