



WHITE COLLAR

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

No. 316

November, 1972

17



OPEIU PICKETS PROTEST the sale of Farah slacks and sportswear at Lansburgh's Department Store in downtown Washington, D.C. Nearly 175 office employees from AFL-CIO headquarters, who are members of Local 2, participated in the rally after Lansburgh's refused a request to discontinue the Farah sales. The Clothing Workers have been on strike against Farah since May 3.

Shorter work week test succeeds for N.Y. local

The shorter workweek, tested on a trial basis during the summer months for some 750 office employees of Group Health Inc. as a result of a collective bargaining proposal by New York Local 153, has proved so successful that the union and management have agreed to make it permanent.

GHI computer operators now work three days per week, while employees in other departments enjoy a four-day schedule. The computer employees have four straight days off, with other office employees getting three-day week-ends, according to Local 153 Sec.-Treas. John Kelly, who said GHI is the "first union shop in the city to adopt such a plan."

The agreement followed a joint union-management study of the trial period results. This disclosed that absenteeism had been cut by 20% and work errors had been reduced by 50%. "A year ago, there seemed to be more discontented people. You don't see that now," commented Dr. George W. Melcher, Jr., president of

GHI, in admitting that results had erased the "resistance" he had expressed about the experiment before it was started in July.

Under the plan most employees work four-day shifts, nine hours a day for the first three days and eight hours the fourth, plus 45 minutes daily for lunch. The EDP section works two 12-hour shifts, one 11-hour shift and then four days off. The basic workweek remains at 35 hours.

A union-management memorandum of agreement was drawn up setting forth details on paid time off, vacations and sick leave, overtime, night differential, and coffee-breaks. A 7% differential for night employees, based on straight time worked, already had gone into effect. Various other liberalizing changes are scheduled to start in 1973.

The GHI shorter workweek is widely recognized as an historic step in the nationwide campaign initiated by the Office & Professional Employees International Union to reduce the present standard 40-hour, 5-day week. Other unions are expected to follow the OPEIU lead in demanding a shorter week which is likely to become an important collective bargaining weapon in the hands of union negotiators across the nation.

For many years President Howard Coughlin has advocated a 4-day, 32-hour work-week as a national social and economic necessity in talks with

Organizing successes

Hospital, institute units join OPEIU

Despite strong anti-union resistance by non-profit managements at a Pennsylvania hospital and a Brooklyn, N.Y. institute, office and technical employees voted overwhelmingly for OPEIU representation at both locations.

The more dramatic victory took place at Brownsville General Hospital in Pennsylvania where a 185 member unit of nonprofessional employees voted 137-to-27 for Local 457, of Centerville, a better than 5-

to-1 margin.

A petition for the election was filed last December and a hearing was held in February by the Pennsylvania Labor Relations Board. Hospital administrators undertook a series of anti-union legal maneuvers but these were denied at every turn and the election ordered for September 20.

The day before election, the hospital notified the board that it wouldn't allow balloting on the premises. The board reacted by hiring a bus and parking it in front of the hospital where employees cast their ballots.

In a final desperate effort, hospital attorneys, on election day sought a State Supreme Court injunction but again lost out. After the votes were counted, the board certified the union but the hospital then filed new objections to delay collective bargaining. A hearing was scheduled as this issue went to press.

International Representative John W. Richards, Local 457 President Walter Golembiewski and Rec.-Sec. Marilyn McCoy actively assisted the campaign of the Brownsville hospital employees to unionize under the OPEIU banner.

In an NLRB election among 150 clerical and technical em-

ployees at the renowned Pratt Institute in Brooklyn, New York Local 153 won an impressive 3-to-1 victory, amply rewarding an energetic office Organizing Committee which overcame many obstacles placed in their path by a management hostile to the union.

Management efforts to keep the union out took many forms, according to the account of Secretary-Treasurer John Kelly. It used every legal technicality to force delays. After the election was scheduled, management held captive audience meetings and sought to dissuade employees with letters drafted by the personnel office urging them to vote against the union. The tactics backfired in a spirited campaign.

The Organizing Committee, guided by Business Representatives Gerry Iushewitz and Gladys Lee, successfully countered management's maneuvers. Contract proposals are now being drawn up for the Pratt Institute employees.

The Pratt victory was a significant addition to Local 153's growing University Division, following on the heels of successful campaigns on the Brooklyn and Southampton campuses of Long Island University and, more recently, the decision of the 200-member independent union at Brooklyn Polytechnic Institute to join Local 153. Its first major victory was at Fordham University some years ago.

Although Vancouver Local 15 was certified as bargaining agent for clerical and technical employees in the Department of Physical Plant, University of British Columbia, last May 30, obstructive tactics were adopted by the University which filed objections. The B.C. Labor Relations Board, following a hearing, upheld the certification and contract talks have now been scheduled for the new bargaining unit.

Regional Director John B. Kinnick reports that a raid by an "independent" union, at eight freight companies represented by Denver Local 5 while negotiations for a new contract were proceeding ended in a resounding victory for continued OPEIU representation. The raiding group was organized by a Denver labor attorney. Contract talks have now been resumed.

CLC opposed to fewer but longer work days

The Canadian Labour Congress has expressed strong opposition to any scheme which would shorten the work week at the expense of longer work days, and warned that any such amendment to the Labour (Standards) Code may have serious repercussions, particularly for Canada's non-union employees.

In a 36-point brief submitted to the Commission of Inquiry into the four-day 40-hour work week, it urged the body to reject it because "the only manner in which the shorter work week can safely come into being is through the maintenance of an eight-hour day or less."

The CLC brief pointed out that organized workers "are

quite capable of looking after their own interests" but that "the thousands of unorganized workers across the country" are "prone to manipulation if the labour standards are relaxed." The Congress accused proponents of the four-day, forty-hour week of merely seeking higher productivity and higher profits at the expense of employees.

It also rejected the proponents' claim that the shorter week with 10-hour day would afford workers more leisure.

"The optimum answer to a cry for more leisure time can only be found . . . in longer vacations, earlier retirements, increased sabbaticals, and a shorter work-day and work-week in combination," the brief stated.

Inside

• Banks rush to automate—page 2.

• Mississippi wins seniority dispute—page 3.

• Pension reform bill dies—page 4.

WHITE COLLAR

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

HOWARD COUGHLIN
President
Room 610, 265 West 14th St., New York, N.Y. 10011

J. HOWARD HICKS
Secretary-Treasurer

POSTMASTERS, ATTENTION: Change of address Form 3579 should be addressed to Office and Professional Employees International Union, 1012 14th St., N.W., Washington, D.C. 20005.



Published monthly at 810 Rhode Island Ave., N.E., Washington, D.C. 20018.
Second class postage paid at Washington, D.C.
Reproduction by the Labor Press of any or all material herein contained is not only permitted, but wholly desirable in the interest of workers' education.

Subscription Price \$1 a Year

Bank automation makes unionism imperative

The mushroom growth of bank automation warns all bank employees in the U.S. and Canada to unionize. An article on this page tells how banks across the nation are stampeding to install electronic tellers and cash-dispensing machines.

By 1980, the nation's banks plan to invest more than \$1 billion in electronic equipment. Electronic banking will make credit cards obsolete and eliminate much of today's paperwork, payroll checks and check writing, and greatly reduce the need for clerical personnel. Today the employees are indispensable; tomorrow, they will be expendable.

Automation now is breathing down the neck of every clerical employee in commercial banks, mutual savings banks, savings and loan associations and insurance companies. It menaces in one way or another both the pay prospects and job security of every office employee in the financial field, including brokerage houses.

Of the 500,000 clericals employed by banks in 1970 to sort checks and run bookkeeping machines, about nine of every ten were women. Already underpaid and in most cases dissatisfied, these unorganized women face a double threat: little chance of getting any raises together with the prospect of being replaced by electronic banking machines.

As a result, those employed by banks and particularly women bank employees now need to visualize what the future holds in store for them. This, of course, calls for a revolution in their own traditional thinking and outlook toward unionism. In their growing predicament, unionism is their one hope.

Once again the OPEIU urges all bank employees to unionize now, before it is too late.

Union leadership means studying



Unionists study labor law at AFL-CIO center in Washington, D.C. President Gail Raymond of Local 288, in center rear, successfully completed the intensive course.

Local 288 President Gail W. Raymond, Westfield, Mass., was among the group of labor leaders who recently completed the Labor Law Institute at the AFL-CIO Labor Studies Center in Washington, D.C.

The institute participants took part in an intensive week-long course in which they learned specifics of law as it pertains

to labor-management relations. The course was taught by authorities in this field—union attorneys, AFL-CIO staff members and professors of law.

The Labor Studies Center is the labor movement's first national full-time educational institution. It is now in its fourth year of operation at 1500 Massachusetts Ave., N.W.,

Banks rush to automate, give jobs to machines

While one million bank employees in the U.S. and Canada hesitate to unionize for better pay and greater job security, banks are joining in a joyful stampede to automate by installing electronic tellers and cash-dispensing machines.

The American Bankers Association says that about 700 electronic tellers and cash dispensers have been installed in banks so far and that demand is rapidly accelerating. By 1980, the association predicts, banks will have spent more than \$1 billion for 34,000 automated tellers and currency dispensers.

Insert a plastic card

To use an automatic teller or cash dispenser, a customer merely inserts a plastic card into a slot and presses a few buttons to identify himself and to instruct a computer. Currently, electronic tellers contain their own minicomputers that don't have access to a bank's main computer.

But within a year, bankers and manufacturers say, many machines will be brought "on line" with central computers, making more and larger transactions possible. Moreover, computers may soon link the machines of different banks or scattered cities, allowing customers to bank while far from home.

Bankers contend that such national link-ups are hardly science-fiction. For example, National BancAmericard Inc. of

San Francisco recently contracted with TRW Inc. for a nationwide communications network linking all BancAmericard banks. The system, which should be operating by next April, is expected to reduce to less than a minute the time it takes a merchant to check the credit of a customer from anywhere in the U.S.

Credit Cards Going?

In some places, however, credit cards may soon be unnecessary. That's because bankers are trying to link their computers directly with retail stores, providing merchants with a foolproof means to ensure checks are good. Eventually, such systems could eliminate written checks because customers could use the machinery to transfer electronically funds from their accounts to those of the merchants.

Swamped with paperwork, banks are also working to eliminate payroll and other kinds of checks. A statewide paperless deposit and bill-paying system is due to start up in California shortly. Banks hope to eliminate 15 million written checks a month, partly by electronically transferring some payroll dollars directly from the accounts of employers to those of employees.

An electronic funds transfer costs about five cents, compared with 16¢ for processing a written check, says Robert F. Clayton, deputy director of a task force preparing an electronic transfer system for Atlanta banks. Another advantage of an electronic system, he adds, is that accounts can be credited instantaneously without waiting for human processing.

As the banks seek to automate, other financial institutions are scrambling to follow suit. In recent weeks, the Federal Home Loan Bank Board has dropped prohibitions against

satellite offices and electronic tellers at federally chartered savings and loan associations which it governs. Hundreds of the associations are expected to submit plans soon for installing machinery, a board spokesman says.

See editorial at left.

Revolutionizing banking

According to bankers, these machines are revolutionizing banking, working around the clock 96% of the time without breakdowns. Moreover, they say the customers love automated banking. Automated free-standing units involve only a capital expenditure of \$55,000 each, or just about one-fifth the cost of a conventional bank branch.

A survey by *The Wall Street Journal* finds that banks which already have the machinery are delighted with it. "The machines work beautifully," says an official at Citizens & Southern National Bank in Atlanta, which has 18 electronic tellers. Seattle-First National expects to have 60 teller machines and cash dispensers in operation by next February, up from the current 40.

American Fletcher National Bank of Indianapolis will add two electronic tellers to its current 10 by the end of the year, and an official says, "It's no longer a question of whether more banks will get into this, but of when."

In the Columbus area, the rush to electronic banking was touched off by City National Bank & Trust Co., an affiliate of First Banc Group of Ohio, which installed its first cash dispenser early in 1970 and had the area's first electronic teller in operation last October. Today, a spokesman says, cash dispensers are operating around-the-clock at all 19 branches, which are due to have the more sophisticated tellers this month.

Critics of unions include many who need their aid

Some of the most vicious attacks against the labour movement come from people who would benefit most from joining it but lack the initiative to do so, Sec.-Treas. William Dodge of the Canadian Labour Congress charged in a speech in Halifax, N.S.

Labour's unfavorable public image is mainly due to the fact that "many of our fellow citizens, indeed many of our members do not understand our policies and objectives," he told delegates to the Nova Scotia Federation of Labour. He added:

"What is particularly galling is that some of the most vicious attacks come from low-paid exploited unorganized workers who lack the initiative to join unions and use them to improve their lot. They also come from people whose own well-being is largely the result of the hundreds of years of struggle by labour to obtain pensions for the aged, health and welfare legislation, legal protection and even the right to vote. They little realize that, even though they have never belonged to one, unions are the only friends they've got."



ABOVE, the delegates to the Southwestern Educational Conference held in Mobile, Ala. recently. RIGHT, a representative from the Mayor's office presents key to the city to President Howard Coughlin.

Mississippi local 209 wins dispute over job seniority

A member lost seniority after he was promoted to a supervisory job outside the unit, Arbitrator Ralph C. Barnhart ruled in a grievance filed by Local 209, in Kreole, Miss., against the International Paper Company.

The dispute involved the demotion of Jack C. Smith, an accounting clerk hired on August 9, 1950 and employed at its Moss Point Mill until June 16, 1956, when he was promoted to a supervisory job as field accountant in the Southern Kraft Division office in Mobile, Ala.

On May 1, 1959, Smith was transferred back to the Moss

Point Mills as an administrative assistant, supervising bargaining unit members there until March 1, 1972. On that date, he was returned to the bargaining unit and placed in his former job of production clerk, a position filled by J. B. Hammond, whose seniority dated from March 1, 1959.

The company argued that Smith's seniority dated from June 24, 1953, thus excluding the 2 years, 10½ months he served in the Mobile office but crediting him with the 12 years, 10 months he had served as supervisor at the Moss Point Mill.

Reviewing the testimony, Ar-

biter Barnhart declared that were Smith credited with the latter period his seniority would exceed that of Hammond by almost six years. If not, Hammond's seniority exceeds Smith's by about seven years.

"The answer to the question posed determines whether Smith or Hammond works in the higher-paying job in the bargaining unit," he added. He sustained Local 209's grievance and held Hammond was entitled to the job because:

"Seniority is a creature solely of contract and rights derived from contract provisions providing for seniority are relative rights derived from contract provisions as between one member of the bargaining unit and another. Such rights cannot be considered as management rights limited by contractual provision. In this sense, seniority provisions are not limiting, and absence of provision cannot be construed to confer rights not otherwise provided for. Hence, seniority provisions such as those in the Labor Agreement before us cannot be properly interpreted as extending seniority rights to those in supervisory status because no language denying such rights is included."

Vice President J. Oscar Bloodworth processed the grievance through the various steps leading to arbitration, in which he appeared as a witness. The case was handled at the hearing by OPEIU General Counsel Joseph P. Finley.

Institute marks its 25th year

Rutgers University's Institute of Management and Labor Relations in New Brunswick, N.J., celebrated its 25th anniversary on October 18 with a day of discussion on "Inflation Control, Productivity and Collective Bargaining."

The Institute's program is guided by an advisory council made up of leaders in labor, management and the public. OPEIU Local 32 Business Manager Nicholas Juliano, Newark, N.J., is a member.



Local 15 members gain \$1,000 over two years

Wage increases totaling more than \$1,000 per member over two years, shift differential lifted to 25¢ hourly from 10¢, an additional paid holiday, and supplementary vacations based on longevity were won in a new contract negotiated by Vancouver Local 15 for its unit at Scott Paper Ltd., in New Westminster, B.C.

The settlement calls for a general wage hike of \$30 per month in each year, according to Business Manager Bill Swanson, setting a \$415 starting monthly minimum in the lowest grade next June 1, rising to \$435 after 12 months. In the top bracket, the maximum goes to \$720 per month after 24 months.

Those already above maximums in grade will also get the general increases. Employees performing work temporarily in a higher grade are entitled to pay of that grade after three days (was 5). Those promoted

will receive a \$15 a month minimum salary increase.

Both Good Friday and Easter Monday now become paid holidays, bringing the annual total to 10. Previously, employees had the choice of either day as a holiday.

After five years continuous service, employees will be eligible for supplementary vacations with pay each five years in addition to their regular vacations. The schedule calls for one supplementary week after five years; two supplementary weeks after 10, and another two after 15. At 20 and 25 years, employees will get three supplementary weeks in each period; four weeks at 30 and 35 years, and five after 40 years.

Assisting Swanson in the negotiations were Chief Steward Rosalind Rust and committee members Mary-Lou White and Thea Browne. The agreement runs to May 31, 1974.

Member of Local 13 is Labor Day queen



QUEEN FOR A DAY: Linda Trayanoff chats with William G. Adrian, named Labor Man-of-the-Year (left); Senator Charles H. Percy, and George Badgley, Chairman of the Labor Day Awards dinner-dance.

Linda Trayanoff, 21-year old member of Local 13 in St. Louis, Mo., was chosen as Union Label Queen for the Labor Day festivities held in Belleville, Ill. The contestant is selected each year on the basis of tickets sold for the event with all local unions of the different crafts participating.

An office employee at the International Bridge Workers, Linda was crowned queen by Mayor Nichols of Belleville at the Labor Day Awards dinner-

dance held prior to the annual parade and picnic.

She rode in an open convertible in the Labor Day parade and later awarded prizes to winners of the various contests at the picnic which followed. Local 13 participated in the picnic by operating two soda stands.

Local 13 member Dora Marsh served as chairwoman for the Belleville Labor Day activities.

Canadian minimum increased to \$1.90

The Canadian federal minimum wage was increased to \$1.90 an hour from \$1.75 on November 1 by an Order in Council under the provisions of the Canadian Labour Code (Labour Standards). The minimum applies to employees aged 17 and over in businesses coming under federal jurisdiction. The minimum for employees under 17 is increased to \$1.75 an hour.

In the U.S. meanwhile, minimum wage legislation died in the last days of the 92nd Congress when a Republican-Dixiecrat coalition refused to send a House-passed bill to conference with a more liberal Senate bill backed by organized labor. The Senate bill would have raised the wage floor to \$2.20 an hour in several steps. Thus, the U.S. minimum continues at \$1.60 an hour.



*from the desk
of the
PRESIDENT*

Pension reform— a good bill dies

Pension reform is dead for 1972. It will doubtlessly come up again when Congress reconvenes in 1973. In the meantime, however, the Senate Finance Committee in one fell swoop last month stripped the Williams-Javits Pension Reform Bill of four of its major provisions—vesting, funding, reinsurance and pension portability. The Senate Finance Committee thereby axed one of the most carefully prepared and researched pieces of legislation ever to have been drafted on the subject of pensions.

More than one million dollars and three years of study and hearings, and countless hours of drafting the measure, went into the Harrison Williams-Jacob Javits measure. Despite this, Senator Russell Long's Finance Committee, late in September, completely emasculated it.

There is no question in the minds of those of us who negotiate pensions that vesting, funding, reinsurance and voluntary portability are absolutely essential if pensions are to accomplish the goal set for them when pension plans were set up and approved by the Internal Revenue Service. Obviously, a pension plan which states that a pension benefit will be paid only when and if the worker reaches the age of 65 is unrealistic. If such a worker is laid off, quits or dies before the age of 65, all contributions made on behalf of such individual are lost.

The Williams-Javits Bill's provision of guaranteed vesting after eight years is sound and realistic. Its proposal to insure funding is a must. Too many plans today either depend on the size of company profits or the health of the general fund of the company involved for pension contributions or pension payments. Obviously, in such cases, if a company goes through a period of reduced earnings, the pension plan will suffer. On the other hand, if the company loses its identity because of merger or dissolution, the pension plan and its promised benefits to workers go up in smoke.

In many cases, pension plans are set up on the basis of repaying past service liability over a period of 30 or 40 years. This is sound in accordance with actuarial advice. However, if companies adopting this system go out of business for numerous reasons before the past service liability is fully paid, pension payments are generally made only to the older employees and the rest receive nothing. For this and numerous other reasons, reinsurance, proposed by Williams-Javits, is imperative. We should not continue to face the specter of workers, thinking they would be secure at retirement age, finding that pension payments made on their behalf did not provide for full payment of past service liability and were not reinsured by a responsible company or government institution. We insure bank deposits. We therefore can, with certainty, insure pensions.

Portability raises numerous problems. Obviously if a worker is employed for a period of 10 years in a firm where pension payments are made on his behalf and, because of numerous reasons, he quits or is laid off, he should have the right to bring his pension credits with him to the plan of his new employer. Problems here involve the fact that his new employer may not have a pension plan or, if he has, the plan may be completely different insofar as contributions, pension payments, retirement age and other factors are concerned.

Finally, despite the need for the Williams-Javits Pension Reform Bill, we have another area not touched by this proposed measure. While most workers are covered by Social Security or the Railroad Retirement Act, 30 million are not covered by private pension plans. Obviously, the terms of the Williams-Javits Bill will considerably increase the cost of private pension plans. The bill, however, will have no effect on employers who do not provide pension coverage for their workers. It is apparent, therefore, that increasing the cost of private pensions will also increase the competitive disadvantage that such employers are already facing with their competitors who provide no pension plan coverage whatsoever. This is a very serious problem and should be considered by Senators Williams and Javits in preparing their proposals for the 1973 Congressional term.

No pension reform bill will be complete without making provision for the 30 million workers who do not enjoy the retirement protection of a private pension plan. Britain resolved this problem two years ago. We in the United States can too!

First contract brings increases and \$50 bonus

An initial contract negotiated by Local 403 for its new unit at the Data Systems Division of Computing & Software, Inc., gained a \$6 across-the-board weekly increase plus a \$50 bonus for each employee, together with implementation of a new pay grade structure and various fringe benefits. The company is a NASA contractor managing and operating the NASA Computer Complex at Slidell in New Orleans, La.

The one-year pact runs to July 1, 1973. It sets a \$2.60 hourly maximum in the lowest grade and \$5.50 in the top classification, according to Local 403 President R. S. Tardo. A 20¢ per hour differential was obtained for the night shift and 30¢ for the midnight shift.

The agreement provides 10 paid holidays annually, and vacations of one week after six months; two weeks for 1-to-5 years; three weeks after 5 years, and four weeks after 10. Sick leave of 5/6ths day per month is cumulative to 20 days. Employees may request payment of unused leave above five days or can elect to carry the balance forward into the next fiscal year.

The pact also calls for an improved maternity leave, three days for bereavement leave in the family, and pay differential for jury service or appearance in court as a witness to a 45-day maximum.

Other benefits are group life and medical insurance; short and long-term disability plans; employee stock purchase plan; Credit Union; A.D. & D. and permanent total disability insurance.

Union security clauses call for maintenance of membership and dues check-off. The pact also provides grievance procedure, job bidding, per diem, travel and mileage allowances, and reimbursement for expenses caused by relocation of employees and their families.

It was agreed that seniority shall be installation-wide, defined as "continuous service as an employee employed by a contractor operating under NASA contract to manage and operate the NASA Computer Complex at Slidell." At the time the agreement was signed, the only other contractors were General Electric, LTV, Telecomputing Services, Inc., Mason-Rust, and Computing & Softwear, Inc. Employees at Michoud and MTF are also con-

sidered to have installation bargaining unit seniority.

In addition to Tardo, members of the OPEIU bargaining team were Cyril J. Culbreath, Oscar C. Breland, Milford L. Walker, William L. Gibson and James N. Badeaux. They were assisted by International Representative Jack Langford.

Cadillac unit moves forward

An across-the-board wage boost of \$38 per month was won by Local 29 in a one-year contract covering office employees at Pat Patterson Cadillac, an auto sales and service agency in Oakland, Calif.

Other gains are the employee's birthday as an additional paid holiday, bringing the annual total to 10, and sick leave language changes providing that maternity leave benefits be paid on the same basis as any other illness or disability.

Business Representative Louis Celaya led the OPEIU negotiators.

Kentucky utility unit wins \$1,250 over 2 years

Wage increases totaling some \$1,250 per individual over two years, together with an improved vacation schedule and other fringe benefits, were gained by Local 78, Huntington, W. Va., for its unit of office employees at Big Sandy Rural Electric Cooperative Corp., in Paintsville, Ky.

The pact, which runs to July 1, 1974, calls for a 20¢ an hour wage boost in each of the two years. It provides one extra vacation day for each year of service after 10. The employees

already were entitled to one week after one year; two after two years, and three after three years.

In the first year the employer agreed to pay the full cost of hospitalization insurance, and on July 1, 1973 to pay the entire cost of the retirement insurance now in effect.

The Local 78 negotiating team was headed by President Berta Mae Phillips and comprised Secretary Jean Harris, Sandra Shepherd, Rouie Van-Hoose and Alene Scarberry.

11th holiday among gains at Pennsylvania clinics

Across-the-Board wage raises totaling 11% over two years (5.5% in each year) were won by Local 457 for 30 professionals and 130 non-professionals at Centerville Clinics in Brownsville, Pa., President Walter Golembiewski reports.

Other gains are the day before New Year's as the 11th paid holiday; an employee's wedding day as a paid absence day; inclusion of grandchildren in the bereavement leave provision; an increased travel allowance; doubletime for work exceeding 10 hours in a day; reduction in the probationary period, and changes in the job bidding procedure. The new pact runs to July 1, 1974.

Union negotiators benefited

from OPEIU Educational Conferences when they bargained successfully for 26-weeks disability payment in maternity leaves. Previously this was restricted to two months. Current educational conferences stress that unless maternity payments not made on the same basis as any other disability violate Title VII of the Civil Rights Act.

The OPEIU negotiating team was headed by Golembiewski and included Marilyn McCoy, Fran and Ann Abbadini, Sue Hill, Andrew Hanke, Ronald King, Mary Peters, Mary Lustik, Deirdre and Jean Dziak, Ruffie Palmer, Dolores Beal, Ann Luketich and Lorraine Gyure. They were assisted by International Representative John W. Richards.

U.S. Price Index

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

1971	
August	122.2
September	122.4
October	122.6
November	122.8
December	123.1
1972	
January	123.2
February	123.8
March	124.0
April	124.3
May	124.7
June	125.0
July	125.5
August	125.7
September	126.2

Canadian Price Index

Dominion Bureau of Statistics

1971	
September	134.7
October	134.9
November	135.4
December	136.3
1972	
January	136.7
February	137.3
March	137.4
April	138.2
May	138.3
June	138.5
July	140.2
August	141.3
September	141.8