



WHITE COLLAR

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

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17

175 in Illinois win escalator

An across-the-board 40¢ an hour wage increase plus a cost-of-living escalator were obtained in a one-year contract negotiated by Local 221, in Galesburg, Ill., for its 175-member unit at Gale Products, a division of Outboard Marine Corp.

Local 221 President Stanton Luker reports that the new agreement runs to March 9, 1974. It sets a starting monthly minimum salary of \$609 in the lowest office classification, rising to a \$685 maximum. It calls for a starting minimum of \$770 in the top grade, rising to \$903 per month. The cost-of-living allowance provides a 1¢ an hour increase for each 0.4 point change in the Consumer Price Index, with a 6¢ top.

Alan D. Stephenson headed the OPEIU negotiating team which included Elaine Morss, Deloris Sparling and Gary King.

New bank in Washington opens with union label

Seeking organized labor's support, the newly-established Community Bank of Renton, Washington State, signed a contract with Tacoma Local 23 calling for a starting minimum hiring rate about \$90 a month higher than that paid by other banks in the area, OPEIU Vice President Bill Lowe reports.

The new bank, which opened on March 1, is the first bank chartered by the state in Renton in 50 years. The OPEIU contract calls for a \$433 starting monthly minimum, rising to \$450 in six months and \$470 after one year.

It sets a 40-hour workweek, with premium pay for overtime and shift differentials, grievance procedures and binding arbitra-

Canadian breakthrough

Initial contract for 500 brings four-day week

An initial contract negotiated by Montreal Local 57 for its new 500-member bargaining unit at the Quebec Construction Industry Commission has introduced the four-day week for Canadian white collar employees in a union contract for the first time, OPEIU Vice President Romeo Corbeil reports.

It establishes four 8½-hour days for inspectors, and a 32½-hour week (five 6½-hour days) for 350 clericals with no reduction in pay. In addition, the three-year pact calls for a 5%

across-the-board increase in each year, with semi-annual adjustments to bring the commission's employees in 15 provincial offices up to parity with those in Montreal, where a \$70 per week pay differential existed prior to unionization.

Under the agreement, office messengers will earn \$108 per week, typists \$138, inspectors \$251, and those in the Group Leader classification \$303. Other outstanding gains are six statutory holidays annually, plus time off with pay for the period between Christmas Eve and January 2. Employees required to work on holidays will be entitled to 3½ times the regular rate. Pay in the top grade comes close to \$10 per hour in the third year.

Vacations are liberalized to provide two weeks after one year; three after seven; and four after 20. An unusual vacation feature is a special bonus, with employees to get four weeks pay after seven years; five after 10; six after 15, and seven weeks after 20.

The employer agreed to pay the full \$33.50 per month cost for health-welfare and insurance coverage (previously employees

paid 50%), in addition to its pension plan contributions. This will provide 2% per month for each year of service, based on the best five pay years prior to retirement, in addition to social security. The union is coowner and cosigner of these plans.

The pact provides unlimited sick leave. In case of lengthy illness, the employer pays the first full week's pay, the remaining absence is covered by the health-welfare plan. It also calls for a union shop, dues checkoff, job posting, and doubletime for any overtime in excess of four hours.

Approximately 250 employees get rented cars paid for by the employer for year-round business and personal use, with \$10 to \$15 weekly expenses for those with regular routes. Those required to operate outside their regular routes receive an additional 4¢ per mile.

The Quebec Construction Industry Commission was set up by the provincial government to insure that construction workers get the wages and working conditions negotiated in contracts by their various unions, and to administer their vacation and pension plans.

The campaign to organize the employees lasted almost two years, during which the OPEIU made repeated representations to the Quebec government to grant them collective bargaining rights. The campaign was a combined effort by the OPEIU Eastern Canada Council and Local 57 officers and representatives across the province. Its success was due to their efforts in selling OPEIU's merits as bargaining agent for white collar employees.

The unit numbered 430 when it was recognized, but has since grown to 500. Eastern Canada Council Representative Gilles Beauregard and Local 57 Representative Jacques Leboeuf, who were active in the organizing campaign, led the negotiating team which consummated the agreement without recourse to mediation or conciliation.

Local 12 unit moves up 11.5%

Across-the-board wage raises totaling 11½% over two years, together with improved health-welfare benefits, were gained by Twin Cities Local 12 for its unit at Fund Administrative Associates of Minnesota, Inc., in St. Paul. The company administers health and welfare funds.

Business Manager H. R. Markusen reports that the wage boosts are 5% in the first year and 5½% six months later in the second. A 25¢ an hour increase was gained for temporary employees.

A greatly improved health-welfare program, with major medical added, was also obtained, as well as new provisions governing job bidding and promotions. The pact is retroactive to August 1 and runs to December 31, 1974.

Growing N.J. bank unit wins wage, fringe gains

Across-the-board salary boosts totaling some \$1,500 per member, plus improved employer-paid pension and health-welfare plans, were gained in a two-year contract signed by Local 142 for its growing 200-member unit at Hudson-United Bank in Union City, N.J., Business Manager Zach Schneider reports.

The first year \$7 per week increase is supplemented by a \$2.50 cost-of-living allowance, retroactive to March 1. The second-year increase is \$6. The cost-of-living allowance will be adjusted semi-annually, based on the New York-New Jersey index.

Other gains are an improved pension plan, and a new insurance carrier providing increased medical-hospital care coverage, together with major medical, all paid for by the employer.

Since being unionized, the bank unit has grown by 33%, the result of a merger with a Hackensack bank. Reports are that Hudson-United plans further aggressive expansion through mergers and the opening of new branches.

The OPEIU negotiating team was headed by Chief Steward Patricia Kelly and included Walter Wallach, Jerry Massa, Elizabeth Meweese, June Lueckens and Lucille Orenstein.

Staff to confer June 15-16

The annual conference of full-time representatives has been scheduled for June 15-16. It will take place at the Sheraton-Mt. Royal in Montreal, Canada, directly before the meeting of the OPEIU Executive Board.

Further details to be announced.



Courtesy John Van Devanter, King County Scanner

The new Community Bank of Renton opens its door as a union shop. At opening ceremony are, from left, OPEIU Vice President Bill Lowe, Local 23 Sec.-Treas. Floyd Kerschner, Bank President Bob Olson and Washington State AFL-CIO Representative Kenneth Bowman.

WHITE COLLAR

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

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Unionized banks deserve union members' patronage

As an example of enlightened bank management we cite the newly-established Community Bank of Renton, in the state of Washington, which signed an OPEIU contract with Local 23 in Tacoma even before it opened its doors for business.

We hope that OPEIU members, as well as labor organizations and all union-card holders in that area, will open deposit accounts with the new unionized bank.

We urge similar support for the National Bank of Washington, D.C., which has signed its first contract with Local 2.

Why should union members patronize banks hostile to their interests when they can transfer deposits and other banking business to friendly unionized banks paying living wages and providing decent working conditions for their employees?

The Texas AFL-CIO is studying the possibility of opening a wholly-owned and union-controlled bank in its new headquarters building in Austin, which it plans to construct later this year. A high-ranking Texas AFL-CIO official summarized the logic of this proposal when he said:

"The way it is now, unions and their members put their money in the banks, and then the banks turn around and use our own money against us. With our own bank, we could remedy this situation."

We believe the Texas proposal merits serious study by all AFL-CIO federations in the other 49 states. In this and other countries, labor-owned and controlled banks are already highly successful. The National Bank of Washington, D.C., is one example. The Amalgamated Bank of New York is another.

Instead of fighting bank unionism, enlightened bankers should be wooing organized labor. The more than 20-million union members in the U.S. and Canada represent lots of financial muscle.

A union card is the quickest route to equal pay for women

No matter whether working women have a high school or college diploma, they earn only about half the pay of their male counterparts in similar occupations, the U.S. Census Bureau finds in a study of 1970 census data.

The report, entitled "Earnings by Occupation and Education," shows that working women with a high school education earned a median income of \$5,067 in 1969, only 56% of the \$9,067 earned by men of equivalent age and education.

Women with four years of college, working full-time, earned a median salary of \$7,238, about 55% of the \$13,103 earned by their male counterparts. In another category, women computer specialists earned \$8,531 in 1969, just about 75% of that earned by men.

The difference in earnings between the sexes also is evident among the different races. For example, earnings of white women with a high school education were \$5,106 in 1969, compared with \$9,187 for white men. Black women earned \$4,565 while black men earned \$7,041, the report discloses.

In all 24 professional positions listed by the report, men were shown to earn substantially more than women.

Leaders of the women's rights movement have pushed for adoption of a constitutional amendment to guarantee women equal rights, contending that it will help close the earnings gap between the sexes. However, approval of the amendment this year seems unlikely since only 28 states out of a required 38 have ratified it. Eleven other states have either defeated or buried the amendment.

At its last convention, the Office & Professional Employees International Union pledged its fullest support to *bona fide* organized women's groups in their fight for equal pay in offices and professional occupations where they perform similar work with men. Their goal and ours is identical.

But we submit that women can reach this goal soonest by joining the OPEIU, thus gaining equal pay written into a union contract fully enforceable in the courts. We are confident that more office women will grasp this solution to their problem, now more acute than ever before because of soaring inflation.



NEW UNITED FUND PACT in Baltimore, Maryland brings Local 2 members annual wage increases of 12 percent and 7 percent, two more holidays and fully paid major medical insurance protection. Signing are, from left, Pension Administrator Douglas Williams, International Representative Dan McShain, negotiating team members Shirley Napoli and Shop Steward Louise Long, and United Fund of Central Maryland Executive Director H. Allen Larsen.

Pact scores for new Madison unit



At signing of first Local 39 pact with CUNADATA Corp. are from left, OPEIU Midwest Council Representative Bill Cox, Shop Steward Phil Miller, Local 39 President Marion Sachtjen, CUNADATA Manager Tom Tess, and John Waggoner, CUNADATA Counsel.

An initial contract signed by Local 39 for its new bargaining unit at CUNADATA Corporation in Madison, Wis., sets a monthly minimum starting rate of \$413.41 in the lowest office

grade, rising to \$467.95 after two years, Local 39 President Marion Sachtjen reports. In the top category, the starting rate is \$682.70, rising to \$738.39.

The pact provides a 37½-

hour workweek, a 5% wage differential for second and third shifts, with doubletime for Sunday work. It calls for nine paid holidays; two weeks vacation after one year; three after five, and four after 18.

Sick leave of one day per month is cumulative to 65 working days. The contract runs for one year, from Jan. 1, 1973 to Dec. 31, 1974.

L.A. settlement cuts workweek to 35 hours

A workweek reduced to 35 hours from 40, wage boosts retroactive to July 1, 1972, an initial pension plan and other improved fringe benefits were gained by Local 30 in a first two-year contract negotiated for its new unit at Los Angeles City Employees Assn., Local 660. The agreement was ratified unanimously by unit members.

Local 30 Business Manager Gwen Newton reports that the employees received retroactive payments ranging from \$150 to \$780 to bring them up to the newly-negotiated wage scales. Second-year wage increases effective July 1, 1973, may be allocated at the union's option to salary, health-welfare, dental or pension plans.

The employer began contributing \$10 per week to Local 30's Pension Plan on January 1, 1973. The employees had no retirement program previously. The contract also provides nine paid holidays, plus all state and federal election days.

In addition to 12 days sick leave annually, the pact provides a supplemental system of partially paid sick leave, at the employee's option, of 50% pay for

252 days or 75% pay for 56 days, for those with 30 years of service. Accrued but unused sick leave will be paid at date of termination.

The OPEIU negotiating team was headed by Local 30 Business Representative Bill Roberts, assisted by unit members George Gaffy, Dorothy Skinner, Theola McCool and Menjou Brown.

Hospital gain

A \$6.40 weekly wage boost across-the-board, retroactive to July 1, was gained in a contract negotiated by Local 95 for its office unit at Riverview Hospital in Wisconsin Rapids, Wis. The pact expires next Dec. 31.



FARAH STRIKERS' CHILDREN REMEMBERED: Local 30 member Barbara Nardella, who is also Secretary of the Los Angeles Union Label Council, presents a package of gifts for children of Farah strikers donated by OPEIU members. More than \$90,000 was received during Christmas at the El Paso office of the Amalgamated Clothing Workers, from all over the nation, in support of the strikers.



More than 90 delegates from four provinces attended the annual meeting of OPEIU's Eastern Canada Council, at Talisman Motor Inn, in Ottawa, Ont. Director of Organization Art Lewandowski was among the speakers at the final session of the three-day conference.

L.A. local certified without election

An anti-union employer in Los Angeles threw in the towel when courageous female office employees, seeking OPEIU representation, corroborated charges by Local 30 that they had been intimidated and threatened, and that two had been discharged during an organizing campaign last fall.

The dramatic climax came in the second day of a hearing on the unfair labor practice charges against Central Bag & Supply Company before NLRB Administrative Law Judge Leo Lightner, when the company's coun-

sel, after grueling cross-examination of witnesses was unable to shake their testimony, asked for a recess to discuss a settlement.

Business Manager Gwen Newton reports that in a stipulated settlement, the employer agreed to cease and desist from future anti-union activities and to bargain in good faith with Local 30. He also agreed to reinstate and pay the two discharged employees, Judy Tanzawa and Ann Jameson, lost wages totaling \$1,642.18 for the former and \$349 for the latter.

Miss Jameson will also receive \$500 for medical expenses incurred as a result of an accident before she was fired. The company further agreed to remove all warning notices from the personnel files of Marilyn Manzi and Elvira Arguelles, two other employees who had been threatened with loss of their jobs.

The settlement contains a provision for enforcement in the U.S. Court of Appeals, the employer waiving all defense to the entry of judgment against him in the event of non-compliance.

An unusual feature of the case is that Local 30 has now been certified by the NLRB as bargaining agent — without an election—based on the "Gissel" decision. This established the precedent that when a union has a majority of signed cards in a unit, but when an employer destroys that majority by massive acts of intimidation an election need not be held, and the employer must then recognize and bargain with the union.

Business Representative Bill Roberts presented Local 30's case.

Vancouver pact brings 8.1%

A new sabbatical vacation policy plus an 8.1% across-the-board wage increase were gained by Local 15 in a one-year contract renewal covering its 150 members at C.U. & C. Health Services Society in Vancouver, insurance carrier for medical coverage and dental plans for the British Columbia Medical Commission.

Business Manager Bill Swanson reports that the new vacation policy calls for one extra week of vacation for employees after five years; two after 10, and three after 15.

Shift premiums were also increased to 25¢ an hour for afternoon; 30¢ for midnight, and 40¢ for all Saturday and Sunday shifts. Employees required to work overtime between midnight and 8:30 a.m. will be entitled to doubletime.

The OPEIU negotiating team assisting Swanson included Chief Steward Lynne Brooks, Peggy Murray, Margaret Baptis, Linda McGann and Marion Properzi.

16½% advance achieved for Fort Worth unit

Across-the-board wage increases totaling 16½% over three years, an additional paid holiday, a new pension plan and other improved fringe benefits, were gained in a contract negotiated by Local 277 for its office unit at Weber Aircraft, Fort Worth, Tex.

Local 277 President-Business Manager J. B. Moss says the 12¢ cost-of-living allowance from the old contract was frozen into the basic pay scale with the COL continued. Memorial

Day now becomes a paid holiday making the annual total nine.

In addition to the new pension plan, the company also agreed to improve insurance coverage for employees and dependents, paying all costs as well as those for weekly disability coverage.

An improved vacation plan was also gained with new language inserted on overtime assignments, part-time employees, and seniority rights.

9.5% increase tops gains at Westfield arms firm

A 9½% across-the-board wage raise, two additional paid holidays and improved health-welfare and life insurance coverage were gained in a two-year contract renewal negotiated by Local 228 for its unit at Savage Arms, manufacturer of sport firearms, in Westfield, Mass. The company is a Division of Emhart Corp., Hartford, Conn.

The first wage boost of 4½% is retroactive to October 28, and the 5% increase becomes effective November 1, 1973, International Representative Justin F. Manning reports. He said the agreement was overwhelmingly ratified after the membership had turned down two previous "final offers" by the company in landslide votes.

The two new paid holidays are the employee's birthday in the first year, and the day after Thanksgiving in the second. Other gains were an increase of

\$500 for each employee in life insurance coverage, increased employer contribution for Blue Cross/Blue Shield coverage, and tighter contractual language to reduce instances of dual interpretation by the parties.

The pact also calls for a joint union-management committee to study the existing pension plan with a view to improving it.

The OPEIU bargaining team was headed by Local 228 President Gail Raymond, Vice President Adelle Strycharz, Sec.-Treas. Catherine Kaste, Rec.-Sec. Dorothy Shannahan, and Chief Steward Betty LaBelle. Manning assisted at all sessions.

New Jersey units move forward

Two-year contracts renegotiated for employees of Pennwalt Corporation in Homdel and Piscataway, N.J., by New York Local 153 gained 6% across-the-board wage boosts retroactive to Nov. 15, and 5.5% raises to take effect Nov. 15, 1973.

Business Representative Mike Goodwin, who led the negotiators, said the vacation schedule also was liberalized adding one to four vacation days depending on length of service.

Employer contributions to

Local 153's Welfare Fund were increased to \$38 per month retroactive to Nov. 15, rising to \$40 in the current month. Other clauses on Saturday work and bereavement leave were also improved.

The OPEIU negotiating team included Chief Shop Steward Richard Orosz (Homdel Div.); Chief Shop Steward Iris Rugge (Piscataway Div.); Executive Board member Joseph Loudon; Matt Goodhard and Grace Downer.

Twin Cities agreement boosts health benefits

Across-the-board wage gains totaling 11% over two years, together with greatly improved health-welfare benefits, were negotiated by Twin Cities Local 12 for its office unit at Mid America Mutual Life Insurance Co., Business Manager H. R. Markusen reports.

The contract, which runs to December 31, 1974, calls for 5.5% increases in each of the two years. New clauses include one on maternity leave conforming to standards of the Human

Rights Commission and another on separability.

The maternity benefit (room and board) was increased to \$300 (from \$175); the surgical benefit to \$200 (was \$100); house and office calls to \$5 (was \$3), and accident and sickness to \$80 per week (was \$60).

Business Representative Jerry Schmit headed the OPEIU negotiating team which included Jean Harkins, Dana McCarthy and Michael McKee.

Auto agency units win eye, drug, dental plans

A \$38 per month across-the-board wage raise, new vision care, prescription drug and dental plans, and the employee's birthday added as a paid holiday making the annual total 10 were gained in a one-year contract by Oakland Local 29 covering office units at three auto agencies—Val Strough Chevrolet and Dahl Chevrolet in Oakland and Daily Chevrolet in San Leandro.

Sr. Business Representative Joe Nedham reports that the pact sets a minimum starting \$448 monthly wage in the lowest clerical grade. In the top classification, the minimum hiring rate is \$603, rising to a \$753 maximum.

The employers agreed to contribute \$52.10 per month for each employee to the health-welfare fund to include major medical coverage and \$5,000 life insurance, as well as the new dental, drug and vision care plans.

They also agreed to increase pension fund contributions by \$9 per month, a total of \$33 for each employee, and to allow sick leave to be used as maternity disability. Business Representative Louis A. Celaya headed the OPEIU negotiators.

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from the desk
of the
PRESIDENT

Biemiller's revealing testimony

It is difficult to read newspapers and periodicals today without encountering the pros and cons of multinational companies and their activities. The *New York Times* and *The Wall Street Journal* are replete with statements of those who favor the ever expanding multinationals. Day by day we read testimony before the International Trade Subcommittee of the Senate Finance Committee advocating control of multinationals or a fairer system of taxes as these apply to the international conglomerates.

Those who think in terms of the security of the United States and Canada must have been shocked to learn through testimony, presented by AFL-CIO Legislative Director Andrew J. Biemiller to the Committee, which indicated that the Thor-Delta launch rocket and its entire missile launch system is now in the process of being sold to the Japanese by McDonnell-Douglas, a multinational firm.

Biemiller stated that Japanese engineers are being trained at Vandenberg Air Force Base in California, and that a prototype rocket is under construction in Santa Monica. He said it is expected that the entire system will be set up on an island west of Japan.

Noting that Americans are told the aerospace industry is "securely ours because it is strong in exports, high in technology and vital to America's national security," Biemiller cited the ominously clear implications of exporting aerospace, military technology and jobs.

He described the Thor-Delta system as capable, with little modification, of carrying a nuclear warhead in the 1,500-to-5,000-mile range, clearly a potentially offensive weapon. Thor-Delta was developed at U.S. taxpayer expense and cost millions of dollars in research and development funds before it became operational. It had been used to launch satellites for other nations and the revenue from such launches helped offset the U.S. balance of payments deficit.

Military know-how exported

Biemiller stated that while the sale of the missile system will have a "one-time" benefit for the U.S. balance of payments, it will adversely affect U.S. balance of payments for years to come. He cited numerous other examples of exportation of U.S. military capability and technology.

1. Since 1971, hardware for the Safeguard anti-missile system has been assembled in Hong Kong, only a few miles from Red China.

2. McDonnell-Douglas has licensed Mitsubishi of Japan to build 91 F-4 fighter planes, the famous Phantom fighter.

3. The Northrup Corporation is reported in the press as about to license the production of the American F-5E fighter plane in Taiwan. Taiwan is expected to export its manufacture of F-5E aircrafts to other nations, compounding the loss of U.S. exports and jobs.

4. When Japan wanted the F-107 Starfighter, then built by Lockheed in California, it arranged to have it built in Japan. Lockheed not only shipped over the designs, tools and equipment, but supplied the supervision needed to train the Japanese workers. Now, Japan has the technology as well as the plane.

5. The Italian Air Force also plans to manufacture the F-104 in Turin.

6. Boeing, which has a huge reservoir of laid-off workers in the State of Washington, has entered into an agreement with the Japanese to develop a wide-bodied air bus. While technology will be shipped over to Japan from Seattle, the work will be done in Japan by three manufacturers—Mitsubishi, Kawasaki and Fuji. Boeing has also arranged to have this air bus built in Italy. Also under production in Japan are the Sikorsky S-61 helicopter and the Pratt & Whitney turbofan engine.

Andrew Biemiller charged that there is a direct relationship in the growth of U.S. multinationals abroad and the monetary crisis. American corporations and multinational banks have huge and increasing investments in foreign countries, and they keep their American dollars abroad to expand their foreign holdings and often to avoid U.S. taxes on their foreign earned profits. There are now about 60 billion American dollars in Europe, and about 20 billion American dollars in Japan. Just a fraction of these billions moved with ease can and do cause monetary problems. Biemiller labeled as unfair the tax and other advantages given U.S. multinational firms and called for corrective action.



GHA SIGNS NEW PACT: At ceremony implementing new two-year contract at Group Health Assn. in Washington, D.C., are (seated from left) Bennie Walls, associate steward on OPEIU negotiating team; Brent Oldham, President of GHA; OPEIU Vice President John P. Cahill, and Shop Steward Nadine Hickman. Standing from left: Jerry Hanson, asst. GHA Executive Director; GHA Comptroller Jimmy Riggs; GHA Personnel Director Lyla Jydstrup; GHA 1st Vice President Dorothy J. Youtz, and Asst. Executive Director Sam E. Morch.

Group Health pact benefits 350

A 12¼% wage increase over two years, bringing the starting first-year minimum in the lowest office grade well above \$100 per week, together with numerous fringe benefits, were gained by Local 2 for its 350 members at Group Health Association, in Washington, D.C.

OPEIU Vice President John P. Cahill, Local 2's President-Business Manager, reports that a 6% wage hike in the first year is retroactive to January 1, with another 6¼% boost scheduled for the same 1974 date.

Other gains are grandparents-in-law added to the bereavement clause; supper allowance increased to \$3 (was \$2.50); differential for Saturday work raised to 20% (was 15%), and doubletime for Sunday work.

The employer agreed to offer enrollment in several prepaid dental plans to employees and dependents, and to allow a 20% pharmacy discount or to sell the items at cost when the discount would mean a loss.

It was also agreed that employees leaving GHA after 90

days can convert their medical coverage. Previously, this privilege was granted only after one year of service.

Seniority provisions were also improved to give laid off employees available positions in other departments at no reduction in pay, with the employer providing reasonable training in the new job. The two-year pact runs to Dec. 31, 1974.

1st pact gets Local 12 unit off to good start

Wage raises ranging from \$6 to \$8.40 a week per individual and reclassifications to higher grades were negotiated in a first contract by Twin Cities Local 12 for its new 62-member unit of secretaries and clericals at North St. Paul-Maplewood School District No. 622.

Business Manager H. R. Markusen reports that employees who earn a Professional Standards Certificate from the NAES will get an additional \$5 per month. Sick leave is cumulative at 12 days per year for the first two years, and 15 thereafter to a 160-day maximum. More than half the unit was advanced to a higher grade.

The contract also contains provisions for dues check-off, seniority, job posting, and grievance and arbitration procedures. It calls for 11 paid holidays; two weeks vacation after one year; three after 10, and four after 15.

The school board agreed to

pay full hospital-medical coverage up to \$45 monthly for family and \$16 for single premiums, as well as those for \$3,000 life insurance and long-term disability, in addition to Retirement Plan contributions.

The pact also includes a maternity leave clause "subject to such amendment or modification as may be required to comply with any future Federal or State laws or regulations which may become binding" on both the union and employer.

Assisting in the negotiations were Business Representative Jerry Schmit, Joyce Ericson, Josie Ziemer and Renee Milker. The pact is retroactive to July 1, 1972 and runs to June 30, 1973.

John B. Garrett, 60

Many officers and members learned with deep regret of the sudden death of John B. Garrett, 60. He was a vice president and editor of Merkle Press, Inc., Washington, D.C., which publishes *White Collar*.

Quiet and unassuming, Garrett was a familiar figure to delegates attending OPEIU conventions, where he performed public relations and editorial duties. He also took personal charge of the publication of *White Collar*.

He had a very strong affection for this union and, in his passing, the OPEIU has lost a valued and worthy friend. We extend our sincerest sympathy to his widow and children.

U.S. Price Index

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

1972		
February	.....	125.8
March	.....	124.0
April	.....	124.3
May	.....	124.7
June	.....	125.0
July	.....	125.5
August	.....	125.7
September	.....	126.2
October	.....	126.6
November	.....	126.9
December	.....	127.3
1973		
January	.....	127.7
February	.....	128.6

Canadian Price Index

Dominion Bureau of Statistics

1972		
February	.....	137.3
March	.....	137.4
April	.....	138.2
May	.....	138.3
June	.....	138.5
July	.....	140.2
August	.....	141.3
September	.....	141.3
October	.....	142.0
November	.....	142.3
December	.....	143.3
1973		
January	.....	144.5
February	.....	146.3