



WHITE COLLAR

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

No. 312

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New B.C. unit advances 14%

An initial two year contract negotiated by Local 15, Vancouver, B.C., for its new 75 member unit of office employees and mining technicians at Granduc Operating Company, Ltd., in Steward, B.C., won wage increases averaging 14% effective last April 1.

Granduc, near the Alaskan border, is a \$200-million copper mining complex which is jointly owned by the American Smelting & Refining Company and Newmont Mining Corporation.

Employees on continuous operations shifts are also entitled to 14% premium pay. All employees received \$175 each in lieu of retroactivity. The agreement establishes a \$450 monthly minimum salary for clerk-typist, the lowest office grade, and sets salaries ranging from \$750-to-\$1,000 a month for mining technicians in the top classification.

Unionism brings Montreal bank employees from bottom to top

Wage gains ranging from \$754 to \$1,456 per individual, totaling 18% over two years, were won by Local 434 for its 1,000 members at the Montreal City & District Savings Bank and its 87 branches—the OPEIU's first all-unionized bank in Canada.

Unit members overwhelmingly ratified their third contract with the Montreal bank making them "the best-paid and best-protected employees in the Canadian banking field," according to OPEIU Vice President Romeo Corbeil and Local 434 President Robert Desharnais who headed the union negotiating team. "Negotiations were conducted in a firm manner, with both parties displaying a feeling of mutual respect and understanding," the union leaders said. Before unionizing, the members were the lowest-paid bank employees in Canada.

Wage increases retroactive to Jan. 1, 1972, range from \$7.25 a week in the lower grades to \$14 in the top brackets, with similar boosts to take effect on the same 1973 date. Job upgrading for 302 unit members brought additional gains of \$3.25 a week for 114 senior cashiers, and \$4.35 for 107 as-



Signing third and best contract with Montreal bank are, from left, Local 434 Vice President Real Guilbault, OPEIU Vice President Romeo Corbeil, Local 434 President Robert Desharnais, F. X. Guerard signing contract for bank, Gilles Charpentier and Jacques Julien, bank negotiators; and Local 434 Business Representative Richard Longpre. Standing from left: Georges Harvey, Michel Lavallee, Paul Bouchard, Roger Giroux and Raoul Vezina, members of Local 434 negotiating team.

sistant-accountants and 81 bank monitors.

An improved vacation plan calls for two summer weeks, or three winter weeks, after one year of service; three summer weeks, or four winter weeks, after five years; four weeks after 15 years; four summer weeks,

or five winter, after 20 years, and eight weeks when an employee completes 25 years of service. (Summer period is June 1 to Oct. 31. Winter period was extended by one month from Nov. 1 to May 31).

The bank agreed to pay full costs for an insurance plan providing 100% of salary for six months in event of sickness or accident, and 85% thereafter until retirement if an employee becomes disabled. After 15 years' service, the 100% salary will be paid for 12 months instead of six.

The agreement also provides 100% of fees for educational courses approved by the bank; a 50% reduction in the current

rate for personal loans; home mortgage loans at 3% below the current rate, this benefit to be maintained as long as an employee remains with the bank or until retirement on pension.

In case of cash shortage, a cashier will pay back 10% during the first 30 days of employment, and 25% thereafter, but not to exceed \$10 per month for an employee.

Other improvements were made in language covering provisions for maternity leaves of absence, union security and seniority clauses. The bank agreed to increase advance permanent lay off notice to three months.

See editorial page 2.

Local union organizers score at campuses and school boards

Field reports from the U.S. and Canada show increasing activities by various locals in organizing office employees at educational institutions. Notable victories were scored in New York and Montreal at campuses and school boards, adding 300 to OPEIU units.

New York Local 153's Sec.-Treas. John Kelly announced winning a new 175-member office unit at the Brooklyn campus of Long Island University in a National Labor Relations Board election. Two other LIU campuses and another New York educational institution are now being handbilled.

Vice President Romeo Corbeil reports that Montreal Local 57 has been certified for a 30-member office unit at the Protestant School Board of St. Martin in that city. Representative Marc Boulard was the organizer. Local 57 Representative

Michel Rousseau has organized various units totaling 25 employees at Regional Schools on Montreal's south shore and has applied for certification of another 20-member unit at the Caisse Populaire St. Gregoire, also in Montreal.

Vice President H. R. Markusen reports that Twin Cities Local 12 in Minneapolis, Minn., has petitioned for a unit of office clerical employees at School District 832 (Mahtomedi) in his area and hopes to expand the drive to other school boards.

The latest tally shows that the OPEIU is now bargaining representative for office employees at eight colleges and universities in the U.S. and Canada, and for some dozen units at Boards of Education.

New York's Local 456, chartered last year to unionize employees at non-profit institutions

in the metropolitan area, reports winning a 51-member unit in an NLRB election at Lutheran Community Services, Inc., Staten Island. The organization operates the Bethlehem Lutheran Home, a child-care residential center.

The unit includes clerical, maintenance and staff counselors who voted for the OPEIU by a three-to-one margin. Julian Zaretski led the organizing campaign. It is believed to be the first institution of this type to be unionized.

Detroit Local 42 won recognition by Michigan State Employment Relations Commission as bargaining agent for the office-clerical employees at Woodhams, Blanchard & Flynn, patent attorneys in Kalamazoo, Mich. Local 42 Representative Norma Tackett, who led the campaign, says this legal firm is the first to be unionized in Kalamazoo.

Local 29 pact brings inflation protection

An \$8 per week across-the-board salary boost, a cost-of-living adjustment each six months, and an improved pension plan were won for office employees of Twin Pines Federal Savings & Loan Assn. in Berkeley, Calif., in a one-year contract negotiated by Oakland's Local 29, according to Sr. Business Representative Joe Nedham.

The agreement establishes a minimum of \$458 monthly salary in the lowest grade, retroactive to Nov. 1, and a minimum of \$726 in the top classification. The cost-of-living allowance is 1¢ per hour for each ½-point increase in the CPI since the last adjustment, to a 4¢ hourly maximum.

The employer also agreed to

increase the contribution to the OPEIU's Western States Pension Plan by an additional 5¢ an hour, with a maximum of \$10 per week or \$43.50 per month.

The employer will also pay \$47 per month for each employee, and dependents, into Local 29's Health-Welfare Fund. This will provide coverage for hospitalization, major medical, prescription drug, vision care, and \$5,000 life insurance for each employee.

WHITE COLLAR

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

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Montreal points the way

We would like OPEIU members to call the attention of bank employees in their own communities to the greatly improved salaries and fringe benefits they, too, can obtain through collective bargaining. As proof, we cite the third OPEIU contract just signed by Local 434 with the Montreal City & District Savings Bank covering its 1,000 employees.

Added gains in the new contract bring these unionized Canadian bank employees salaries ranging from about \$5,200 annually, in the lowest grade, to more than \$14,000 in the top grade. Almost one-third won promotions carrying additional raises of \$13 to \$17.40 a month for these individuals.

Besides very liberal vacations, sickness and accident insurance, and retirement pensions, these bank employees get extra goodies in the form of preferential treatment for personal loans that all bank employees, in both the U.S. and Canada, should and could enjoy through collective bargaining.

Unique gains are that the bank will pay 100% of all costs for approved educational courses for an employee's self-advancement. It cut by 50% the interest rate for personal loans to buy a new car or TV set, for example. Employees wishing to buy their own homes get mortgages at 3% below the current rate, this benefit continuing as long as they remain with the bank or until retirement. For instance, on a \$15,000 mortgage this represents an annual savings of \$450 in interest charges.

It goes without saying that OPEIU officials in Canada have reason to trumpet that these employees now are "the best-paid and best-protected" in that country's banking industry. Formerly the lowest paid, they are now on top; proving to underpaid bank employees everywhere in North America that unionism and collective bargaining pay off. Bank employees: Try it. You'll like it!

**Song of Norway—
bank employees' stanza**

A recently issued U.S. Department of Labor study on labor conditions in Norway reports that in September, 1969, the average unionized Norwegian bank employee earned \$385.71 a month against \$98.95 a week at the time for the average non-union American bank employee. Because of the 1971 upward revaluation of the kroner against the dollar, the \$385.71 figure is worth \$414.20 at present—without counting the regular salary boosts customary in Norway every two years.

In addition, Norwegian employers are required by law to pay 27% of payroll costs for compulsory health-welfare, social security and other benefits. Voluntary fringe benefits, negotiated by unions, boost this as high as 37.9% for salaried employees.

Legally, all Norwegian workers are entitled to one month's paid vacation annually, in addition to 10 legal holidays. Voluntary fringe benefits they enjoy include sick leave, vocational training, free or low-cost meals in company cafeterias, employer-paid medical services, employee leisure activities, and work clothes allowances.

Since 1956, all Norwegians are covered by a National Health Insurance plan. If hospitalized, they are entitled to unemployment benefits with all their surgical and hospital bills also fully paid. If married, they get family allowances for all children, the amounts per child rising steeply after the first. No such benefits are available in this country.

Unheard of also in this country, all Norwegians are allowed to take tax-deductions for transportation expenses to-and-from work. Salaried employees enjoy job evaluation and merit-rating plans, with pay and promotions reflecting the greater efficiencies and responsibilities of the individual employee—all the result of white-collar unionism.

Almost a century ago, European white-collar employees realized that if they didn't unionize they would quickly slide to the bottom of the heap where American white-collar employees are now. Basically, that's the reason the OPEIU was organized—to advance the cause of all white-collar employees in North America through collective bargaining.



A ROSE BY ANY NAME . . .
Local 11 member Pat Halstead was hired as a secretary by Pile Drivers Local 2416, in Portland, Ore., on St. Patrick's Day, 1942, a day she's never forgotten. Her first day on the job, her employer called her Pat although her real name is Lillian. Now everyone calls her Pat. Both she and Maxine Gabby, another Local 11 member, wear 25-year pins presented to them some years ago by the Carpenters Brotherhood.

**White Collar
Organizing
Up Last Year**

Union organizing of white-collar workers hit a four-year high in 1971, climbing from 11,100 in 1970 to 12,100 last year, according to a Bureau of National Affairs, Inc. (BNA) survey. The previous high was 15,100 in 1967.

The survey finds that unions won 437 of 825 representation elections among private sector white-collar employees last year, compared with 428 wins in 809 tries in 1970.

The organizing gains of the past two years "may indicate another upward trend in white-collar unionization," after the decline of 1968 and 1969, according to the BNA.

**U.S. Price
Index**

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

1971		
April	120.2	
May	120.8	
June	121.5	
July	121.8	
August	122.2	
September	122.4	
October	122.6	
November	122.6	
December	123.1	
1972		
January	123.2	
February	123.8	
March	124.0	
April	124.3	

**Canadian
Price Index**

Dominion Bureau of Statistics

1971		
April	132.2	
May	132.7	
June	133.0	
July	134.1	
August	135.0	
September	134.7	
October	134.9	
November	135.4	
December	135.3	
1972		
January	136.7	
February	137.3	
March	137.4	
April	138.2	

**AUA-OPEIU merger vote
was work of many hands**

When the officers and Executive Board of Associated Unions of America (AUA) agreed to merge with the OPEIU, the Milwaukee independent union's 3,000 members were required by its Constitution to ratify the decision by a two-thirds vote. Below are committees of four AUA bargaining units whose efforts resulted in an overwhelming 84.2% victory margin.



NORTHWESTERN NATIONAL UNIT: Seated from left: Joanne Ripp, Mary Ann Block and Roy Radtke. Standing: Linia Lemanski, Al Akey, Mary Richards, Karen Sueik and Marion Flieth.



LADISH UNIT: First row (from left): Chet Nans, Al Juszczak, Lorraine Schmidt, Florence Chodkowski, Millie Kearns, Gil Murawski and John Gurinian. Second row: Bob Wojiski, Gil Armbruster, Russ Cieszynski, Don Pradarelli, Ardes Kelch and Al Norek.



CUTLER-HAMMER UNIT: Seated from left: Jim Coffey, Art Knepprath, Rose Muehl and Ann Sheppard. Standing: Mike Udare, Fred Retzlaff, Marie Engel, Mark Siegel, Margo Kingsbury and Bill Wendorf.



FOUR-WHEEL DRIVE UNIT, Centerville, Wis. Seated from left: Carol Wedde, Carl Schultz and Harold Danner. Second row: Irene Fahrenkrug, John Engel, and Cheryl Reissmann. Third row: Tom Jazwiak, LeRoy Wedde, Bob Krause, Jim Collins and Byron Beersdorf.



*from the desk
of the*
PRESIDENT

A bill that would save jobs

Your President is a member of the Economic Policy Committee of the AFL-CIO. At the most recent meeting of that Committee, it was unanimously agreed to establish a special Task Force to campaign vigorously for the passage of the Burke-Hartke Bill designed to prevent American jobs from being exported to foreign countries.

The "Task Force for Burke-Hartke" (H.R. 10914 and S. 2592) will wage a major educational and lobbying campaign for this most important measure known as the Foreign Trade and Investment Act of 1972. The Task Force will be adequately financed and staffed and have the complete support of the AFL-CIO headquarters and field staffs throughout the country. It is anticipated that there will be full-scale cooperation of the staffs of major affiliated unions both in Washington and throughout the United States.

Howard P. Chester, Executive Secretary of the Stone, Glass and Clay Coordinating Committee, will be the Executive Director of the Task Force. Mr. Chester has a great deal of experience in the import-export field.

We are all aware of the activities of American multinational firms which in recent years exported American technology and dollars to numerous underdeveloped areas wherein they take advantage of cheap labor for purposes of manufacturing numerous products for exclusive sale in the United States. In this way, they manufacture as cheaply as is humanly possible and sell their finished products in the United States at the highest possible prices.

Under the present system of taxation these American companies which pay taxes to the various foreign nations in which they manufacture are allowed to take the total foreign taxes paid off their American tax bill rather than deduct these taxes from their net income. The intention of the Burke-Hartke Bill is to treat such foreign taxes in exactly the same way as taxes paid in any of the 50 states of the Union. It is imperative that this change be made.

In addition, the Burke-Hartke Bill would establish much needed quotas for foreign imports. AFL-CIO President George Meany recently stated: "Nine out of 10 radios sold in the United States are made abroad. Also made abroad are 1 out of 6 new cars, 7 out of 10 sweaters, 19 out of 20 motorcycles, 1 out of 2 nails and staples, and 9 out of 10 baseball mitts. The United States also imports 100% of 35mm still cameras; 96% of magnetic tape recorders; 70% of portable typewriters and over 50% of black-and-white televisions."

Needless to say, the companies which formerly manufactured these products in the United States have been decimated. Each day additional industries are threatened, along with the service occupations that support these jobs. This is the present reality. We have a massive need for new jobs in an economy whose industrial base is being narrowed, whose tax base is being eroded, and whose citizens want and need work.

The AFL-CIO, through its Economic Policy Committee, rejects the doctrine of isolationism. At the same time, however, in a world where numerous countries through tax incentives support their important manufactured products, the AFL-CIO is realistic enough to know that there is no such thing as "free trade." The AFL-CIO, therefore, will undertake the task of informing the American people and the Congress about the seriousness of the problem. It is imperative that the public generally be informed of the number of jobs that are being exported to foreign nations. It is vital, too, that the American public be made aware of the plight of the communities abandoned by profit-hungry corporations with no sense of loyalty to their own country.

If we are going to save jobs, rebuild our industries and profit from improved technology created in this country, it is imperative that Burke-Hartke be passed by the Congress and enacted into law this year.

Canada unions win more

Canadian union wage settlements in the first 1972 quarter were more costly for employers than in the same 1971 quarter, according to the federal Department of Labour. They showed gains of 9.7% in compound terms, compared with 7.7% a year earlier.

Twelve three-year agreements showed average gains of 11.2% in the first-year, 7.9% in the second, and 6.9% in the third. There were 36 two-year agreements with gains averaging 11.7% in the first-year, and 8.5% in the second; 11 one-year agreements averaged 8.9% gains.

Local 15 wraps up 3 agreements

A 7% across-the-board wage increase was gained in a one-year contract negotiated by Local 15 for its 150 members at the C.U. & C. Health Services Society, according to Business Representative Bill Swanson. The society administers health, wage-indemnity, dental and pension plans in Vancouver, B.C.

An amended vacation plan, providing three weeks in the second year, benefits some 80 employees. Other gains include an employer-paid wage-indemnity plan, providing two-thirds of current salary during sickness or accident. A number of jobs were reclassified.

The OPEIU negotiating team assisting Swanson included Chief Office Steward Lynne Brooks, Margaret Murray, Jean Miller, Elise McCulloch, Gabriel Latzel and Linda McGeen.

Assisted by a Provincial mediator, Local 15's bargaining unit at I.W.A. (Westminster) Credit Union signed a two-year pact gaining \$1,440 per individual. The credit union employees won an extra floating holiday, bringing the annual total to nine. Organizer Barry Hodson led the negotiations, aided by Chief Office Steward Lynne Sanders.

Other Local 15 negotiations won wage boosts ranging from \$115 to \$165 per month for office employees at Melchin Auto Transport Ltd., in a one-year contract renewal. It provides three weeks' vacation after one year of service, and four weeks after eight years—effective Jan. 1, 1973. Chief Steward Judy Stretichuk assisted Hodson in negotiations.

With the help of a B.C. mediator, Hodson also negotiated a one-year contract for Local 15's office unit at Coral Cabs Ltd., in Richmond, B.C., gaining a 25¢ an hour general wage boost and a more liberal vacation schedule calling for four weeks after eight years' of service. Chief Office Steward Dalton Smith aided in the negotiations.

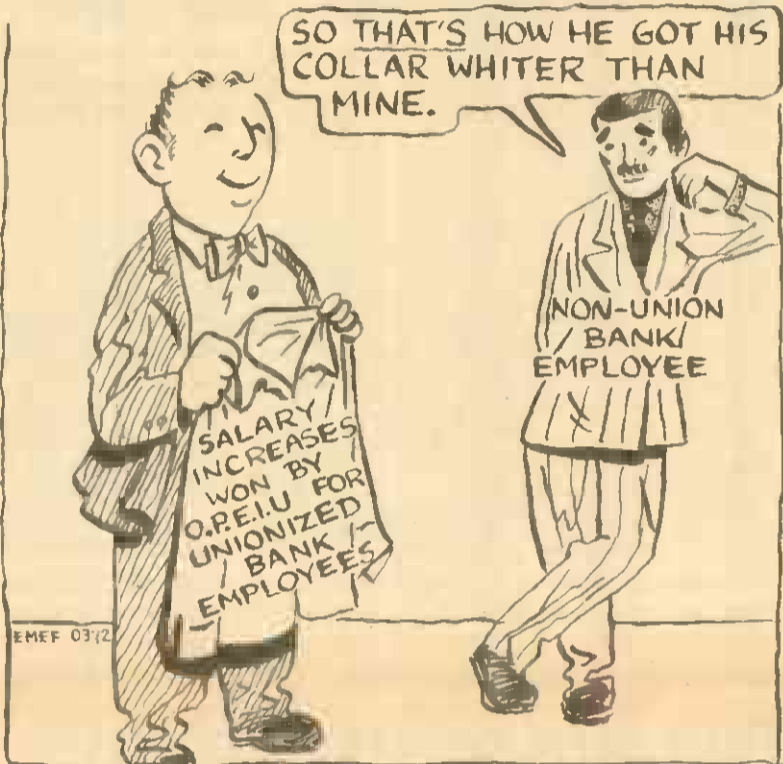
The OPEIU negotiating team assisting Swanson included Chief Office Steward Lynne Brooks, Margaret Murray, Jean Miller, Elise McCulloch, Gabriel Latzel and Linda McGeen.

NCR owned firm yields package

Wage boosts ranging from 4¼% to 6%, plus a newly-created merit system giving further adjustments, were negotiated by Local 385 for office and technical employees at Appleton Papers, Inc., Combined Locks, Wis. The firm, formerly known as Combined Locks Paper Co., is now owned by National Cash Register.

The one-year pact calls for one paid day off for any death of a relative other than in the immediate family and an adjustment in the selection procedure for holidays. It allows employees in the future to accumulate sick leave at the rate of five half-days per year for each year after three years' service, the maximum depending on total years of service. After use of the accumulated half-days, an additional sickness and accident program provides 26 weeks of coverage.

Other gains include a conversion rate to be paid to any technical employees who change their scheduled workweek on a permanent basis, and pro-rated credits for paid vacation. The grievance procedure was also changed to assure a prompt reply from management.



AFL-CIO backs bill on legal services

Legislation to allow unions to establish group legal service plans through collective bargaining is being strongly backed by the AFL-CIO Executive Council. It specifically supports a bill jointly introduced by Sen. Harrison A. Williams (D-N.J.) and Rep. Frank Thompson, Jr., (D-N.J.) which would permit establishment of joint labor-management trust funds to finance such plans.

While the concept is not new, a recent Supreme Court decision has cleared the way for the establishment of such plans, the council said, adding:

"Legal services for union members and their families can best be provided through union or community-sponsored prepaid legal service plans. The alternative, open-ended fee-for-service arrangements, permit no effective cost controls and would lead to the same kind of runaway cost escalation many unions have suffered in fee-for-service medical programs."

Local 12 wins raises for 47

A 7% across-the-board wage increase for office employees, and a 4½% boost for store employees were won in a new one-year contract by Twin Cities Local 12 for its 47-member bargaining unit at I.T.T.-Continental Baking Company in Minneapolis, Minn., Business Manager H. R. Markusen reports. Retroactive to Jan. 3, the pact expires next Dec 31.

Other gains were a more liberal bereavement clause and a new one governing arbitration procedures. Clauses pertaining to union security and work stoppages were clarified.

Assisting Markusen in the negotiations were Stewards Paul Horton and Larry Monette.



SIGNING PAPER PACT: Seated from left are Local 385 President Wilbert A. Jansen, International Representative Jay Porcaro, Personnel Manager Charles Ehlike, and Office Manager Robert Hietpas. Standing: Nyles Manley, Jerry Derus, Donna Hella and Lorraine Peipenberg, members of OPEIU negotiating team; Paul Meier and John Rifakes, company negotiators.

Paper plant layoffs are topic at Mid-Canada Council meeting



Vice President Romeo Corbeil, at left, meets with reelected Mid-Canada Council officers G. Gourley, treasurer; G. Pesheau, president, and P. Hobbs, vice president. At right is Mid-Canada Council Representative Emil M. Stencer.

The job security of office employees in the Canadian paper industry is in jeopardy due to lay-offs and plant shutdowns, OPEIU Vice President Romeo Corbeil warned 56 delegates attending the Mid-Canada Council at Lakehead Labour Centre in Thunder Bay, Ontario. He strongly urged government intervention to protect the industry.

He also discussed the Quebec general strike where many unions formed a common front to obtain a \$100-a-week minimum wage, equal pay for equal work,

and a general increase of 7% in wages.

Present at the two-day conference were delegates from Local 81, Thunder Bay; 219, Marathon; 236, Abitibi; 267, Domtar, Red Rock; 321, Domtar, Beardmore; 327, Dryden; 386, Great Lakes Paper; and 454, Board of Education, Thunder Bay.

The Mid-Canada Council will hold its next conference in October. Incumbent officers were reelected to another term.

Pair win reinstatement with \$4,445 back pay

Mrs. Helen Press and Mrs. Sophie Rybkowski, OPEIU members in Calgary, Alberta, whose work as office employees was "discontinued" by the United Brotherhood of Carpenters, were awarded \$4,444.86 in back pay when Local 379 brought their case before a Canadian arbitration board.

Both employees were laid off on January 1, 1971, by an official of Carpenters Local 2103. Three days later this official hired his wife and, together, they continued to do the work formerly performed by the two laid-off office employees. Local 379 immediately filed a griev-

ance that this was a violation of its contract.

After the arbitration board decided in favor of Local 379, with the back pay award, both employees were rehired but the employer union refused to make them whole for their back pay on the ground that the board "recommended" but did not "order" it.

Local 379 then applied to the Supreme Court of Alberta for an order enforcing the arbitration board's award. Justice Riley issued an order to this effect, granting at the same time an additional \$100 to the Calgary Local to cover court costs.

Ammo firm pact reached by 303

A new three year contract for 200 office employees represented by Local 303 at the Lone Star Army Ammunition Plant in Texarkana, Texas, provides across-the-board wage boosts totaling 15% and greatly improved pensions and health-welfare plans. The plant is operated by Day-Zimmerman, Inc.

Subject to Pay Board approval, the first year 5% increase is retroactive to April 15 with similar increases to take effect in each of the following two years.

Monthly pension benefits under the agreement are increased to \$4 from \$3, with a 30-year maximum. The pact calls for an increase in major medical coverage to \$25,000 (was \$15,000) and double indemnity for accidental death under each employee's \$7,500 insurance policy.

Employees and their dependents will receive \$35 per day for hospital room costs (previously \$25), under the hospitalization plan. The maximum benefit for miscellaneous hospital expenses was increased to \$500 (was \$300), while surgical coverage under the new plan goes to \$525 from \$325.

The new agreement runs to April 15, 1975.

1st year increase of 9% negotiated by Local 9

First-year salary boosts ranging from \$683 annually in the lowest grade to \$874 in the top classification were gained by Local 9 in a two year contract covering its unit at the Milwaukee & Suburban Transport Corporation.

The first-year increase of nearly 9% includes a previous 19¢ hourly cost-of-living increment frozen into the basic wage scale, according to Business Manager Edward J. Kubicki. In the second year, the pact calls for a further 4½% wage boost together with a cost-of-living escalator of 1¢ an hour for each 0.6 point rise in the Consumer, Price Index above the 123.8 February base.

The contract establishes salaries for typists, in the second year, ranging from \$571 a month to a \$658 maximum; \$701 to



PIONEER RETIREE: Local 277 Sec.-Treas. Norma Martin, left, presents honorary membership in OPEIU to a long-standing and valued member, Mrs. Millie Cleveland. A member of Local 277 since it was formed in 1952, Mrs. Cleveland was employed at General Dynamics, Fort Worth, Texas. Two departments gave parties honoring her.

Small firms freed of controls

Most small businesses with 60 or fewer employees, except in the health services and construction industries, are exempt from wage and price regulations under a ruling announced by the Cost-of-Living Council. Also exempted are local government units with 60 or fewer employees.

The exemption affects approximately 5-million small firms with some \$500 billion in annual sales, and 19 million employees according to Council figures.

An estimated 67,500 government units and 370,000 employees are exempted.

Companies in health services and construction, sectors the CLC cites as having "serious inflationary impact," continue subject to controls.

\$790 for Class A stenographers, and \$822 to \$928 for general bookkeepers.

In 1973, a new vacation schedule calls for three weeks after five years (was seven), and four weeks after 12 years (was 15).

The employer agreed to pay an additional \$10 a month for each employee into the health-welfare fund, plus a further \$5 monthly in 1973. An extra \$4 monthly will be contributed to increase health coverage for retirees, including major medical.

If you move, send your old and new address, including zip code to:

J. Howard Hicks, Sec.-Treas.
1012-14th St., N.W.
Washington, D.C. 20005

Local 277 pact cuts work week

A 5% across-the-board wage boost, a shorter workweek and a dental insurance plan covering employees and their dependents are the highlights of a one-year contract negotiated by Fort Worth Local 277 with Owens-Illinois Glass in Waco, Texas.

According to President-Business Manager J. B. Moss, the workweek was reduced to 38¾ hours from 40. Other gains include a 9th paid holiday, a company-paid long-term disability program, a pension plan and a liberal sick leave program.



NOTABLE ATTENDANCE RECORD: Local 382 member Jules Hoelzel displays gift from fellow employees on the occasion of his retirement from American Can Company in Houston, Texas. He was employed there for 50 years and was absent only three days during that time and then because of illness. He is flanked by Rosemary Oates and Al Fraser.

\$25 plus 8½% won for Local 29 unit

A \$25 per month merit increase plus an 8½% wage boost, partly retroactive to Nov. 1, were obtained in a two-year contract negotiated by Local 29 for its office unit at the Brookdale Community Hospital, in Oakland, Calif.

The merit increase and the 5.5% wage boost took effect on the retroactive date. The extra 3% is to become effective on Pay Board approval, according to Business Representative Bruce Lockey who led the negotiations.

New pay scales start at \$475 per month in the lowest bracket, rising to \$525 after two years. In the top classification, the new starting rate is \$550 rising to \$600 in two years.

An improved vacation schedule calls for two weeks after one year; three after two; four after ten, and five after 15. An additional paid holiday (employee's birthday) was gained, bringing the annual total to nine. Other gains were sick leave cumulative to 60 days; a union shop, and dues checkoff.