



WHITE COLLAR

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

No. 325

AUGUST-SEPTEMBER, 1973

17

Summer organizing adds 525 members to ranks of OPEIU

Despite the vacation lull, organizing has continued in high gear. The latest reports show 525 members added to OPEIU ranks in the U.S. and Canada, including employees of a bank in Forks, Washington.

The largest accretion was in New York City where Sec.-Treas. John Kelly announced that an independent union representing some 400 security employees in key hotels, and the Pratt Institute in Brooklyn, voted to affiliate with Local 153.

The independent union was organized in 1968. Its president, Anthony Tronolone, has now joined Local 153's Hotel Division as a business representative, working closely with Business Representatives Frank Jarvis and Mike Ponti in servicing this growing section of the union.

Local 153 also organized a 40-member unit of front office employees at the elite Plaza Hotel, at 59th St. and Central Park South. Management rec-

ognized the union following an independent card check.

Ponti, who headed the successful campaign, said that as a result new drives are now going on to organize front office staffs in other New York hotels.

Tacoma Local 23 Sec.-Treas. F. S. Kerschner reports winning a National Labor Relations Board election among 21 employees at Forks State Bank, in Forks, Washington. It is the second bank to join Local 23 in less than six months, the first being the Community Bank of Renton, in Renton, Washington.

Vice President Romeo Corbeil reports that Montreal Local 57 has been certified by the Quebec Labour Relations Board as bargaining agent for a 30-member office unit at Clark Steamship Company.

International Representative Wilfred L. Peel reports a success at a second office group at Silverwood Dairy in London, Ont. The vote in an Ontario
(Continued on page 4)

W.A. Lowe appointed secretary-treasurer

Canadian-born OPEIU Vice President William A. Lowe, 52, was appointed to fill the unexpired term of the late J. Howard Hicks as the International's Secretary-Treasurer at a special meeting of the Executive Board in Washington, D.C., and immediately took over the duties of the office.

Born in Port Moody, British Columbia, on March 15, 1921, he is the second official to fill the post since the OPEIU was chartered in 1945. He was educated at Port Moody High School, and later took courses in Electrical Engineering at the British Institute of Science & Technology, and in Business Administration at the Alexander Hamilton Institute.

He and his wife, Margaret Leona, have two children.

During World War II, Bill joined the Canadian armed forces in 1939 and served for six years until separated from the service in 1945. In that year he joined the B.C. Electric Company, now known as the B.C. Hydro & Power Company, and became a member of the B.C. Electric Employees Union, at that time an independent.

He was president of the independent union when it voted to affiliate with the OPEIU to become Local 378 in Vancouver, B.C. He was named an OPEIU International Representative in 1955, and was elected a Vice President in 1959.

Prior to his new appointment he was OPEIU Regional Director and Vice President for Re-
(Continued on page 2)



HISTORY RECALLED: J. Howard Hicks (standing at left) among group of labor leaders visiting White House during the Kennedy administration. Seated from left are AFL-CIO President George Meany, President John F. Kennedy, and Vice President Lyndon B. Johnson. The mood was jovial.

J. Howard Hicks

J. Howard Hicks, 61, OPEIU International Secretary-Treasurer, died suddenly at Miami, Fla., while en route back to Washington, D.C., from Bogota, Colombia, where he had attended the Interamerican Regional Conference of the Federation of International Employees and Technicians (FIET). The federation, of which he was a vice president, represents white-collar employees in the Free World with headquarters in Geneva, Switzerland.

He was stricken on July 21 as he waited in line at a ticket office in Miami airport to change planes, was rushed to a local hospital but died shortly after arrival. The remains were later flown to Arlington, Va., where he resided.

Burial was in Fairfield County, Va. Funeral services were attended by President Howard Coughlin, members of the Executive Board, and hundreds of other labor officials from international unions with headquarters in Washington, D.C.

Originally a member of Portland Local 11 which he joined in 1937, Hicks was a pioneer in the white-collar union movement, and was President of the Western Council of Office Workers in 1941 when the American Federation of Labor convened in Seattle. With locals of other independent white-collar unions, they successfully lobbied adoption of a resolution instructing AFL officers to establish an International Council, the first step toward forming an international union for office employees.

As a direct result of this action, AFL President William Green called a meeting in Chicago on July 28, 1942, with



delegates from 50 independent white-collar unions attending. Scores of other independent white-collar locals, which did not attend, promptly affiliated with the new International Council.

The delegates elected Hicks as first President of the International Council. He held this position until the OPEIU was chartered in January 1945, meanwhile serving as a full-time AFL staff representative assigned to promoting unionization of professional, office, clerical and technical employees throughout the U.S. and Canada.

Upon chartering of the OPEIU as an autonomous international union in 1945, he was elected its first Secretary-Treasurer—the position he filled until his death.

At the invitation of the Federal Republic of West Germany in 1956 he traveled widely in that country studying white-collar unionization and explaining to German union colleagues the structure and operation of white-collar unions in the U.S. and Canada.

In 1961 he represented the OPEIU at the FIET Berlin Congress and was elected a

member of its Executive Committee. He was reelected at the 1964 Tel Aviv and the 1967 Washington FIET Congresses. At the 1970 Dublin Congress, he became a Vice President of FIET's International Regional Organization.

He frequently lectured on labor topics to university, college and other groups, and represented the OPEIU before congressional committees and other federal agencies. He was a member of the administrative committee of the AFL-CIO Committee on Political Education (COPE); administrator-trustee of the OPEIU Welfare Plan, and secretary of the Retirement Committee of the OPEIU Pension Plan.

Born in Portland, Ore., Nov. 21, 1911, he graduated from the University of Southern California with a Bachelor of Business Administration degree. He also did post-graduate work in law at the University of Oregon.

He is survived by his wife, Helen, at 2002 N. 21st St., Arlington, Va.; two daughters, Mrs. Dorothy Harding, of Bladensburg, and Mrs. Carol Lewis, of Lanham; four grandchildren and a brother, Kenneth, of San Diego, Cal.

WHITE COLLAR

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

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J. Howard Hicks: In memoriam

With the deepest sorrow we record in this issue of *White Collar*, which he helped to found, the sudden death of our beloved International Secretary-Treasurer J. Howard Hicks. He was fatally stricken in Miami Fla., while returning to Washington, D.C. from the Interamerican Regional Conference of FIET in Bogota, Colombia.

Howard's smiling face and genial personality were known to thousands of OPEIU delegates attending our conventions down through the years. He had filled for 28 years the post of Secretary-Treasurer of this International, since it was established as an autonomous union with an AFL charter in 1945.

He was a dedicated, devoted International officer who always discharged his duties and responsibilities with gentle courtesy, scrupulous honesty and the highest personal integrity. Because of these sterling qualities of character and the high esteem in which he was held, it is noteworthy to recall that he was overwhelmingly reelected to the post at each OPEIU Convention.

As a pioneer in the white-collar union movement in the U.S. and Canada, he also had been recognized in labor circles overseas at FIET Congresses. He held important posts in the white-collar secretariat of the International Confederation of Free Trade Unions.

At the 1970 Dublin Congress of FIET, he relinquished membership on its executive committee to become Vice President of its Interamerican Regional Organization, in which capacity he was attending the Bogota conference. He died in harness, so to speak, in the line of duty not only to this International Union but also to the international white-collar union movement.

In his passing, the OPEIU has lost a diligent and conscientious International officer, a respected, loyal and sincere friend in the cause of white-collar unionism. In their sad bereavement, his wife and family have the heartfelt sympathy of every OPEIU member throughout the U.S., Canada and Puerto Rico.

Howard Hicks will be long remembered by all of us and his goods works will have a lasting beneficial effect on the union.

Unionism means rights

Most employees regard a union contract merely as a document setting forth wages, fringe benefits and working conditions. But it is far more than that, says a faculty member of the Institute of Labor and Industrial Relations of the University of Illinois.

Speaking in Chicago, Professor Stan Wier compared a union contract with the Bill of Rights of the U.S. Constitution. Illustrating his talk with a "flip chart," he likened the Constitution's Writ of Habeas Corpus to union representation. He declared that employees have "no rights as citizens in the workplace" unless they have a union, and that "organization is the only way to carry these rights" into the plant or office.

Professor Wier compared the right of an employee to see his union steward to the right of a citizen to consult his lawyer, adding that the unorganized plant or office is similar "to a dictatorship where people have no guaranteed rights."

The labor relations expert termed organized labor "potentially the most potent organized force in the land," and urged union members "to insist on all the protections that the Constitution provides on the outside."

He likened the "past practices" concept in union-management relations to the "rights retained by the people" as contained in the Ninth Amendment to the Constitution.

We hope that OPEIU members will study Professor Wier's remarks carefully and pass on the gist of what he says to non-union friends and acquaintances who fail to grasp the real meaning of unionism, and why it is important for them to organize for their own self-protection. They contain powerful and compelling arguments why everyone working for a living should belong to a union.

Cost of Living Council issues exemption ruling

The Cost of Living Council has issued a regulation officially exempting from pay controls employees earning \$3.50 an hour or less, retroactive to May 1, 1973. The official regulation came four months after Congress, in extending the Economic Stabilization Act, legislated that the low-wage "working poor" exemption be increased to the \$3.50 figure from \$2.75.

The regulation (Section 130.36 of the CLC regulations) exempts from controls employees in this category regardless of whether they are in the "self-administered" controls sector or the mandatory sector comprising the construction, health services, and food retailing and processing industries.

5.5% plus

There are indications that the Council would approve full 5.5% pay raises in addition to whatever raise brings the employee to \$3.50 an hour only if that employee's original base pay rate were less than but close to \$3.50.

For example, an employee whose base pay was \$2.50 an hour could receive a pay raise immediately bringing him to \$3.50 an hour, but he is not likely to be entitled to an additional 5.5% pay raise. On the other hand an employee whose base pay was \$3.25 may well be entitled, under CLC regulations, to a 5.5% pay increase in addition to the 25¢ raise that would bring him to the cutoff level.

Asked to confirm these hypothetical cases, the Council

U.S. Price Index

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

1972	
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
March	129.8
April	130.7
May	131.5
June	132.4
July	132.7

Canadian Price Index

Dominion Bureau of Statistics

June	138.5
July	140.2
August	141.3
September	141.8
October	142.0
November	142.3
December	143.8
1973	
January	144.5
February	145.3
March	145.7
April	147.3
May	148.4
June	149.7
July	151.0

merely points out that unlike Phase II when pay guidelines were fairly rigid, Phase III and Phase IV pay regulations are administered flexibly. Staffers say they are reluctant to state a firm policy, indicating decisions will be made on a case-by-case basis.

Separate descriptions

For employee units in the mandatory sector, in which there are employees earning more than \$3.50 with others earning less than \$3.50, pre-notification and reporting forms must include separate descriptions of pay increases granted

to those earning more than \$3.50. Tripartite wage and salary committees in the food and health services industries will issue directives for reporting and evaluating pay adjustments for employees earning more than \$3.50 who are in "mixed units" with low-wage workers.

The CLC regulation supersedes any decisions and orders issued by the Council which limited pay adjustments to less than \$3.50 on or after May 1, and it also supersedes applicable Pay Board regulations which related to low-wage employees.

Coughlin named to N.Y. panel

Governor Rockefeller has appointed OPEIU President Howard Coughlin to a 13-member screening panel to review the professional qualifications of candidates recommended to the Governor for appointment as judges to handle cases under N.Y. State's new narcotics law.

The Governor named Francis Bergan of Albany, a former associate judge of the Court of Appeals, as chairman of the panel which is composed of eight lawyers and two non-lawyers. The two non-lawyers are Coughlin and Mrs. George Ames of Rye, N.Y., former president of the State League of Women Voters.

20% raise, dental plan are Vancouver score

A 20% across-the-board wage increase, doubletime for overtime after 35 hours, and a dental plan fully paid by the employer, were won in a two-year contract negotiated by Vancouver Local 15 for its office unit at Pacific Terex, Business Manager Bill Swanson reports.

Retroactive to May 1, the pact calls for three weeks vacation after two years, four after eight, five after 5, six after 20, and eight after 30 years. It also stipulates severance pay up to 20 weeks, and an additional \$30 per month for employees

qualified to give First Aid.

Starting salary for mail and file clerk is \$450 per month, rising to \$540 in the second year; \$560 for switchboard-receptionist rising to \$680; \$620 for stenographer rising to \$770; and \$830 for senior cost clerk, rising to \$1,020 in the second year.

A 15% increase in wages and fringe benefits was gained also by Local 15 in a one-year contract for its unit at the New Democratic Party Provincial Office in Vancouver.

An employer-paid dental plan was among the gains.

W. A. Lowe appointed secretary-treasurer

(Continued from page 1)

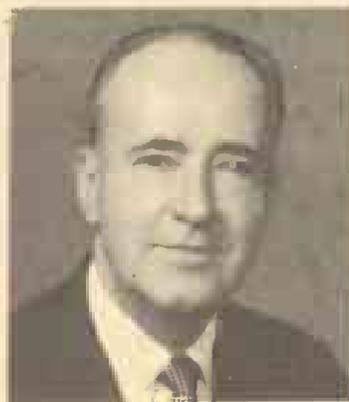
gion VI which includes the states of Oregon, Washington, Idaho, Montana, Wyoming and Alaska in the United States, and the provinces of Saskatchewan, Alberta and British Columbia in Canada. The Canadian Provinces in Region VI are now administered separately by OPEIU Vice President Ron Bone.

The Executive Board named Portland Local 11 Sec.-Treas. Walter H. Engelbert to succeed Lowe as vice president for Region VI.





EXCHANGE SIGNS PACT: Ceremony at official signing of new American Stock Exchange contract shows (seated from left) Local 205 President John R. Kret, Paul Kolton, chairman of the Exchange, Local 205 Vice President Paul B. Greenspan affixing signature, and Local 205 Rec.-Sec. John J. Waldron. Standing in the background are members of the union negotiating team and officers of the Exchange.



*from the desk
of the*
PRESIDENT

Dues and members' expectations

A paradox most difficult to fathom is the contradictory way a union member feels about the responsibilities of his leaders as opposed to the need for adequately financing his organization by payment of dues.

Members demand and expect the processing of grievances through all steps of the grievance machinery to and including arbitration. Members demand and rightfully expect that the union will provide up-to-date research and statistics supporting the members proposals in collective bargaining. Members demand and expect that they will be represented by competent attorneys at the National Labor Relations Board and in arbitration proceedings. They demand a high degree of competence in arbitrators which generally means high fees. In the event a strike is necessitated, members expect that the union will not only finance a militant, efficient strike, but will provide adequate strike benefits for the duration.

On the other hand, these same members historically oppose justifiable increases in local union dues. Despite every day examples of increases in costs, the knowledge that union representatives and office staff now receive higher wages, and the additional examples of higher rates for meeting halls, research, legal fees and every other facet of union operations, the overwhelming majority of locals report great difficulty in attempting to raise dues. For some reason difficult to comprehend, members for the most part fail to understand that strong unions must also be financially sound.

Building trades example

Some of the strongest unions in the United States and Canada are found in the building trades. Building trades membership are the exception to the rule. This membership knows that its unions must be financially strong. As a consequence, it is not reluctant to increase dues rates when such increases are made necessary by inflation of union costs.

The University of Michigan, in a study made several years ago, revealed that union families as a group have achieved higher levels of income than comparable non-union families. They have larger holdings in terms of liquid assets, are able to contract a higher amount of installment obligations and account for a higher proportion of home ownership. In effect, the University of Michigan has ascertained that workers who do not belong to a union are severely penalized in terms of their weekly paycheck. These workers pay no dues—and they pay dearly for that privilege.

The United States Department of Labor in 1966 reported that the non-union worker received \$1.29 less per hour than his union worker counterpart. If, as that study indicated in the year 1966, union workers received \$2,683 more than did the non-union worker, then certainly the disparity is greater today. The government also in that year found that health, welfare and pension benefits achieved by union workers far surpassed the fringe benefits received by non-union workers. As a result, union workers are envied by their non-union counterparts who would gladly change their wages and conditions of employment for the benefits contained in the average collective bargaining agreement.

Wagner Act precedent

Knowing all these things, why are most union members loath to increase dues and adequately support their organizations which have gained for them a standard of living higher than all other workers throughout the world? One answer may have originated in the depression years when, after the inception of the Wagner Act, dues were set at a dollar per month for the newly created unions. On the other hand, in this year of 1973, when unions have achieved record-breaking wage increases, excellent health and welfare plans, and substantial pensions, in addition to numerous other gains including job security, why doesn't the average union member realize that all of this can be lost if the union doesn't continue to be militant, formidable and financially sound?

If we are to become as strong as the building trades unions, we are going to have to change our thinking with respect to our own contributions to our unions. It may well be that an educational program designed to change the thinking of most members with respect to their responsibilities towards their unions is long overdue.

A union is only as strong as members permit it to be!

Dental care among many gains obtained at Portland utility

Wage boosts of 5.5% across-the-board plus a cost-of-living clause, an extra half-holiday, a new dental care plan, medical-surgical coverage improvements, and better pension benefits are the main gains in a two-year contract covering some 300 office employees at Northwest Natural Gas Company in Portland, Oregon.

Local 11 Sec.-Treas. Walter Engelbert reports that in the second year the agreement sets a \$569 monthly starting minimum wage in the lowest office grade, rising to a \$684 maximum. In the top classification, the monthly minimum starts at \$1,063 and rises to a \$1,182 maximum.

The pact, which runs to April 1, 1975, provides time-and-one-half for all Saturday work effective last July 1; an extra half-holiday before or following Christmas Day or New Year's, and, effective October 1, a new dental plan which includes part-time employees.

The agreement calls for an increase in the hospital room rate allowance to \$55 per day (was \$42), and for doctors' office calls to \$8.50 per visit (was \$6.50). The new rates become effective April 1, 1974.

The company agreed to

maintain all existing medical-hospital benefits and to include part-time employees. An additional \$5,000 in life insurance becomes optional. This increases the maximum to \$13,000 per employee, the company and each employee paying part of the cost.

The pact provides \$10,000 AD&D insurance for all employees, the company paying the premium cost, quoted as 5¢ per \$1,000 for each employee.

Numerous improvements were also made in the pension plan.

The OPEIU negotiating team was headed by Engelbert, assisted by Business Representative John Bral, and included Shop Stewards Earl Reinertson, Bill Snyder, Nick DuBuvac, Gene Anderson and Robert Kraemer. Local 11's Gas Division also represents 600 Northwest Natural Gas Company employees covered by another contract.

Local in Oakland upheld on service credit issue

Sea-Land Services, Inc. violated its Local 29 agreement in Oakland, Calif., when it deducted days on layoff from an employee's length-of-service credit for an automatic wage progression adjustment, Arbitrator Leo V. Killion rules.

The employee, a dock clerk, was laid off on June 30, 1971, because of a longshoremen's strike against the Pacific Maritime Association, of which Sea-Land is a member. He remained on layoff for 78 days.

The grievant was due a length-of-service increase on his August 17 anniversary but, because of the 78 days on layoff,

the company refused to grant the increase until December 6. Local 29 argued that its contract states that seniority starts from "date of hire" and is broken only by a layoff of 180 days or more.

Sea-Land contended that both parties always assumed that wage progressions were tied to "increasing on-the-job efficiency." If an employee is not on the job, the company argued, he cannot improve his efficiency and, therefore, should not receive the increase.

The arbiter's decision noted that the contract contained no provision that the employee be on the active payroll, nor that "this layoff breaks seniority. If time on layoff is not to be counted, the parties must expressly so provide; otherwise, because 'seniority' continues to accumulate during such period (up to 180 days), wage progression service credits are included in the accumulation of this benefit seniority."

He ordered the company to pay the member at the higher rate from August 17, his anniversary date, and not December 6, adding that the company is "obligated to make such payment to similarly situated and affected employees."

White-collar unions are growing in Great Britain

White-collar union strength in British offices has almost doubled during the last five years, according to a survey by the Institute of Administrative Management.

The survey, carried out in 1972, covered 900,000 employees in 736 business organizations. In 32% of the offices, wage scales were negotiated by an office union or similar group, compared with 18% in 1967.

More than one-third of the offices surveyed had a standard workweek of less than 36 hours. In 1967 the proportion was 17%.

Some 52% of the offices have equal pay for men and women doing the same type of work.

Bank wage data measures high cost of non-unionism

With interest rates skyrocketing and bank profits soaring to all-time record levels, some 1,300,000 bank employees, including nearly one-million women, still remain among the "working poor." This is defined as anyone paid less than \$3.50 an hour in the new Cost of Living Council ruling.

The following data on employment and weekly earnings are taken from the June 1972 survey made by the Bureau of Labor Statistics, U.S. Department of Labor:

	Non-supervisory Employees (000's)	Women	Wages June '72	Per Hour
Banking	899.9	704.0	\$115.53	\$2.99
Credit Agencies other than banks ..	304.8	221.1	\$115.90	\$3.05
Savings & Loan Associations	104.3	86.8	\$112.90	\$3.07

Under present wage regulations, bank employees are free to bargain collectively through the union of their choice for an amount sufficient to bring them up to the \$3.50 per hour rate. Since women bank employees, for the most part, earn even less than the average weekly wages shown in the government survey, they have the highest incentive to unionize, their only way to escape from the "working poor" category.

Women in the banking field in other countries have long been unionized. As a result, their economic and social status in their own countries is far higher than that of their colleagues in the U.S. and Canada.

For example, the Danish bank union has 22,000 members representing 96% of all employees working in banks. It has the statutory right to negotiate on behalf of all bank employees and is affiliated to the Scandinavian Bank Employees Union, comprising Denmark, Norway, Sweden, Finland and Iceland. The Danish bank union alone has a strike fund of approximately \$3½ million.

13% advance leads gains at Milwaukee Blue Cross

A 13% across-the-board wage increase, improved holidays and vacations and a new dental plan were among major gains in a 30-month contract negotiated by Local 9 for its 750-member bargaining unit at Milwaukee Blue Cross in Wisconsin, International Representative Jay Porcaro reports.

The agreement, the second negotiated, contains a modified union shop clause requiring all new employees to join the OPEIU. When the union won bargaining rights for the employees in November 1970, it failed to obtain a union security clause but listed this as a major goal in the second round of negotiations.

The contract provides a 5% pay increase retroactive to May 1 in the first year, another 5% in the second year, and a 3% boost on May 1, 1975. In the second year, additional steps will be applied to top classifications providing further wage increases for 168 employees in higher rated jobs, Porcaro notes.

A 50¢ per hour bonus for Sunday shift work and increased meal allowances are other economic gains under the agreement.

Fringe benefits include four weeks of vacation after 13 years (was 15). Two half-holidays (the Friday after Thanksgiving and New Year's Eve) now become full holidays, bringing the annual total to 10.

Major medical coverage was increased to \$50,000 from \$25,-

000, and the employer also agreed to increase contributions for improved health-welfare coverage. Other fringe benefit improvements include a change in sick leave provisions allowing more employees to receive paid sick leave for the first day of absence.

In the third year, a \$50 deductible employer-paid dental plan will go into effect for all employees. The new agreement runs to November 5, 1975.

Packet valued at 18.4% wrapped in Albuquerque

A packet of wage gains (including a cost-of-living clause) and fringe benefits, valued at 18.4% over three years, was gained by Local 251 for its office unit at Sandia Laboratories in Albuquerque, N.M., President Maxine Stephenson reports.

The pact calls for a 6.1% wage hike in the first year, followed by an approximate 3% in each of the next two years. The raises will be supplemented by a cost-of-living escalator clause. This sets a \$5.20 per week maximum increase on July 6, 1974, and a further \$10.40 maximum, less what was granted in 1974, on the 1975 anniversary date.

The shift premium was increased by 5¢ an hour, providing a 20¢ differential on the second shift, and 35¢ on the third.

\$2,750 gain won in L.A.

Across-the-board wage gains totaling some \$2,750 per individual over three years, in addition to improved fringe benefits, were secured by Local 30 for its 600-member bargaining unit of clerical employees at three subsidiaries of Norton Simon, Inc., in Los Angeles. The subsidiaries are Hunt-Wesson Foods, Glass Container Corporation, and United Can Company.

Business Manager Gwen Newton reports that the pact provides a \$33 per month general increase retroactive to April 24, another \$33 on the same 1974 date, and \$34 on the 1975 anniversary. An additional \$30 per month, representing cost-of-living adjustments under the old agreement, was folded into base rates.

The contract modifies the cost-of-living clause which previously provided 1¢ for every 0.5 point rise in the Consumer Price Index, with a 6¢ cap each year. The new clause calls for semi-annual payments, based on

the old formula, with a 6¢ cap for each six-month period.

Fringe benefits include an eleventh paid holiday, to be determined at each of the three companies. Life insurance coverage is increased to \$7,000 (was \$6,000) on Aug. 8, to \$8,000 on April 24, 1974, and to \$9,000 on the 1975 anniversary date.

The pact provides paid sick leave for illnesses connected with pregnancy prior to maternity leave, with benefits now included under the medical and hospitalization plans. Under the old agreement, employees received a flat maternity benefit of \$400.

Other medical improvements include a reduction in a yearly deductible under major medical

to \$50 (was \$75) for single coverage, and to \$150 (was \$200) for family coverage. A company-paid optical care program for employees and their dependents will go into effect on April 24, 1975.

Under the old retirement plan, an employee received one point for each year of service with the company and one point for each year of his age. When an employee accumulated 70 points he could retire with full medical coverage for himself but not for his dependents. Under the new agreement, an employee who retires with 80 or more points will receive medical coverage for himself and his dependents.

The contract runs to April 24, 1976.

Pay parity for women achieved at B.C. mill

Equal pay for office women at MacMillan Bloedel pulp mill in Port Alberni, British Columbia, was gained in a two-year contract negotiated by Vancouver Local 15, according to Business Manager Bill Swanson.

Over two years, the women employees gain a 21% increase, against 18% for the men, he reports. In the first year, they obtain a 12% across-the-board raise to bring them up to parity with men employees doing the same work, compared with 9% for men. In the second year, both groups get 9% across-the-board.

The OPEIU and International Brotherhood of Electrical Workers had been negotiating jointly with the paper company since July 10.

Discharged tellers collect \$500,000

Seven-year-old picket signs came down at the Chase Manhattan Bank in Tokyo, Japan, when Chase finally agreed to rehire all 10 of the clerks and tellers it fired late in 1966 for union activity. It was the longest labor dispute against a foreign operation in the history of Japan.

The 10 unionized employees not only get \$500,000 in back pay, plus interest, but won't report back for work until the fall. They won three months accumulated leave.

Phyllis Young, Local 15, named to B.C. cabinet

Phyllis F. Young, a member of Vancouver Local 15, was recently named Minister without Portfolio in charge of Consumer Affairs in the British Columbia Provincial Cabinet. A member of the New Democratic Party, she was elected to the Provincial Legislature in a party landslide which brought the NDP to power in British Columbia last year. She retains her OPEIU membership, and still continues active on Local 15's Political Education Committee.

Rita Lalik, also from Vancouver and a member of Toronto Local 343, has been appointed as her executive assistant.



Phyllis F. Young

Organizing adds 525

(Continued from page 1)

Labour Relations Board election was 20 to 3 for OPEIU representation. Previously, certification had been received for a 53-member unit at Silverwood's main office in Toronto.

According to International Representative Jay Porcaro, Milwaukee Local 500 has been recognized as bargaining agent, following a card check, for 15 buyers at Four Wheel Drive, in Clintonville, Wisc., where it already represents the office employees.

Detroit Local 10 President Thelma O'Dell reports winning a 10-member unit of office employees at Crown Packing Company in an NLRB election.

The agreement provides a modified agency shop (was maintenance of membership), that requires new employees to join the union on the 31st day on the job or pay regular union dues. The company also agreed to allow Local 251 officers to spend two-thirds of their time with pay performing union duties; previously, pay was only for half time.

Fringe benefit gains include pay for absence because of sickness for employees with 10 or more years of service as of the first day of hospitalization.

President Stephenson headed the OPEIU negotiating team comprising Vice President Johnny Ayala, Sec.-Treas. Nancy Barela and Chief Steward Johnny Martinez. They were assisted in the final negotiations by OPEIU Vice President Frank E. Morton.

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

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