A helping hand

Board of Education unit joins Local 11 in Oregon

By an overwhelming margin, 350 secretaries and clerical em-
ployees of School District 1, in
Portland, Oregon, chose Local
11 as their collective bargain-
ing agent in an election conducted by the State Labor Relations
Board, Sec.-Treas. Walter A.
Engelbert reports.

This is the sixth Board of Edu-
cation to be unionized by the
OPEIU in the U.S. in recent
years. The others are in Mis-
souri, Illinois, Wisconsin, Penn-
sylvania, and Connecticut. Four
education board units have been
organized in Canada, all in Ot-
tario.

Assisting in the Portland campa-
gin, which was headed by
Engelbert, were Business Rep-
resentatives Gary D. Kirkland,
Lawrence A. Brady, and John T.
Brasl, with office secretaries Col-
leen Cole and Betty Perret and
Credit Union secretary Pat
Bibbes pitching in as well.

The board's employees un-
doubtedly "bent" their union cards
on the splendid contracts pub-
lished by Local 11. Campaign
handbills stressed office salaries
ranging from $347 per month for
first clerks to $587 for computer
operators obtained in groups
covering both Local 11 and the
Portland area. The Bureau of
Labor Statistics cites Port-
land office employees as "among
the highest paid in the nation."

Trial of short week
written into N.Y. pact

Wage gains averaging 14.6%
over two years, together with
vague, but several unique innova-
tions in fringe benefits and work-
 ing conditions, were won by New
York's Local 153 for its 700-
member unit of clerical and
computer operators at Group
Health, Inc., according to Sec-
Treas. John King.

Both parties agreed to experi-
ment with a shorter week for
summer operation.

The details will be worked out in
discussions between the
union and management.

An unusual provision gives all
employees an additional 15-
minute lunch hour period on payday (Thursday) to do their
banking business.

The first 7.3% wage boost took
effect Jan. 1, with a simi-
lar general increase scheduled for
the same 1973 date. First-
year raises run from $6.25 a
week in the lowest grade to $13
in the top bracket. The package
will bring the lowest grade to
$108.25 and the highest to
$191.

Other gains are an additional
holiday in the first year, bring-
ing the total to 13. In the sec-
ond year, a further holiday is
provided, either Martin Luther
King's birthday or a religious
holiday of the employee's choice.

Health coverage is expanded to
include 100% of drug costs and
$960 a year for psychiatric care.
The dental plan coverage is also
increased to 100% (was 75%),
and includes all dental and
prescription work.

Major medical coverage now
includes all dependent children
19 to 23 years of age, as well as
all employees on extended
leave because of illness. Pre-
viously, they had to pay for this
themselves.

Severance pay, in the past
limited to one week for each
year of service up to 10 years,
is now unlimited. The new pact,
which expires Dec. 31, 1973,
also provides that employees
who lose their jobs other than
by discharge will be paid for six
weeks in accumulated in excess of
120.

The handbills pointed out that
Local 11 is one of the "ten larg-
est unions" in Oregon state,
providing numerous services to
its members through its Credit
Union as well as having its own
pension, health-welfare, dental,
ophtalmic and prescription drug
programs.

The Local also has its own legal
counsel, and membership cards
bring the savings of a $1,300
life insurance policy.

Engelbert reports that certifi-
cation has already been re-
cived, and that proposals are
now being drawn up for an ini-
tial OPEIU contract for the new
Portland union.

Congratulations Local 11 on
its victory, Director of Organiz-
ation Art Lowandowski said it
should help to focus the atten-
tion of other OPEIU Locals on
boards of education as prime
organizing targets in their com-

munities. He commented:

"The Oregon victory proves
that more and more non-teach-
ing employees of school boards
are realizing their vital need for
collective bargaining. This is
particularly true since teachers
across the nation began to un-
ionize to obtain better pay and
working conditions."

"School secretaries and office
staffs of Boards of Education,
everywhere, are beginning to see
that without union representa-
tion, organized teachers will get
the fringe benefits that educa-
tion at the ex-
spense of unorganized non-teach-
ing personnel."

Local 29 signs for newest unit

Wage gains ranging from 5% to
15% were won in a first con-
tract negotiated by Local 29 for
its new 75-member bargaining
unit at the Housing Authority,
City of Oakland, Calif., Sr.
Business Representative Joe
Nudeman reports.

The agreement, approved by
the Board of Commissioners at
a special meeting, runs for one
year and is retroactive to July,
1971. Its provisions include the
benefits of Local 29's Health-
Welfare Plan.
AFL-CIO, OPEU oppose 10-hour 4-day workweek

Eight U.S. Senators, both Democrats and Republicans, including Majority Leader Mike Mansfield, have jointly sponsored a bill (S.2463) that would allow manufacturing firms on government contracts to work a 10-hour, 4-day workweek without violating the Walsh-Healey Act.

The move by the Senators, with Senator Marlow Cook (R-Ky.) as principal sponsor, focused more attention on experiments underway for more than a decade in which factory workers have been allowed to work more than 40 hours per week without violating the Walsh-Healey Act.

By CHARLES WOLVERTON
Executive salaries have a way of maintaining themselves amid woe and woe much better than the wages of ordinary people. A few years ago, if your old man said go and get yourself a union card he was wrong; he ought to have said get yourself a degree and join the management team.

The laboring type, with all his passion of work and political muscle, isn’t in the game with the executive classes.

An astonishing statistic is this: That labor’s wage—on a take-home basis, according to an American economist who based his calculations on Bureau of Labor Statistics figures—has increased by 5.5 per cent in five years since 1960 on a “real” money basis. But his bosses, in the same period, are doing 10.8 per cent better.

The sturdy condition of executive salaries appears to have been born out in Canada, according to a study by H. V. Chapman & Associates Ltd., continued to improve its salaried position in 1970, a poor year for profits and revenues. Executives gained as much as 11.2 per cent.

The American figures aren’t quite comparable inasmuch as they do not report take-home pay in real dollars as do the American figures. But similar general conclusions can be drawn, and they favor the boss over the worker.

Supposing you were a key man in a business. On average, in Canada, your salary since 1963 would have risen from an index of 100 to 155.62 by 1969.

Supposing you were a wage earner. Your wages also on in-
dex of 100 in 1963, would have risen to 141.

A Union Steward’s prayer

Great One, O Lord, the genius to explain to my brothers and sisters the policies and plans of our great unions even though no one explains them to me.

Give to me the understanding that I may forgive the apathetic member, the over-ambitious member and accept the view of the member who does nothing, until I have done something, and then tell me how I should have done it and what I should have done.

O Lord, make me formidable in debate, logical in argument, fearless in confrontation. A lawyer, activist, mass-media man, philosopher, sociologist and economist: pleading, costing, threatening, belaboring so that I may make the best of a good case and a good case from a bad one.

Teach me, O Lord, to stand at all times with both feet firmly on the ground—even when I haven’t a leg to stand on.

Lord, I am a union steward. In your infinite wisdom see my need for all these things and in your great mercy grant them to me.

And, when I have them, Lord—MOVE OVER!

U.S. Price Index

July 1972

January
February
March
April
May
June
July
August
September
October
November
December

113.2
113.4
113.6
113.9
114.0
114.1
114.0
114.2
114.2
114.2
114.2
114.1

Canadian Price Index

December
January
February
March
April
May
June
July
August
September
October
November
December

129.0
130.8
131.3
131.9
132.2
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Pity the working stiff

The following is extracted from the Cleveland Plain Dealer of The Province, a Vancover, B.C. daily newspaper.

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A group of Aluminum Company of America employees in Massena, N.Y., are $4,000 ahead because Local 180 won an arbitration case in a dispute over job classifications.

When Alcoa withheld an office employee's sick leave insurance benefits because of a strike at the Massena plant, Local 180 brought arbitration, a grievance by Bernard Hewitt who underwent an operation during a strike there and later claimed sick benefits.

The company contended that the June 1 strike "abrogated all the provisions" of the old contract which had expired and since a new contract did not become effective until the strike was settled a month or so later, the grievant was not covered for benefits.

Basing its case on language in the old contract stipulating that "now withstanding any other provisions, insurance benefits are extended to Dec. 31, 1971," the OPEIU argued that the sick leave provision remained in full force and effect and the grievant was entitled to sick benefits.

The arbitration board majority sided with the union. It awarded Hewitt $1,900 in back benefits. As a result of the arbitration decision several other Alcoa employees, whose sick leave was denied under the same protest, collected an additional $2,100 from the company.

The board, which met in New York City, was headed by Burton Turkus and comprised Art Lawnander and Larry Wilson, representing the OPEIU and Alcoa, respectively. Intercontinental Representative Justin F. Manning presented the grievant's case at the hearing. Local 180 President Joe Efton assisted him in preparing it.

Reversing a lower court decision, a U.S. Appeals Court ruled that the American Bank of Commerce in Victoria, Texas, violated the Equal Pay Act by paying its male tellers more than the female tellers. The case was remanded to determine the amount of wages due to the women.

The suit was brought by the bank's predecessor by complaining that some of the female tellers were paid more than two male tellers who have been employed for nine more years of experience, while others with seven more years of experience were "paid substantially less" than the male tellers.

If the appeals court accepted this reasoning, it said, it would mean that "an employer could consistently hire women at a lower starting rate and be protected by the fact that the women, after long periods of service, ultimately reached higher salary levels than men subsequently hired."

The appeals court also held that while the bank may award women higher pay for performing additional duties, the alleged supervisory duties of the female tellers were "such small, insignificant duties" that they did not justify the pay differential, particularly since in one instance a female teller with ten years of experience was paid $100 a month less than a male employee when the same duties were assigned to her.

Hands best machines in courtroom test

Court reporters proved "far superior" to electronic devices in recording the proceedings in New York City courtrooms in an officially-sponsored contest, pititng experienced court stenographers against two types of recording instruments. A committee of judges, lawyers and courtroom officers has been formed to determine if people beat the machines in this area, at least.

One of the findings was that the "much larger number of errors committed by recording machines than stenographers left out and wrong speaker identified" — clearly indicated that machines are not "the perfect substitute" for court reporters.

After a study comparing manual and electronic methods of court reporting, a five-man committee concluded: "The transcript of court reporters are far superior to those of recording machines."

Some of the flaws in the electronic reporting could be traced to bad courtroom acoustics, the report indicated. Under such circumstances the stenographer can ask for a repetition if he is in doubt — a judgment the machine cannot make.

Committee chairman Louis Waldman, a prominent labor lawyer, warned that "any attempt to introduce recording machines in the courts may well discourage prospective court reporters from undertaking the highly specialized profession."

In New York City about 400 licensed stenographers work in courtrooms earning from $12, $500 to $2,500 a year in addition to what they net from freelance sale of transcripts to lawyers and other interested parties.

Most are men, carrying on a vital employment opportunity but more and more women are now joining the profession. The little Stenotypewriter machine, that sits on a tripod between the court reporter's knees, has all but replaced the shorthand notebook although a few old-timers still use the Gregg or Pitman shorthand system.

Kalmans named to safety body

Gerald C. Kalmans Local 423 member Gerald C. Kalmans has been named by Indiana Governor Edgar D. Whitcomb to the state's Occupational Safety Standards Commission. A resident of Highland, Ind., he is one of three representing organized labor on the nine-member body.

Local 423 is bargaining representative for the employees American Oil Company (a Standard Oil of Indiana subsidiary), at its Whiting, Ind., plant.

The commission was set up recently by the Indiana State Legislature and is charged by Gov. Whitcomb with the responsibility of revising the occupational safety codes so that they equal or exceed the federal regulations.

First contract raises wages by $728 in year

First year across-the-board annual wage gains totaling $728 per individual, plus vastly improved fringe benefits over pre-union days, highlight an initial three-year contract negotiated by Twin Cities Local 702's new 70-member bargaining unit at Physicians & Hospital Supply Co., Minneapolis, according to Business Manager H. B. Markusz.

The pact calls for a 20% hourly wage hike retroactive to Nov. 15, 1971, with another 10% to take effect on May 15. In the second and third years, further 6% and 7% raises are slated. These reflect a "catch-up" to remedy pre-union wage inequities.

Other gains are an additional paid holiday (employee's birthday), personal leave to 60 days, and improved sick leave; three days funeral leave, plus a $2 increase monthly in the employer's contribution to the Health-Welfare plan. The pact also calls for union security with dues checkoff, job bidding, grievance and arbitration machinery, and maternity leave meeting the high standards of the Human Rights Commission.

The OPEIU negotiating team included Nelson Alshir, Harlen Rankin, and the locals representative Jerry Schim.
Exceptions threaten controls

Organized labor realizes that alternatives to the success of the Pay Board are neither rigid controls without flexibility or the return of an uncontrollable inflation. The AFL-CIO is therefore intent on making the Pay Board work as far more preferable to the alternatives.

There are numerous differences between the labor, management, and public representatives. In his criticisms of the Board, T. W. Abel, President of the Steelworkers International Union, said: "This is not an exercise in which they and they alone have the responsibility for achieving stability right now," while management representatives seem to take the job of "putting labor in its place" as one of its responsibilities. Abel further stated "They think we're trying to get more than we're entitled to, and that's the basis for conflict."

In effect, therefore, all segments of American society agree that inflationary pressures brought about by the水平 of prices and wages are not yet under control. The Labor Dept. underutilizes state employment services, whereas the Pay Board is not yet making an effort to track down persons who have not remained on the employment rolls, and who may be eligible for an additional 13 weeks of payments.

To help close the information gap, the AFL-CIO has called on union newspapers, its affiliates and central bodies to do the job the states should have done from the beginning.

"Do everything possible immediately to inform jobless persons about the existence of this program," AFL-CIO Social Security Director Bert Seidman urged in telegrams and follow-up letters to affiliated unions and AFL-CIO state labor councils.

There are actually two new programs now in effect—all based on laws passed by Congress to extend the normal 26 weeks of unemployment compensation during periods when jobs are scarce.

More important than the details and complexities of the new programs, the AFL-CIO stresses, is the urgency of getting the word to those who might be eligible for extended benefits.

Every unemployed person who fits the circumstances laid out below should check with his nearest employment service office to find out if he or she is eligible for additional payments:

1. A person who has received unemployment benefits at some time during the past 12 months, and
2. He no longer is receiving benefits, but is still unemployed.

Persons who are currently on the benefit rolls will receive any extension automatically. But those who have used up their benefits and were dropped from the rolls before the new programs took effect will have to file new applications.

What of the unemployed in states which have had the extended benefit programs in effect—and who already have used up their 13-week extension?

They are not affected by the national program because they already have been covered by its provisions. But most of them, starting this month, will be eligible for still another 13-week extension under the Magnon Act that Congress passed in December. This is a temporary law, scheduled to be phased out in July. It provides a further 13 weeks of benefits—bringing the maximum duration to 52 weeks—under the old 26-week unemployment. To trigger eligibility under the Magnon bill, the state's unemployment rate must be at least 6.5%.

Court opens union door to analysts

An historic decision opening procedures analysts to become union members if they so choose has been handed down by the Second Circuit in the case of Westinghouse Electric Corp. versus the National Labor Relations Board.

I read your report in regard to the decision of the Pay Board. The Pay Board was forced to dissolve. Numerous exceptions cannot continue to be made by the Pay Board without the exceptions eventually becoming the rule.

While the Office & Professional employees International Union has a strong antipathy for controls of any kind, we are more concerned with controlling inflationary pressures in the immediate future. AFL-CIO President George Meany said on a number of occasions that organized labor is willing to accept controls providing all segments of society are controlled. The Pay and Price Boards should insure the fact that the burden of controls is shared equally by labor and industry alike.

New Kansas City unit wins 32% in 3 years

Wage gains totaling 32% over a three-year period plus greatly improved fringe benefits were won by Local 320 in an initial contract for its new 30-member bargaining unit at Western Union International-Telephone Answering Service, known as the "HOTAS," of Kansas City, Mo., Inc.

Business Manager Larry O. Green, who led the negotiations, reports that the pact calls for a new average across-the-board wage boost of 10.3% in the first year; 13.7% in the second, and 8% in the third. It also provides for a union shop and dues checkoff. Other gains are a 20-minute daily rest period, one extra paid holiday, three weeks vacation after three years; menurning leave of absence; five days sick leave per year (paid for if not used); a 100% increase in the Christmas bonus, and 10 weeks of annual paid service leave after 15 years of service.

The agreement also sets up a health care plan calling for health, accident, and major medical insurance coverage with the employer paying half the costs.

Dear Editor... Union wife tells the awful truth

An editorial in the Portland Oregonian, notable for its anti-union stance, brought this reply from the wife of a union member:

"I read your editorial regarding to labor unions and must say I agree wholeheartedly with you. Ever since my husband took a job that made him join a union we have led an awful life. He made me quit work and stay home to take care of the kids and the house. He said his wages alone had now gone up enough to support us.

"Every year his boss insists he take a paid vacation instead of letting me have the fun of trying to skimp enough to make up for a lost week of wages. As for holidays, it's really hard on him to stay home with pay. He used to enjoy working on those days, or make them even better.

"When we dropped our private insurance policy it really hurt. That union contract calls on his boss to provide a group policy. We've had the misfortune to be able to afford to buy our own home and my husband can occasionally disagree with his boss without being fired.

"Yes, sir, thank you, Oregonian. I wouldn't want anyone else to get mixed up in such an awful way of life.

Spread the word: jobless have new benefits coming

More than a million jobless persons who have used up their unemployment benefits are entitled to a new wave of payments this year. Most of them do not know about it. And unless someone tells them, they will be left out.

Newspaper, radio and television coverage has been skimpy, at best, in both states in which the Pay Board has been handed down the law.

In some states employment services have not yet made an effort to track down persons who have been dropped from the unemployment rolls—and who may be eligible for an additional 13 weeks of payments.

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Women pros lag in Canada too

Women are under-represented in Canada's professions and those who get in don't get paid as much as men, according to Sylvia Gilkes, director of the federal labor department's women's bureau.

Although discrimination is commonplace in industry, she said that "it might have been expected that brainpower was involved, there would be more justice." But most professions remain male-dominated and wage discrimination means women professionals earn as much as 41% less than men doing the same work, she declared.

She cited statistics showing that almost 25% of doctors in Great Britain are women, compared with only 12% in Canada. In France, 20% of lawyers are women but in Canada less than 3% are.