



WHITE COLLAR

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

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It pays to belong —the latest proof

How valuable is a union card?

The union employee nationwide earns an average 90¢ an hour more than those in non-union establishments, says a report submitted to the 1972 Congress by the U.S. Department of Labor.

The study shows that in the nation as a whole the union employee averages \$3.47 an hour, against \$2.57 for the non-union employee. Regionally, average hourly earnings in unionized establishments exceeded those in non-union establishments by \$1.01 in the West; 98¢ in the North Central; 87¢ in the South, and 63¢ in the Northeast.

Nationwide, 15% of non-supervisory employees earned less than \$1.75 an hour in April, 1970; 24% less than \$2.00 and 38% less than \$2.30. Concentrations of low-wage employees were substantially greater in non-metropolitan areas than in metropolitan areas, the official report reveals.

For example, the study points out, over one-third of the employees in non-metropolitan areas earned less than \$2.00 an hour compared with only one-fifth in metropolitan areas.

28 hour week is won by Local 29

What may be the shortest workweek anywhere in North America has been established in a new OPEIU contract signed with a credit union. It calls for four 7-hour days, or a 28-hour week, in the third year of a new contract negotiated by Local 29 for its office unit at Carpenters Credit Union in Oakland, Calif.

Effective June 1, a four-day 32-hour workweek took effect, on top of an across-the-board salary increase of \$30 per week together with a cost-of-living allowance.

A 30-hour workweek becomes effective next February 1, and on the same 1974 date the week will be further reduced to 28 hours, or four 7-hour days, Sr. Business Representative Joe Nedham reports.

The pact calls for a starting \$130 weekly minimum in the lowest office grade, rising to \$140 after three months, and sets a \$180 weekly starting rate in the top classification.

The employer agreed to increase pension plan contributions to \$45.50 per employee in the first year; \$50 in the second, and \$55 in the third. The existing \$48.50 health-welfare plan was continued. This provides medical-hospital and major medical coverage, as well as dental care, prescription drug and vision care, and \$2,500 life insurance for each covered employee.

Business Representative Louis Celaya negotiated the agreement, which expires Feb. 1, 1975.

In a second settlement, wage gains totaling more than \$1,200 per individual over two years were negotiated by Local 29 for its office unit at Association

Films, Inc., a film rental agency in Hayward, Calif., a 20¢ an hour wage boost takes effect in the first year and 18¢ in the second.

The pact also contains a new clause providing one to three weeks' severance pay in event of layoffs.

Marge Johnson assisted in the negotiations.



FOUR-DAY WEEK: Complying with Local 153's new contract, Group Health, Inc., has inaugurated the shorter workweek on an experimental basis for its 800 office employees in New York City. Jeanette Mytkow, of GHI Claims Approval Section, pins "4-Day" button on OPEIU President Howard Coughlin after a press conference at which he and a GHI spokesman announced the test. The plan received wide publicity and the commendation of Mayor Lindsay.

Organizing drives add 500 members

Keeping up the fast organizing pace set in recent months, more than 500 employees were added to the OPEIU bargaining rolls despite the heat of summer. They include two groups of public employees in the Los Angeles area and units at a Midwest college, a museum, a TV-station, and a hospital in California.

Local 30 Business Manager Gwen Newton reports winning a 30-member office unit in an NLRB election held among members of the Los Angeles County Employees Assn., who voted 28-0 for OPEIU representation.

She says Local 30 earlier signed up a majority of 150 employees in the City of Gardena, making it "the first major group of public employees to come

under the OPEIU banner" in the Los Angeles area.

Local 3 chalked up another victory in a State Conciliation Board election among employees at San Francisco's Museum of Arts, Business Manager Phyllis Mitchell reports. Local 3 President George Davis, assisted by Eugenia Candau and Fred Von Shalfke, is already negotiating an initial contract for this new unit.

An organizing drive among 45 office employees at Lewis College in Joliet, Ill., resulted in a 13-to-1 victory for the OPEIU. Midwest Council Representative Bill Cox, who led the drive, is now organizing an additional group of 75 service employees at the college.

Assisting him are International Representative Bill Adams and Roosevelt University

Local 391 members Carolyn Combs and Jane Bastian.

In another coast NLRB election, Oakland Local 29 won representation of a 35-member office and professional unit at Station KTVU-TV by a vote of 22-to-12.

In San Diego, Cal., Local 443 won two elections among 250 employees at the El Cajon Valley Hospital. The nursing staff voted for the OPEIU by a better than 2-to-1 margin, and the non-professional staff by more than 3-to-1.

Regional Director John B. Kinnick says that since the middle of May, Locals 3, 29 and 443 have added 2,155 additional employees to their bargaining units. "There never has been a more favorable time for organizing office employees," he comments.

D.C. bank recognizes Local 2

After an independent third party verified a check of OPEIU designation cards, showing that an overwhelming 484 of 515 eligible employees at the National Bank of Washington and its 20 branches favored collective bargaining, management officially recognized Washing-

ton, D.C. Local 2 as their bargaining representative.

OPEIU Vice President John P. Cahill, who is Local 2's Business Manager, led the organizing drive. He noted that the choice for collective bargaining was 94% among the bank employees and attributed this partly to the fact that management maintained a strictly neutral attitude during the organizing drive.

In confirming for the *American Banker*, an industry publication which frontpaged the story that recognition had been given to Local 2, True Davis, president and chairman of the bank's board, commented: "I think it will be very positive to us."

He expressed the hope that it will bring in new deposits from AFL-CIO affiliated unions, pointing out that the AFL-CIO has been urging its international union affiliates at all

levels, as well as individual union members, to support the OPEIU's bank organizing efforts by transacting their banking business with unionized banks.

The National Bank, which has \$388.8 million in deposits, is the District of Columbia's third largest and the 182d biggest in the nation. Thus it becomes the largest bank to be represented by the OPEIU in the United States.

The biggest unit organized to date by the OPEIU is the \$528.8 million-deposit Montreal City & District Savings Bank in Canada, which has 1,000 employees and 87 branches, and recently signed its third union contract. The OPEIU also represents the employees at 11 other banks and one savings and loan association in the U.S.

International Representative Justin Manning aided Local 2 organizers in the campaign.

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\$2.75 exemption ruling viewed as boost to office organizing

The new Cost of Living Council ruling which exempts from wage controls 10 million employees in private industry earning less than \$2.75 an hour gives less than labor asked but is an added stimulus to organizing office employees, in the view of Director of Organization Arthur P. Lewandowski. The unions are calling for a \$3.35 an hour floor.

Taking into account earlier exemptions, he pointed out that 32½-million employees in private industry are now eligible for pay increases in excess of the Pay Board's 5.5% guideline, including millions of underpaid office employees.

"Since the wage freeze was instituted a year ago, unorganized office employees have fallen steadily behind in their living standard simply because they have failed to unionize in greater numbers," Lewandowski declared, citing as proof a new Administrative Management Society survey covering office wage increases in firms were 92% of the employees are not represented by a union.

He said that this latest AMS study shows that the average weekly pay of stenographers stood at \$114 in February, up only 3.7% compared with a 7.8% spurt a year earlier. File clerks' wages edged up a mere 2.2% to \$92 compared with a 7.1% jump a year ago.

Lewandowski said that the AMS study also shows that the average pay for executive secretaries rose only 4.9% to \$151

per week, against 6.6% in the previous survey. On the other hand, he noted that the survey reveals the pay of executive secretaries in Canada, where no wage-freeze exists, shot up 14.4% in the latest AMS tabulation.

"The AMS figures reflect some of the unhappy effects of the wage-freeze on non-union office salaries," he emphasized. "Obviously, managements have taken unfair advantage of unorganized employees during the wage-freeze by chiseling on merit increases and holding office pay raises far below the allowable Pay Board 5.5% guideline."

The urgent need for U.S. office employees to unionize more rapidly is indicated by the AMS survey covering Canadian offices, he said. It shows that Canadian offices in private industry are about 14% unionized, double the U.S. percentage, he pointed out, adding that "the office wage gap is closing rapidly between the two countries."

The AMS study reveals that

the average pay for 12 Canadian clerical jobs soared 12.6% last year, or almost triple the 4.5% U.S. average. During the last decade the average salaries of Canadian office employees rose 75%, against only 52% for the U.S., he said, noting that "a generation ago the gap was as high as 50% between the two countries."

Moreover, he declared that Canadian office employees are shown by the AMS survey to enjoy shorter workweeks and get more paid holidays than their counterparts in the U.S. He pointed out that this can be attributed in great part "to the fact that Canadian office employees are far more union-conscious and more highly unionized than in the U.S."

"Only by unionizing now under the OPEIU banner can the average U.S. non-union office employee—at every level—ever hope to gain the merit increases, pay raises, shorter hours, additional paid holidays and other fringe benefits that collective bargaining can obtain for them," he concluded.

Unionized Philippine bank employees get top pay

Antonio P. Acyatan, Regional Director of the Philnabank Employees Union in Manila, P.I., expressed amazement that so few North American bank employees are unionized when he visited President Howard Coughlin at OPEIU headquarters after finishing a 13-week trade union course at Harvard University. He was calling on international trade union leaders in New York under the U.S. State Department's exchange program.

A CPA-lawyer by profession, the Philippine union leader said that their union numbers 4,000, of whom 2,000 are employed at the Manila headquarters of the

Philippine National Bank and the 2,000 at branches throughout the republic. The bank union was formed in 1958 and has 99.8% membership. He explained that "Philippine bank employees are very union-conscious; management has no anti-union bias."

He said that since 1958 they have had only one strike, about five years ago; management capitulated two days after the bank was completely shut down. Their union contract now makes Philippine bank employees the highest paid wage-earners in the country, followed by unionized industrial workers who earn about 75% of bank pay scales,

he reported. Construction workers, who are not unionized, are at the bottom.

When told that in North America the reverse situation exists, with non-union white collar employees at the bottom, Acyatan was keenly disappointed that American bank employees are so apathetic to unionism. "We've found that unionism gives us greater prestige, not less. New bank employees join our union the moment they're hired," he commented.

Explaining the benefits collective bargaining has brought to Philippine bank employees, he said that besides negotiated pay scales they also enjoy monthly fringe benefits that include a cost-of-living allowance and longevity pay. In addition, they get yearly bonuses amounting to about half their annual pay, a clothing allowance, a family allowance, pension plan, and unlimited medical care. The bank also processes collection of union dues through its computer system, he said.

He disclosed that the bank employees also have their own credit union with one million pesos in deposits, which plans to erect its own building. Altogether, there are 25,000 bank employees in the country (all unionized), confederated in the Alliance of Bank Unions of the Philippines to which Acyatan serves as legal consultant.



OPEIU ORGANIZING ROMANCE: Dennis Burnick and Judy Madala, Local 9 stewards at Milwaukee Blue Cross, met during the union organizing drive as committee members and found they got along so well together that they married. The wedding was attended by OPEIU members, International Representative Jay Porcaro played the organ.

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

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Union dues vs union gains

A U.S. Department of Labor nationwide study shows that unionized employees on average earn 90¢ an hour more than those in non-union establishments. This amounts to \$36 a week, or \$1,872 a year, illustrating today's value of a union card. (See story on page 1).

All too often non-union office employees are more or less subtly dissuaded from voting to unionize by management distortion of facts. Usually, a case of sorts is built up around union dues at captive audience meetings as follows: "Our employees don't need a union. It can do nothing for you. Why waste your good money on union dues?"

Fiction invariably is substituted for facts as anti-union managements "explain" initiation fees, assessments, dues, strikes etc., stressing particularly annual \$72 union dues. Moreover, if a non-union firm has 100 employees the \$72 figure is multiplied accordingly to \$7,200—thus building a molehill into a mountain.

Then comes the hypocritical flattery: "We just can't imagine sensible people like you throwing all that money away to a union—for NOTHING!" And too many times non-union employees, unaware of the facts, vote against unionism.

But anti-union managements must now find a new angle. Deducting \$72 from the government average figure of \$1,872 leaves a net individual gain of \$1,800 for those who unionize. This may be "nothing" in management eyes but it certainly is something to every under-paid non-union office employee. Incidentally, we know of no insurance of any kind anywhere paying so high a return on so small an investment as a union card.

With the above facts in mind, any non-union office employee voting with management in a representation election for "no union" is mistakenly voting against his or her true interests.

On bankers and unions —is there a new trend?

Two news reports in this issue indicate that bank employees in the U.S. and Canada would unionize overnight were it not for fear of management reprisals if they exercise their legal rights, fully protected by the laws of both countries.

Proving this is the OPEIU campaign at the National Bank of Washington, D.C., where 94% of the employees favored collective bargaining. And an interview with a Philippine bank union leader reveals that his 4,000-member union includes 99.8% of the employees. (Stories on Page 1 and at left).

In both cases managements adopted a neutral attitude. This may be significant as indicating a new enlightened trend, reflecting social and economic forces now surfacing internationally and calling for different approaches in bank labor-management relations. This would be particularly welcome in North America where most banks still follow an outdated philosophy of paternalism, based on authoritarianism.

The current inflationary spiral has produced anxiety and growing discontent among bank employees. They see the purchasing power of their take-home pay shrink month after month, while unionized workers (whose paychecks they cash weekly) enjoy the added benefits of cost-of-living allowances in many cases, as well as automatic pay increases and fringe benefits guaranteed in contracts.

Banks today are strongly competing for new accounts. They are constantly opening new branches, offering services previously unavailable, and in some cases even expanding banking hours. They are crossing new frontiers, not only functionally but geographically. In all this, most bank managements leave out the human equation. They regard their own frustrated employees as mere voiceless functionaries in the banking mechanism. As banks grow more gigantic, their unsolved human relation problems with unhappy employees are bound to become more, pronounced.



LOCAL 10 GETS A NEW HOME: Moving into its own office building purchased recently, Detroit Local 10 officers and members celebrated with a well attended open house party. Outside attractive building from left are: Henry Berard, executive board member; Secretary-Treasurer Eleanore A. Palyu, Virginia Mills, executive board; President Thelma O'Dell, Genevieve Rickerman, executive board; Minnie Szelepski, trustee, and Lillie Wood, executive board.

New Local 9 unit gets 4-day week

A four-day, 36-hour work-week (subject to Pay Board approval), across-the-board salary boosts totaling \$540 per individual over two years, and cost-of-living bonuses each six months were won by Milwaukee's Local 9 in an initial contract covering its new office unit at the National Foundation of Health, Welfare & Pension Plans, Inc., Business Agent Ed Kubicki announced.

If approved, the current 5-day, 40-hour week will be replaced on Feb. 1, 1973, by the shorter workweek.

The agreement calls for nine paid holidays annually with triple time if worked; one week's vacation for the first two years; two weeks (3-5 years); three weeks (5-10 years) and four weeks after 10 years.

It provides for sick leave of 12 days per calendar year,

cumulative to 60, plus five non-cumulative days for each additional five years of service. Employees can use two sick leave days for personal reasons. Three days of bereavement leave and differential jury pay are among the benefits.

The present Health-Welfare and Pension Plans are continued. The employer agreed to pay half the cost of approved job-related educational courses for employees.

A union shop with dues checkoff; seniority, promotions and demotions, layoffs and recall, grievance procedures, a technological clause and a successors clause are also provided for in the pact.

International Representative Jay Porcaro led the OPEIU negotiators, who included Maxine Heuer and Mary Lockney.

Reclassifications help 248 Local 251 members

Annual wage gains ranging from \$280 in the lowest grade to \$600 in the top bracket (5.5% across-the-board) were agreed on in a new one-year contract negotiated by Local 251 for its bargaining unit of some 1,000 office employees at

Sandia Corporation's Research & Development center at Albuquerque, N.M. The pay increases are retroactive to July 6, Vice President Frank Morton reports.

After representations by the union, the company studied the job classification of Secretarial Stenographer and Secretarial Typist and agreed that these employees should be reclassified upward by one Labor Grade. As a result, 248 secretarial employees gained promotions with additional amounts in their paychecks starting September 4.

O'Dell reelected

Local 10 President Thelma O'Dell was reelected to the Executive Board of the Metropolitan Detroit AFL-CIO Council (Central Body), and was also elected secretary of its Rules Committee.

A Local 277 breakthrough—commission agents organized

American Income Life Insurance Co. agents and Fort Worth Local 277 have negotiated the nation's first union contract covering commission-only insurance agents. Benefiting are over 500 agents, public relations personnel and clerical employees of the company's agencies which do business in 46 states.

The contract was concluded in Dallas, headquarters of Local 277 which for many years has been bargaining agent for the 150 clerical employees and the sales force at the company's executive offices in Waco, Texas.

It was signed by J. B. Moss, Local 277 president-business manager, and Rudy Laudenschlager, chairman of the agency association's bargaining committee, at a ceremony attended by OPEIU President Howard Coughlin and company President Bernard Rapoport.

The first-of-its-kind contract provides:

1. A guaranteed minimum wage for clerical employees working for agencies plus the same fringe benefits provided in the home office contract.

2. For public relations personnel, a \$200 per week income;



A UNION FIRST: President Howard Coughlin and Local 277 Pres. J. B. Moss (standing left) sign first union contract covering commission-only insurance agents negotiated with American Income Life Insurance Co. Signing for management are company President Bernard Rapoport, seated right, and Rudy Laudenschlager, representing the agencies for which the commission-agents work.

3. For agents, guaranteed first-year commissions, guaranteed vesting on a year-to-year basis, a bonus system, guaranteed leads or \$100 per week, renewal commissions to the

4. For all personnel, increased life insurance, disability income for 24 months of \$400 per month, and paid hospitalization with half-coverage for dependents after one year.

guaranteed territories, severance pay and paid trips to company conventions.

beneficiary in event of death, and a 100 mile limit on required travel.

1,500 in Milwaukee advance 15%

A packet totaling 14.78% in wage increases and fringe benefits was gained for the 1,500 clerical and service unit at Northwestern Mutual Life Insurance Co., Milwaukee, Wis., in a new two-year contract negotiated by Local 500, International Representative Donald F. Cameron reports. The new pact runs to April 30, 1974, and is subject to Pay Board approval.

Fringe benefits include an additional paid holiday, bringing the annual total to 11; improvements in health-welfare coverage, and a new job evaluation plan for the clerical staff.

An attendance reward plan, benefiting approximately 500 employees, is included for the first time. It calls for one additional holiday each six months for perfect attendance, retroactive to Jan. 1, 1972, according to Cameron, who said the new agreement was ratified by an

overwhelming 8-to-1 vote.

Local 500's bargaining unit of 120 office and technical employees at Adams & Westlake Company, Elkhart, Ind., ratified a new three-year agreement calling for wage boosts totaling \$776 per individual, plus cost-of-living adjustments, in addition to fringe benefit improvements, according to International Representative Billie D. Adams.

Another gain is an additional paid holiday (employee's birthday) after Jan. 1, 1974 bringing the annual total to 12. The pact provides for two weeks' vacation after one year and three after eight (was 9).

Beginning in 1974, the

monthly pension benefit will be increased to \$6 from \$5 for each year of service.

On May 1, 1973, improved insurance coverage will provide a \$500 maternity benefit (was \$300); an additional \$100 for miscellaneous hospital expenses, and surgical benefits raised to \$650 from \$500. Major medical coverage will go to a \$15,000 maximum per year (was \$8,000). The weekly A&S benefits will be increased to \$70 for 13 weeks (was \$65). Life insurance coverage also will go to \$7,000 from \$6,500.

The new agreement expires June 18, 1975. The negotiating team comprised LeRoy F. Ott and George Sheffield.

Minnesota law aids public organizing

Twin Cities Local 12's *Newsletter* informs St. Paul-Minneapolis members that recent success in organizing units of office and secretarial employees at two school boards "marks an initial entry into the public employment sector."

Business Manager H. R. Markusen points out that the new Public Employment Labor Relations Act, enacted by the Minnesota State Legislature, has now become law and opens the way for OPEIU organizing efforts in the public sector.

For the first time, he says that public employees in Minnesota can now insist on a written contract containing protective clauses, invoking grievance procedures if necessary, and they are also permitted to bargain in good faith on all facets of their employment although forbidden to strike.

He urges Local 12 members to inform relatives, friends or neighbors in city or state employment that the OPEIU will assist them to unionize so they can gain the benefits of collective bargaining.

Local 23 Signs medical bureau

Wage raises ranging from \$650 in the lower grades to \$760 in the higher brackets were gained in a two-year contract signed by Local 23 for its 60-member office unit at Pierce County Medical Bureau, Inc., a medical insurance service firm in Tacoma, Wash.

A more liberal vacation schedule calling for three weeks after five years (was 7) was also obtained, according to Sec.-Treas. F. S. Kerschner.



from the desk
of the
PRESIDENT

The neglected words of Ogden W. Fields

In this, an election year, we are constantly hearing from one political faction or the other, and in all too many cases from both the news and television media, of the tremendous power of labor unions in the United States.

Employer organizations would have the public believe that they are no longer free to run their businesses without the assent of the union officials. The newspapers, television and radio constantly use the term "labor bosses." One of the leading candidates for the Presidency feels no reluctance in referring to labor power brokers. When the public is barraged with such terms as "labor bosses" and is frequently treated to allegations of the power of trade unions, it does not take long before the people begin to believe accordingly.

It was, therefore, refreshing to read that Ogden W. Fields, on the occasion of his retirement as executive secretary of the National Labor Relations Board for 31 years, took that opportunity to criticize the continuing anti-union activities of employers. Mr. Fields voiced concern that 37 years after the National Labor Relations Act became federal law, there are still thousands of workers discharged yearly for union activity. He declared that unfortunately many employers still continue to conduct "anti-union campaigns based upon inculcating fear" among their workers. Unfortunately, Mr. Fields' remarks were given very little newspaper space or television time.

Ogden Fields emphasized that he knew of no organization that has contributed more to the welfare of all our people than the organized labor movement. He cited union contributions to the furtherance of social security, minimum wages, medical care, education, welfare, civil rights and consumer protection.

He also pointed to the fact that despite employer propaganda, labor unions win approximately 4,000 representation elections each year and subsequently receive certification from the NLRB.

Mr. Fields' remarks objectively should carry a great deal of weight. This man, as a paid public servant in an administrative agency dealing with labor-management disputes, obviously was saddened by the continuance of anti-union campaigns by employers seeking to discourage collective bargaining in their respective companies and in the United States.

Collective bargaining between employers and unions representing their employees is the very essence of a democratic society. One seldom, if ever, reads or hears a statement by a national elected official which in any way condemns collective bargaining. The reverse is true. The great majority, if not all, of the elected officials in the United States, publicly acclaim responsible collective bargaining. The net result of their remarks, however, is negative.

Less than 25% of American workers are organized. Only 14% of the country's white collar workers receive the benefits of collective bargaining. In the white collar field alone, employees are penalized to the tune of approximately \$1,000 to \$1,500 a year each in lost income. Despite these facts and figures, however, we still hear public laments about the power of labor unions. The National Association of Manufacturers and the National Right-to-Work Committee call for further shackling of labor unions and newspapers, radio and television continue to use expressions such as "labor bosses."

Wage and fringe gains won for Local 445 unit

A 15¢ an hour across-the-board wage boost in the first year, and cumulative raises of 5% and 4.75% in each of the two following years were gained in a five-year contract concluded by Local 445 for its office unit at Wackenhut Services, Inc. The company provides security at the Atomic Energy Commission's Nevada Test Site.

The pact adds Washington's

birthday as a paid holiday and calls for four weeks vacation after nine years. The employer also agreed to increase the Dental Plan contribution to \$12.60 per month. Clauses governing sick leave and temporary assignments were liberalized.

International Representative Joe McGee led the negotiations. He was assisted by Local 445 Business Manager Lee Roy Pitts and Velma Holman.



SIGNING BLUE CROSS/BLUE SHIELD PACT: Seated from left at signing of new Buffalo, N.Y. pact benefiting 650 are Richard M. Reid, personnel director, and President Richard Noonan of Blue Cross of Western New York, Inc.; Local 212 Business Manager Emil W. Steck; John T. Manyon, president of Blue Shield of Western N.Y., Inc., and his executive vice president Edward Hoenig. Standing from left are Charles Tuppen, company attorney, and OPEIU negotiating team members Pauline Bogdan, Anthony Salletta, Camille Urbanczyk, Local 212 President Muriel Davidson, Vita Missana, James Burghduff, Dorothy Johnston, Adah Alston and Mildred Montgomery.

AFL-CIO calls on union members to boycott Farah Co. clothing

AFL-CIO President George Meany has called on the entire labor movement to support 3,000 clothing workers on strike in Texas and New Mexico and to refuse to buy products of their employer, the Farah Manufacturing Co.

In a letter to national and international unions and all state and local central labor bodies affiliated with the AFL-CIO, Meany charged that Farah has used "vicious tactics" in its effort to break the strike of thousands of workers, many of them Mexican-Americans, who are seeking representation by the Clothing Workers.

He cited the company's use of vicious dogs patrolling plants, court orders barring peaceful picketing, midnight arrests, unlawful discharges of union supporters, coercion of workers.

Farah, one of the world's largest makers of pants for men, boys and women, operates two plants in San Antonio, four in El Paso and one each in Victoria, Tex., and Albuquerque and Las Cruces, N.M.

To support the boycott, endorsed by the AFL-CIO Executive Council, Meany urged AFL-CIO affiliates to:

- Publicize the boycott to all union members by means of meetings, flyers, bulletin board notices, union publications and personal contact.

- Inform retailers of the boycott, urge merchants to stop selling Farah pants and to start promoting other manufacturers.

- Employ local advertising, including newspapers, television, radio and billboards, to the maximum extent possible to spread

the "don't buy Farah pants" message.

- Establish informational picket lines to seek consumer support of the boycott to all retailers that continue to feature Farah products.

- Urge purchasing agents at every level of government to halt buying of Farah products.

Flyers and posters are available from the AFL-CIO Union Label Department, 815 16th St., N.W., Washington, D.C. 20006.

Bonuses and increases mark 2 Local 15 pacts

Settlement bonuses of \$175 per individual, plus salary increases running as high as \$2,400 for each, were won in initial contracts negotiated by Vancouver, B.C., Local 15 for its two new office bargaining units at Wire Rope Industries of Canada, Ltd., and Noranda Metal Industries, Ltd., of New Westminster, B.C.

Business Manager Bill Swanson reports that the Wire Rope Industries pact, effective June 15 last, calls for increases aver-

aging \$71.25 per month, or 17.3%, in the first year, and between \$95 and \$200 per month, or a 33% average gain, over the life of the contract.

In the lowest office grade of Jr. Clerk-typist, the pre-union scale of \$300 a month was boosted to a \$400 starting rate, rising to a \$450 maximum. In the top grade which includes Accounting Clerk, the pre-union \$615 monthly rate was increased to \$720, rising to a \$810 maximum.

At Noranda Metal Industries, Ltd., a two-year agreement was reached with the assistance of Mediation Officer Ed Sims. It also calls for the \$175 settlement bonus, and salary increases averaging \$51.50 a month, or 10.8%, in the first year effective last June 23. Another \$94 monthly boost, or 18.6% increase, is scheduled to take effect on June 1, 1973.

Elk River pact

A 5.5% across-the-board increase, based on combined wages and fringe benefits, or 11% over two years, was gained by Twin Cities Local 12 for its office unit at United Power Association, Elk River, Minn., formerly the Rural Cooperative Power Association, an electrical power utility.

Other gains include an improved vacation schedule and a new pregnancy leave of absence clause. Business Manager H. R. Markusen headed the negotiations, aided by Stewards Nancy Zied and Eric Erickson.

U.S. Price Index

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

1971		
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	
May	124.7	
June	125.0	
July	125.5	

Canadian Price Index

Dominion Bureau of Statistics

1971		
July	134.1	
August	135.0	
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	