



WHITE COLLAR

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

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Organizing roundup

Mid management unit votes union 4 to 1

An historic three-year legal battle by the OPEIU to gain union representation rights for a unit of some 250 middle management supervisors at the Massachusetts Bay Transit Authority, in Boston, ended in a rousing 4-to-1 victory when the supervisors were finally allowed to vote. The count was 155 to 44.

This may have been the first time anywhere in the nation that supervisors have been legally allowed to vote for a union, according to International Representative Justin F. Manning who guided the long drawn-out campaign. He said the MBTA supervisors earn from \$12,000 to \$20,000 annually, their pri-

mary goal in unionizing being job security.

The organizing campaign was started four years ago under an existing state law in Massachusetts, the vague wording of which had never been tested in the courts. After a majority of the supervisors signed designation cards, the OPEIU filed for an election.

The petition was promptly challenged by the MBTA before the Massachusetts State Labor Commission which dismissed it on a technicality. Enlisting the help of Jim Broyer, AFL-CIO legislative director in Massachusetts, successful pressure was brought on the state legislature to clarify the law. This opened the way for an OPEIU appeal to the state's Supreme Court. Following a hearing lasting months, the court ordered the State Labor Commission to set a date for the election.

Manning credits the long-delayed victory in great measure to a large "in-house" organizing committee of MBTA supervisors, particularly the late Francis X. Sheehan, one of the group, who died of a heart attack shortly after the court's decision was handed down. "The ensuing victory stands as a memorial to him because he never doubted eventual success," Manning says.

Others active in the campaign were International Representative John F. Fitzmaurice, AFL-CIO Regional Director Franklin Murphy, who offered use of his office for meetings and gave every assistance possible, and

Robert Manning, Boston labor attorney, who handled legal proceedings for the union.

Representative Manning says the organizing lead was originally developed by Local 6 Sec-Treas. Al Fitzpatrick and Business manager Jim Mahoney. The new unit is the 28th now having collective bargaining rights with the MBTA.

Negotiations are expected to begin shortly. Before the election MBTA agreed to end court proceedings and negotiate if the union succeeded in gaining a majority.

Denver Local 5 reports winning two new bargaining units, one in a National Labor Relations Board election among office employees at the Harry H. Post Co., Inc., where the campaign was assisted by OPEIU Vice President John B. Kinnick, and the other at Galbraith & Green. Both firms are in Denver.

International Representative Dan McShain reports a victory in an NLRB election among office employees at General Refractories in Baltimore, Md.



OPEIU President Howard Coughlin congratulates Peter J. Brennan (right), president of the New York City and State Building Trades Councils, on his appointment to the Nixon cabinet. Old-time friends, they met at a reception given by Governor Nelson Rockefeller (center) for the new U.S. Secretary of Labor at the Hemisphere Club, N.Y.

NLRB upholds OPEIU charge against bank

Administrative Law Judge John P. von Rohr, Regional Director of the NLRB Tampa District, finds that the first National Bank of New Smyrna Beach, Fla., was guilty of unfair labor practice charges in discharging a teller, and demoting the head teller, during an OPEIU organizing drive last spring when the employees voted for Jacksonville's Local 73 as their collective bargaining representative.

His findings are contained in a brief submitted for review to

the NLRB in Washington, D.C., following a four-day hearing in October on the charges filed by Local 73 against the bank. The bank says it will contest the findings.

Judge von Rohr found the bank's reason for discharging Patricia Jones, the teller, "frivolous and incredible." The bank's president alleged that she had given "false testimony" concerning "confidential business" at a hearing on a lawsuit involving the bank and OPEIU, arising out of the organizing drive.

He also found that Mrs. Burtie Norton, the demoted head teller, was not a "supervisor" as the bank contended, but was a "strong union adherent from the beginning." When demoted, her salary was reduced from \$432.50 per month to \$385 and, the Judge concluded, she was demoted "because she failed and refused to renounce her support of and/or affiliation with the Union."

Judge von Rohr recommended that both employees be restored to their "former or substantially equivalent positions, without prejudice to their seniority rights and privileges," and that they be made whole for any loss of pay they have suffered "as a result of the discrimination against them" because of their union activities.

He also urged that the Florida bank be ordered to "cease and desist" from future anti-union activities and to post a notice publicly for 60 days to this effect. His ruling would require the bank to declare that it will not discharge, demote or otherwise discriminate against any employee for union activities in non-working hours off-premises; will not interrogate employees concerning such activities, nor institute new rules or changes in working conditions to discourage union activities, nor prohibit employees from wearing union buttons or other insignia.

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Widening gap between wages of women and men

Salaries of women workers are not only lower than those of men, but the gap between them is widening, Mrs. Elizabeth D. Koontz, head of the Women's Bureau, U.S. Department of Labor, told a meeting of the American Association for the Advancement of Science in Washington, D.C.

Outlining a "grim picture" of the latest federal statistics, Mrs. Koontz said that a woman working full time in 1970 made only 57 percent of a man's income, down from 64 percent in 1955.

"Women with one to three years of college education had lower incomes in 1971 than men who had completed only eight years of school," she said.

The association also heard a panel of professional women complain of being discriminated against by men. Their theme was that men are afraid to share social and familial power and responsibilities with women, and by not doing so only work themselves into their graves by carrying either most or all of the financial burdens.

Vancouver unit achieves wage advance of \$2,100

Wage increases averaging \$2,100 per member over two years in addition to another paid holiday, improved vacations and other fringe benefits were gained in an initial contract negotiated by Local 15 for its new unit at Atlas Copco Canada Ltd. The firm sells, services and rents equipment in Vancouver, B.C.

Business Representative Bill Swanson reports that the clerk-typist scale will rise to \$500 per month after 24 months, against a pre-union scale of \$350. In the top grade, the scale will go to \$915 per month from \$815. In pre-union days, overtime was paid at time and a half. In the

future, doubletime is called for after the first hour as well as for work on Saturdays, Sundays or holidays, which now total 10 annually.

Other improvements are three weeks of vacation after three years (was 5), and four after nine (was 10). The pact provides up to 13 weeks severance pay (none previously), and continues the present pension plan. It also provides job security, grievance and arbitration procedures.

Business Representative Barry Hodson and Chief Steward Bernie Belanger assisted Swanson in the negotiations.

WHITE COLLAR

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

HOWARD COUGHLIN
President

J. HOWARD HICKS
Secretary-Treasurer

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

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Strikers and welfare — the AFL-CIO view

The AFL-CIO has let no grass grow under its feet in making its position clear on welfare aid to families of strikers.

AFL-CIO President George Meany insists that the proposal of the Department of Health, Education and Welfare that would ban welfare to families of strikers simply because of their participation in a labor dispute is "utterly unacceptable." The alternate proposal which establishes "need" as the sole standard is the only just answer, according to Meany.

HEW published the alternatives and asked for public comment several months after the U.S. Supreme Court reviewed a lower court's decision on a State of Maryland rule that excludes families of strikers and others disqualified for unemployment compensation from the program of aid to families with dependent children.

The lower court invalidated the Maryland rule, and in upholding that decision the Supreme Court accepted a HEW brief indicating that a regulation would be issued to make its policy on the subject explicit. Publication of the alternatives will lead to rule-making one way or another.

Meany, in choosing his alternative, emphasized that: "Workers do not 'choose' to strike. They engage in strikes only as a last resort. Under these circumstances, workers ought not to be forced by family deprivation to accept whatever terms management may offer."

We hope that HEW will give due weight to organized labor's argument and rule accordingly.

Union offers protection against hiring bias

Age discrimination in the hiring of those over 40 "primarily affects white-collar employees who do not come under union security systems," Chairman Eleanor Holmes Norton warned at a hearing of the New York City Human Rights Commission. The hearing was held to focus public attention on the plight of the middle-aged employee.

Chairman Norton said that this new form of bias—similar to that against ethnic groups and women—was surfacing against white-collar employees after they reach middle age. She declared: "Today's youth-oriented society has forced more than one-million people over age 45 onto the unemployment rolls."

She disclosed that the situation becomes particularly troublesome where companies relocate and the older employee, because of family and other ties, must reject moving away and then is forced to accept a lesser job. She added that "oftentimes America and its industries experience monumental losses in productivity, energy and commitment" by not employing the experienced middle-aged worker.

Can there be a solution that does not include the growth of white-collar unionism?

Phase 3 Q and A

Here are questions and answers on the new Phase 3 system of wage and price restraints under the Executive Order abolishing the Pay Board and Price Commission.

Q. How will the new system affect my chances to get a pay increase?

A. Although the Pay Board is abolished under Phase 3, its general standards including the 5.5% guideline on annual average wage increases, remain in effect until modified by the Cost of Living Council. A labor-management committee has been named to review the guideline. A report is expected before the big round of 1973 labor negotiations begins in a few months.

Q. Can one now qualify for a merit increase?

A. If the employer can manage it without violating present Pay Board standards, the answer is yes. Otherwise, one will have to wait.

Q. Will rents be increased?

A. Federal rent controls are abolished under Phase 3, but the Executive Order outlaws renegotiation provisions in leases linked to changes in the wage-price system. Also, it doesn't affect rents subject to state control laws, as in New York.

Q. Can a union now reopen its wage contract?

A. The same order that

\$3,000 hike won in L.A.

Wage boosts approximating \$3,000 per member over three years, the option of a shorter workweek in the second or third year, and improved health-welfare and pension benefits, were gained by Local 30 for its office unit at Daniel W. Johnston & Associates, a Los Angeles insurance firm, Business Manager Gwen Newton reports.

The pact calls for a \$9 a week across-the-board wage increase in the first year and \$10 in each of the following two years. The employer agreed to increase pension fund contributions by \$10 per week in the first year, \$11 in the second, and \$12 in the third.

Health-welfare fund contributions are increased to \$35 per month in the first year, and to \$40 and \$44 in the following years. The agreement updates job descriptions and improves other clauses.

The union negotiating team included Sue Hopkins, May Michel and Karen Peet.

Safety training

A pamphlet from the U.S. Department of Labor's safety training program outlines the causes of most office accidents and enumerates ways to prevent them.

Copies are available for 15¢ each from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

forbids renegotiation of rental leases also applies to reopening wage, price and salary contracts.

Q. Can one get back part of a pay raise lost during Phase 2?

A. The answer is no. The executive order contains specific language forbidding attempts to recoup wages or price gains forsaken during Phase 2.

Q. If an employer wants to raise his workers' wages, or increase prices, must he notify the federal government in advance?

A. Not unless he is in the food, health or construction industry, where Phase 2 controls continue unchanged. Otherwise, he can put the changes into effect on his own, keeping in mind the applicable wage and price restraints.

Q. What happens if a company or a union now decides to ignore the price or pay standards?

A. The government will monitor wage and price developments and will take action when voluntary behavior is out of step with the goals of the anti-inflation program.

Q. What action can the government take against companies, unions or individuals that fail to adhere voluntarily to wage or price standards?

A. The Cost of Living Council has been given authority to block proposed wage and price increases, to set binding pay or price levels, and to roll back price and wage increases already in effect. Moreover, the economic stabilization law provides for a fine of \$5,000 for each violation of pay and price regulations.

Q. May companies reinstate prices or wages that were ordered rolled back during Phase 2 by the Price Commission or Pay Board?

230 at Texaco obtain package of improvements

A 6% general wage increase in the first year and \$47 per month across-the-board in the second, plus larger employer contributions to the hospital-surgical and pension programs, were gained in a two-year contract negotiated by Local 66 for its 230-member office unit at Texaco Company's Plant and Terminal in Port Arthur, Texas.

Under the expiring contract, minimum and maximum monthly rates were: senior clerk, \$944.50-\$1,062.50; clerk, \$747.50-\$949; senior stenographers and senior machine operators, \$732-\$808; stenographers and machine operators, \$576-\$732, and office worker, \$494-\$526.

OPEIU Vice President Frank E. Morton reports that night differentials on January 1, 1974, will be increased to 20¢ an hour (now 15¢) for the afternoon shift, and to 40¢ (now 30¢) for the midnight shift.

The company agreed to boost its family plan hospital-surgical-major medical contribution on January 1, 1973, by \$5 per month and to add another \$5 on the same 1974 date, making

A. Yes, according to an official of the Cost of Living Council. However, the companies may not make retroactive price increases or pay raises to cover the period between the rollback order and the January 11 executive order ending mandatory controls. Any such reinstated increase would be challenged by the government if deemed in flagrant violation of the standards.

Q. Are companies required to make any reports to the government or keep any particular records during this phase of the stabilization program?

A. Yes, all companies with annual sales of \$250-million or more (about 800) will be required to make quarterly reports to the Cost of Living Council on average price increases and profit margins. Companies with sales of between \$50-million and \$250-million (about 3,500) will be required to keep records and produce them on request to the Cost of Living Council or Internal Revenue Service.

Q. And wage reporting?

A. All units of 1,000 or more employees will have to keep records of wage rate changes while employees units of 5,000 or more will be required to file reports of wage changes with the Cost of Living Council.

Q. When does Phase 3 take effect?

A. It took effect January 11 with issuance of the executive order.

Q. How long will Phase 3 last?

A. The economic stabilization law under which the program operates is scheduled to expire this April 30, but the President is asking Congress to extend the law by one year.

the total \$35. For single employees, the contribution will be hiked to \$17.50 in 1974 by an additional \$2.50 in each year.

The company also agreed to boost its contribution as of January 1, 1974, to the non-contributory pension fund by 1.45% to 1.50%, and by 1.65% to 1.7% to the contributory plan.

Both parties agreed that Texas Independence Day will be celebrated as a paid holiday on the first Friday in March, and Memorial Day on the last Monday of May, providing three-day weekends. Another gain was that in computing the work week, the employer will consider excused absence for employees as production time.

The OPEIU negotiating team included Local 66 President Harold L. Bosarge and members Clyde A. Wing and Dan L. Matthews.

U.S. Price Index

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

1971	
December	123.1
1972	
January	123.2
February	123.8
March	124.0
April	124.3
May	124.7
June	125.0
July	125.5
August	125.7
September	126.2
October	126.5
November	126.9
December	127.3

Canadian Price Index

Dominion Bureau of Statistics

1971	
December	136.3
1972	
January	136.7
February	137.3
March	137.4
April	138.2
May	138.3
June	138.5
July	140.2
August	141.3
September	141.3
October	142.0
November	142.3
December	143.3

A Canadian view of continental unionism

The following article is condensed from the Labour Gazette, a Canadian government publication. The author is the Director-General of Research & Development in the Department of Labor.

By Harry J. Waisglass

Continental unions have had a significant historical role in Canada. Over the years, their contributions have been substantial. The costs of their activities in Canada, however, have not always been justified by their successes, and I suspect that the Canadian drain on their treasuries has often been cause for concern at many of the headquarters of continental unions.

Common usage refers to these unions as "international," which, I think, is not fully appropriate because it conveys the misleading impression that they are worldwide organizations.

The Canadian union movement is distinguished by the predominance of continental unionism, unions with membership in both the U.S. and Canada, and to a lesser extent, for some of them, in Puerto Rico and other parts of the continent. Unfortunately, the national versus "international" controversy has displayed an excessive tendency to focus on the forms and structures of the unions at the expense of the more fundamental and important questions about their policies and programs, about democratic membership and controls, and the efficiency and effectiveness with which they carry out their functions of organizing within their jurisdictions, training responsible leadership, and representing and servicing their members.

Size is an important factor because the larger unions can more readily afford to organize and service the small and isolated locals. And only the larger unions can more easily afford specialized and expensive research, education, industrial engineering, legal, legislative and public relations services.

Of the 99 continental unions with members in Canada in 1971, 85 were affiliated with both the AFL-CIO and the CLC, four with the CLC only, and six were not affiliated with either central labor body.

Although size has an important bearing on what a union might or might not be able to do, I do not suggest that size is a better criterion than nationality for evaluating a union. Nevertheless, it seems likely that both the national unions and the continental unions have increased their efficiency and effectiveness faster than the smaller ones because they are more effective and efficient. But how should one judge the efficiency and effectiveness of a union?

One way is to consider it from the point of view of its members and potential members. By and large, workers will join and support the union that best serves their interests. In some cases, it will be a national union and in others a continental union. The job of a union is to organize the unorganized workers toward self-help, not only to improve their wages and conditions of employment, but also to attain integrity, dignity, self-reliance and autonomy as persons.

This calls for responsible leadership and democratic processes, neither of which might be determined either by the union's size or the degree of its national auton-

omy. The large unions, both national and continental, face the same problems of balancing the requirement of responsiveness to local needs against the opportunities for improved services and greater efficiency that result from centralized authority.

But that does not imply that a small union, which does not have the same problems of membership communications and participation, might not be more autocratic. Furthermore, there is no assurance that Canadian autonomy might not be accompanied by autocratic rule.

Among other criteria, the adequacy of services provided, the calibre of responsible and responsive leadership, the extent of democracy in union political processes, and the degree of integrity in the management of funds are not strictly at issue in the continental union controversy.

Both the continental and national unions generally face the same demands from their members—better wages, more fringe benefits, and improved job security. Most members want more vigorous presentation of grievances. And both the continental and national unions are confronted with more or less concern over questions such as the size of dues and assessments, language rights, ethnic and racial relations, the conduct of elections, and the nature and extent of political and legislative action.

There seems to be a consensus that the continental unions with large Canadian memberships do not as a rule pose problems of autonomy. Some unions might have the forms of constitutional and financial autonomy without the substance, whereas others may have the substance without the forms. In either event, there are serious doubts whether the problems of democratic process and responsible leadership can be solved merely by establishing unions on a basis of Canadian autonomy.

One gets the impression from some of the critics of continental unions that their Canadian members are held in unwilling bondage for the profit or glory of American colonialism or imperialism. I do not doubt that, at any given time, there may be some workers who would feel "captive" in one union until they could succeed in persuading the majority to change affiliations. But that could be in national as well as continental unions.

I suspect, however, that there may be at least a few continental unions that might welcome the complete separation of their Canadian sections, if only for financial reasons: they may not mind giving up the privilege of subsidizing Canadian union activities.

Some unions, if they are to be faced with the prospects of major changes, might also be led to question the value and importance of their Canadian sections, setting their costs against their benefits. Some might find that the Canadian section had costs and influences in excess of their proportionate contributions and numbers. Out of the 108 continental unions operating in Canada in 1967, 10 had less than 1 percent of their members in Canada, 70 of them had less than 10 percent, and 101 had less than 20 percent.

The CLC criteria call for minimum standards of self-

government to include: election of Canadian officers by Canadians; investing in them the authority to speak for the union in Canada; and determination by elected Canadian officers and members of policies dealing with national affairs.

The functions of the CLC, the provincial federations and local labour councils are concerned with a wide range of public policies—political, social and economic, concentrating mainly on educational and legislative activities, national and international affairs, human rights, housing, regional development, and other policies and programs concerning relationships with governments at all levels.

The responsibility for policies and activities concerning collective bargaining and relationships with employers, however, are largely decentralized, with authority residing in the local unions and in the Canadian or regional headquarters of the national and continental affiliated unions.

There is considerable evidence to indicate that the Canadian central labour bodies—abetted by a high degree of participation, involvement and leadership from both national unions and the Canadian sections of continental unions—have pursued independent policy courses often very different from, and at times in conflict with, the policy of their U.S. counterparts. To the best of my knowledge, there have been no reasons to suspect that any of the policies of the Canadian labour centres have been subordinated to American political or economic interests.

I would like to suggest for your consideration some probable advantages of our continental unionism for both countries, Canada and the U.S. It seems likely to me that continental unions, generally speaking, will tend to promote or support more expansionary, or less restrictive, trade policies. My own limited personal experience has indicated that there is a tendency for continental unions, operating at the political level, to reduce the demand for economic protection in times of recession.

I must admit, however, that this experience was gleaned during a period when nationalist expressions and sentiments were hardly evident in either Canada or the U.S. Furthermore, it could be argued that the Canada-U.S. automotive agreement might not have been possible in the absence of a continental union such as the UAW.

Because of the economic interdependence of Canada and the U.S., there is a real danger in allowing the trade union movements of both countries to grow too far apart. No matter what might be the distinctive structure, shape or form that the future Canadian labour movement might take, our mutual interests will require close communications and co-operative working agreements with the U.S. labour movement.

In the absence of the strong ties we now have, new forms or mechanisms for communication and collaboration would have to be discovered or created. I would suggest, then, that the long-term interests of neither Canada nor the United States can be very well served by a deterioration of relations between their respective labour movements.

ITT Baking settlement brings \$1,400 advance

Wage gains totaling approximately \$1,400 per member over two years, or 7% in each, were gained in a contract renegotiated by Local 2 for its office unit at ITT-Continental Baking Co., in Washington, D.C.

Effective last April 30, 10 cents was added to the shift differential, which will be increased another 5 cents in 1973. The vacation schedule was liberalized to provide four weeks after 15 years (was 18), and a restriction was removed requiring employees who work on Veterans Day to be granted a

"floating holiday." The funeral leave provision now includes natural grandparents.

New language to comply with current law was inserted to cover maternity leave, guaranteeing a right to return to a previous job or a comparable one. The minimum contribution to health-welfare was raised from \$23.50 a month to \$42, and the maximum from \$30 to \$45.

Sec.-Treas. Emmett C. Etheredge headed the negotiations. He was assisted by Shop Steward Luther Wiggins and Edward Hodgkiss.

55 gain \$2,330 in Elmira, N.Y.

Wage boosts totaling \$2,330 per member were gained in a three-year contract negotiated by Local 137 for its 55-member office unit at American-LaFrance, Inc., in Elmira, N.Y. The contract runs to April 30, 1975.

It calls for an 18¢ an hour across-the-board increase in the first year, 19¢ in the second, and 20¢ in the third year, effective May 1 in each year. Other gains were improved hospital-surgical benefits, together with an improved deferred pension provision.

Unhappy young workers say they loaf on job

Young workers dissatisfied with their jobs pose a growing threat to U.S. industrial productivity, pollster George Gallup Jr. told an American Management Association seminar in New York on productivity.

Based on findings of various surveys by his organization, Gallup estimated that about 19% of the American workers of all ages are currently unhappy with their jobs. But in the 18-to-29-year old group, 33% of the workers consider their jobs unsatisfactory.

He said his surveys further show that more younger workers say they are loafing on the job. Fully 70% of young workers feel they do not produce at full capacity, compared with 52% of workers in all age groups who believe they could produce more.

Younger workers are also increasingly dissatisfied with life in urban industrial areas and with five-day workweeks, Gallup added.



from the desk
of the
PRESIDENT

Productivity

Today's educated, experienced, skilled workers produce much more than their predecessors of 30 or 40 years ago. Markley Roberts, an economist in the AFL-CIO's Department of Research, finds that better education and the spread of knowledge through schools, training programs, books, magazines, newspapers and TV account for about 40 percent of the economic growth of the United States in recent decades.

Trade union pressures for better wages, hours and working conditions have also resulted in more efficient business operations. This, coupled with business investment in high technology equipment and plants, has helped bring added productivity gains.

Economist Roberts warns, however, that if the benefits of increased productivity are not shared fairly with all workers, both blue collar and white collar, the economy must, of necessity, suffer. As a parallel, he points to the 1920s where rising productivity due to mass production was translated into booming business profits but, because of the lack of unions, wages and buying power, the living standards of the great mass of the American people lagged far behind. Subsequently, the sale of goods and services did not increase as fast as they could be produced. This led to a seriously lop-sided, unbalanced economy and the crash of 1929, with the subsequent depression of the 1930s.

In subsequent recessions, the same failure to translate rising productivity into increased consumer purchasing power was noted. Mr. Roberts advises that economic policy must ensure a balanced economic growth, with expanding sales and full employment. This is achieved through the fair distribution of benefits derived from productivity gains.

When goods pile up in warehouses and employers lay off workers with a subsequent reduction in consumer purchasing power, the economy soon slips into a recession. Unemployment, entirely apart from humanitarian considerations, is a terribly inefficient waste of potential productive economic resources. The economic waste of jobless workers and idle machines results in lagging productivity.

Mr. Roberts emphasizes the following: "The general rise in productivity over the past 60 years has made possible improvements in living conditions, shorter working hours, longer vacations and early retirement." It is absolutely essential, therefore, that American labor unions continue to seek their fair share for the working people in a full employment economy with rising productivity.

Unlike many employer arguments, it is pointed out that labor costs do not necessarily go up when wages go up. In numerous instances after payroll costs have increased, increased productivity causes the employer's cost per unit of production to remain fairly stable and, in many cases, to even decline.

Investors in corporations take their share of benefits from rising productivity and increased profits. Successful managements derive its share through large salaries, fringe benefits, including healthy pensions and stock options. Working people, and white collar workers in particular, must depend upon their unions to gain their rightful share of the profits. Only in this way will rising productivity and increased profits stimulate consumer purchasing power and keep the economy on an even keel.

7% advance Gained for Savannah unit

A package of wage increases and fringe benefits totaling about 7% in the first year was gained in a new two-year contract negotiated by Local 445 for its 110-member bargaining unit of clerical and technical employees at Savannah (Ga.) Electric & Power Company. The pact calls for a wage re-opener on December 1, 1973, or earlier if wage and salary controls are removed.

The company agreed to pay an initial wage increase of 4% in the first year, and to assume

full cost of premiums for life and health insurance.

Starting monthly pay scales under the new pact range from \$390 to \$796 in the accounting department; \$388 to \$1,098 in the sales department; \$438 to \$786 in the engineering department, and \$400 to \$731 in the distribution department.

The Local 455 negotiating team included President-Business Agent Paul A. Feldman and Betty C. Wohltman, assisted by OPEIU Vice President J. Oscar Bloodworth.

AAA honors George Meany



OPEIU President Howard Coughlin chairs the American Arbitration Association luncheon meeting in Washington, D.C., in honor of AFL-CIO President George Meany who was presented with a plaque. On the dais (from left) are Arthur J. Santry, Jr., co-chairman of AAA's Planning Committee; E. Nobles Lowe, chairman of the Executive Committee, and AAA President Robert Coulson. Below Meany receives plaque from Coulson as AAA's Chairman of the Board Howard M. Holtzmann and Coughlin look on.



\$9.75 hike in Ontario

Wage gains totaling \$9.75 across-the-board per week, in two installments at six-month intervals, were won in a one-year contract negotiated by Local 418 for its unit at Domtar Fine Papers Ltd., at the Cornwall mill in Ontario.

The first \$5.85 wage boost took effect last October 1, with another \$3.90 scheduled for next April 1, OPEIU Vice President Romeo Corbeil reports. On the latter date the minimum starting salary will be \$101.25 per week in the lowest classification. In the top grade, the minimum starting rate will be \$157.25, rising to a \$186.25 maximum. The differential between male and female pay levels was ended on May 1, 1971.

The meal ticket allowance for employees working more than two hours overtime was increased to \$1.75 (was \$1.50). The vacation schedule was also liberalized entitling those with 15 years service (was 17) to four weeks' vacation with pay.

\$2,750 gain in Waco, Tex.

Home office employees of American Income Life Insurance Company in Waco, Texas, won wage boosts totaling some \$2,750 per member over three years in a contract negotiated ahead of time by Fort Worth Local 277, President-Business Manager J. E. Moss reports.

The new contract runs from December 28, 1972, to December 31, 1975, and replaces the old one due to expire May 2, 1973. The pact calls for 30¢ an hour to 41¢ to be added to minimum and maximum pay scales in the first year, and 14¢ hourly boosts in each year thereafter.

Automatic progression will boost employees' pay by 5¢ per hour each 16 weeks from the minimum to the maximum in their labor grades. The pact also includes a cost-of-living clause. An additional half-day brings the annual paid holiday total to nine.

The agreement also includes a paid holiday when an employee marries, paid leave for perfect attendance, one day per month sick leave cumulative to

90 days, jury duty pay, time off for voting, as well as supplementary child care for working mothers.

Bone appointed union spokesman



Vice President Ron Bone has been named the OPEIU spokesman in Canada. President Howard Coughlin made the announcement after consultation with OPEIU Canadian Vice Presidents in response to one of the proposals of the Special Committee on Canadian union autonomy. Brother Bone can be reached at 1116 Hornby Street, Vancouver 1, British Columbia, Telephone: Area Code (604) 683-6604.

Wage raises are down

Wage increases in major collective bargaining settlements during the first nine months of 1972 averaged 6.6% a year over the life of the contract, against an average 8.1% level in 1971, the Bureau of Labor Statistics of the U.S. Department of Labor reports.

For the first year of the contract, the rate of wage increases averaged 7.2%, down sharply from the 11.6% average gain of 1971.

When the study was made, the BLS knew of an additional 282 settlements reached in 1972, covering 872,000 workers, that had not been acted upon either by the Pay Board or the Construction Industry Stabilization Committee. These were excluded from the tabulations.