



DELEGATES ATTENDING THE JOINT WESTERN-NORTHWEST OPEIU EDUCATIONAL CONFERENCE AT DISNEYLAND HOTEL IN ANAHEIM, CALIF.



WHITE COLLAR

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

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Union membership pays in offices, BLS shows

In the most strongly organized segment of the white-collar field, among clerical employees, the average union wage was \$7,104, or 20% higher than the \$5,989 average for nonunion clerical workers, according to a Bureau of Labor Statistics study. The study, based on 1970 figures, found the following other key differences between organized and unorganized employees:

- The average union employee is older, earns more money, and is more likely to be a white male than his non-union counterpart.
- Only some 10% of white

collar and service workers were unionized, against nearly 40% of all blue collar workers.

Earnings of union members tended to be more equalized than those of nonunion employees who were clustered at the extremes of the wage scale. One out of every four of non-union workers earned less than \$5,000 annually, compared with 11% of union members.

130 start new year as OPEIU members

Approximately 130 more members were brought into new OPEIU bargaining units as the old year closed. About half of the new members are Canadian.

Vice President Romeo Corbeil reports that the Quebec Labour Relations Board has certified Montreal Local 57 as bargaining representative of three groups of secretaries and office employees at school boards in the area. They are the Regional School Boards of Taillon (St. Hubert), Yamaska, and Brossard, with 37, 12 and 14 employees, respectively.

In the U.S., Cleveland Local 17 was chosen in a National Labor Relations Board election as bargaining representative by office employees at the Lake

Shore Electric Corporation in Bedford, Ohio, by a margin of better than 2-to-1.

In Denver, Local 5 was the unanimous choice of office employees at the OCAW Pension Fund.

In another Ohio election contested by the Teamsters, President James P. Whelan of Local 19 reports that the OPEIU was the overwhelming choice to represent a 30-member office unit at the Ohio Plate Glass Company in Toledo. The Teamsters failed to get a single vote.

In Los Angeles, Local 30 won a 23-member office unit at the Glass Container Corporation in an election conducted by the NLRB, Business Manager Gwen Newton reports.

Executive Board approves CLC-OPEIU understandings

At the Executive Board's semi-annual meeting in San Diego, Calif., in December, the following action was taken:

(1) The board accepted a report submitted on understandings reached on white collar organizing in Canada at a meeting between President Howard Coughlin and Vice Presidents Ron Bone and Romeo Corbeil with Canadian Labour Congress officers. The delegation reported that CLC recognizes that the OPEIU has prior jurisdictional rights in the pure white collar field defined as including banks, finance, insurance and real estate companies, home offices, stock exchanges, and similar establishments. CLC also agreed to make available such organizing assistance as may be practicable to OPEIU-initiated organizing campaigns in units of significant size.

(2) The board received a partial report from a special committee set up to study Canadian union autonomy. Because this committee plans further meetings, action was withheld on recommendations until the full report is presented.

(3) The board agreed that its first joint meeting, held concurrently last summer with the full-time field staff in Atlanta, Ga., was highly successful. It decided that both groups will meet again consecutively in Montreal,

Canada, from June 15 to June 21.

(4) The board evaluated the latest series of Educational Conferences held during the fall. It recommended that future ones be held on Fridays and confined to one-half day on Saturdays, and that the registration fee for delegates be "no more than \$10." It also agreed that the Erie Conference be held separately in the spring.

(5) The board discussed at length the importance of funneling union business and deposits into OPEIU-organized banks. It urged Vice Presidents, International Representatives, and officers of OPEIU Locals to do all in their power to induce other unions and union members to transact all their banking business with unionized banks.

(6) President Coughlin reported that four women candidates, chosen from applicants replying to his letter, will attend a one-week training course in February at the AFL-CIO Labor College, in Washington, D.C. They will receive two additional weeks of training at New York Local 153.

(7) The board noted that OPEIU successes in organizing Blue Cross/Blue Shield employees have attracted other unions (unaffiliated with AFL-CIO) to attempt campaigns in

this field. It urged all OPEIU locals, wherever BC/BS offices are located, to initiate organizing drives in order to keep such competitors out of this area.

(8) Acting on an appeal from a number of Local 5 members in Denver, Colo., the board referred the matter back to the local for further consideration.

400 in Buffalo get full raises

The Pay Board has approved 35¢ an hour increases, plus ½¢ an hour grade raises, for 400 clerical and technical employees represented by Local 212 at Worthington Corporation in Buffalo, N.Y., Business Manager Emil M. Steck reports.

Negotiated in January 1972, the raises are retroactive to August 16, 1971, the day after President Nixon announced the wage-price freeze.

The 10% increases above the board's guidelines were approved in light of "facts relating to historical wage relationships with other employees in the pump and compressor industry, and facts relating to (past) pattern of bargaining in this industry." The board said that the "equitable position of the employees involved and the need to prevent gross inequities" to employees justify the full increases.



Top photo: Delegates to OPEIU Educational Conference in Ottawa, Canada, at work session conducted by Director Art Lewandowski (standing at podium). Below: young delegates exchange views with older members on many of the problems posed during the productive conference.

Critics seek many changes in extended federal controls

The Nixon administration has decided to ask for an extension of wage-price controls beyond April 30. The decision includes a commitment to consult organized labor, government officials, Congress, consumer groups, and business.

No hint as yet has been given as to how long an extension will be asked or what changes, if any, might be made in the current controls apparatus. Commenting on the decision, AFL-CIO President George Meany said: "Workers' wages have been stringently controlled while the prices of everything they buy continue to rise, and profits of their employers have been allowed to skyrocket."

He added that the emphasis

Springman too!

Due to a make-up error, the name of Vice President Edward P. Springman was omitted from the OPEIU Executive Board's Christmas and New Year Greetings in the December issue. We offer apologies.

of the administration's consultations should be achieving equity: "Without equity, there should be no extension of controls."

Meanwhile, the Pay Board submitted to a joint Congressional committee data supporting its view that certain proposed changes, among them raising the low-wage exemption from \$2.75 to \$3.50 an hour, would be "prohibitively inflationary." It argues that a \$3.50 threshold would exempt from controls 51% of the nation's private nonfarm work force.

The Pay Board's arguments apparently have not convinced the Democratic majority on the Joint Economic Committee. Following the administration's announcement that it would seek extension of controls authority, the Democratic members issued a preliminary draft of a report calling for changes.

The report pointed out that the program "has been accompanied by wholly inadequate policy steps to reduce unemployment," and that it "has

failed to adequately hold down price increases." The members say that price control failure is "dramatic since it has taken place in a context of virtually stable unit labor costs, continued high unemployment, and low capacity utilization."

Citing a continued need for some form of incomes policy, the committee's Democratic Senators and Congressmen suggest the following changes in the controls program:

- Exemption of all firms with fewer than 1,000 employees.
- Exemption of state and local government employees.
- Exemption of all workers earning less than \$3.50 an hour.

The committee says the exemptions it urges are general ones, and would not apply to the construction industry or medical services, both of which are "characterized either by supply shortages which will take time to correct, or by an industry structure which gives even small firms or unions a significant degree of monopoly power."

WHITE COLLAR

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Rulings of EEOC are OPEIU contract goals

In bargaining for new contracts unions are pushing for improved maternity leave, disability pay and other benefits. But to the amazement of many women members the issue seems to generate much more business opposition than do demands for equal pay and promotion opportunities.

Pressure for change comes from the Equal Opportunity Commission in Washington. This four-man, one-woman commission takes the position that any employment policy ought to apply equally to men and women. To provide for a male leg broken in a skiing accident while ignoring the temporary disability caused by childbirth is absurd and unfair, according to the EEOC.

In guidelines issued last spring, it said pregnancy is not a valid basis for refusing to hire, layoff or deny promotions. For job purposes, the commission added, pregnancy, miscarriage, abortion, childbirth are "temporary disabilities and should be treated as such."

Large corporations like General Motors, General Electric and Westinghouse are balking at the EEOC ruling. On the other hand, some corporations have recently bowed to pressure and liberalized their policies. A union has sued General Electric, charging it shows sex bias by refusing to pay disability benefits in maternity cases. Most likely the case will go to the U.S. Supreme Court. EEOC rulings don't have the force of law but the court has indicated it gives "great deference" to such administrative interpretations.

Recent OPEIU Educational Conferences highlighted this EEOC ruling and alerted bargaining units to keep it in mind in renegotiating contracts. Meanwhile, we are happy to note that some renegotiated contracts contain provisions enabling maternity leave to be charged against sick leave. Negotiators also are broadening health-welfare plans to include employer-paid vision and dental provisions.

Such provisions should have particular appeal for all nonunion women office employees and are among the many fringe benefits, in addition to equal pay and promotion opportunities, that can be gained through collective bargaining.

Court finds for women, withholds most of pay

Many times we have argued that women employed in offices, particularly in banks and insurance companies where discrimination because of sex is more the rule than the exception, will never achieve "equal pay for equal work" until they unionize *en masse* and gain their objective through collective bargaining.

Confirming this argument is the U.S. District Court ruling in the case of 13 female bookkeepers and tellers at the Industrial Bank of Savannah, Georgia. Although the court found the bank in violation of the equal pay law, it awarded only \$7,900 of the \$20,000 owed to them in back pay. Thus, these women lost almost \$1,000 each. (See page 4.)

Our view is that the court erred. The bank clearly violated the law; the female employees certainly did not. Why then should the guilty institution be rewarded to the tune of \$12,100 at the expense of these 13 employees who were forced to forfeit wages they were entitled to in justice and fairness? It may be called justice in legal terminology, but it can hardly be called social justice.

If we were these victimized bank employees, we wouldn't let the matter rest. We would promptly move to unionize under the OPEIU banner. Spirited action like this could help ignite the cause of unionism among 650,000 other female bank employees across the nation who allow themselves to be exploited.

Until a case like this sparks a militant nationwide movement by office women into the ranks of white-collar unionism, they will continue to be victimized by scowling employers shortchanging them because of their sex.



from the desk
of the
PRESIDENT

Peter Brennan— a fine choice

We have always contended that a representative of organized labor should rightfully be chosen for the office of Secretary of Labor. However, with the exception of President Eisenhower in the early part of his first term, Presidents of the United States have passed over labor leaders for this position.

A couple of weeks ago, President Nixon surprised the country by appointing Peter Brennan, President of the New York City and New York State Building Trades Councils, as Secretary of Labor. It was a pleasant surprise to your president and numerous other friends of Peter Brennan.

Pete, as he is known in the New York area, is an excellent trade unionist and has compiled a brilliant record as a leader of the Building Trades in the State of New York. His activities in the trade union movement were not limited to the building trades. Pete is well known for helping and assisting numerous local unions of the AFL-CIO, other than those in the building trades. He is an energetic, hard working and dedicated labor leader.

Your President has known Peter Brennan for approximately 25 years. We became friendly when Pete was a Business Representative for the Painters immediately after World War II. In subsequent years, we became close personal friends.

Pete is a registered Democrat who, as late as 1968, led a labor committee for the election of Hubert Humphrey as President. On the other hand, he was active in the re-election campaigns of Nelson Rockefeller in 1962, 1966 and 1970. Along with a host of labor leaders in the New York area, he regularly met with Governor Rockefeller and helped to make the Governor's record one of the most outstanding pro-labor records in the United States.

New York, for example, is one of only two states which pay unemployment insurance benefits during strikes. New York's minimum wage has consistently been higher than that of the federal government during the Rockefeller Administration and presently is 25¢ an hour higher. At Pete's urging, the Governor enacted numerous other pro-labor measures such as, for example, that which provided for elections and subsequent collective bargaining for hospital workers in the non-profit field.

Peter Brennan will do an outstanding job as Secretary of Labor. He will rigidly enforce all aspects of the Walsh-Healey Act. He will upgrade apprenticeship training. Occupational safety will not merely be a phrase. He will fight for the enactment of higher minimum wages and will continue to press President Nixon for the elimination of wage controls. He will enforce equal opportunity laws and in my opinion, despite some statements to the contrary, he will create greater opportunities for minority groups, even in the building trades. The New York Plan, which provides for training for adults in the building trades, is a credit to the leadership and fair play of Peter Brennan.

President Nixon is to be commended for his appointment of Peter Brennan as Secretary of Labor. We must also commend President Nixon for his reappointment of John Fanning to the National Labor Relations Board. We are hopeful that these two appointments reflect a change of thinking on the part of the National Administration and that these appointments will be followed by numerous other indications of a more liberal attitude towards organized labor.

Kaiser negotiations bring \$1,500 increase

Wage raises totaling nearly \$1,500 per member over two years were obtained by Local 29 for its 950-member office bargaining unit at Kaiser Foundation in Oakland and Alameda County, Calif., according to Sr. Business Representative Joe Nedham.

The pact calls for a \$38 per month pay increase retroactive to May 1 and an additional \$42 monthly in May 1973. Employees received \$35 of the initial

raise immediately, amounting to a 5.5% increase, the remaining \$3 to be paid if the Pay Board approves.

First year fringe benefits fall within the board's 0.7% limit. These include a fifth week of vacation after 15 years and an additional holiday (floating), making the annual total nine. Extra pay for part-time employees, in lieu of fringe benefits, was increased to 25¢ from 20¢ an hour.



HONORED FOR UNION SERVICE: Local 39 President Marion Sachtjen receiving plaque naming her as Madison Federation of Labor's "Union Leader of the Month" for November from Federation President Marv Brickson. Waiting to congratulate her are (left) President Charles F. Eikel, Jr., CUNA Mutual and CUMIS Insurance Societies, and CUMIS Board Chairman P. G. Gooch, and (at right) CUNA Mutual Board Chairman Robert Kratt. Employed at CUNA Mutual for 21 years, Mrs. Sachtjen heads the OPEIU bargaining unit for the staffs at the credit union's world headquarters in Madison, Wisconsin.

2 Vallejo units move forward

A 5% across-the-board salary boost, plus an improved auto allowance, were gained in identical one-year contracts negotiated by Oakland Local 29 for its bargaining units at the Redevelopment Agency of the City of Vallejo and at the Vallejo Housing Authority, Sr. Business Representative Joe Nedham reports.

The agreements set a starting minimum annual salary of \$6,084 in the lowest classification and a \$7,392 maximum. In the top grade, the salary ranges from a \$17,628 minimum to a \$21,408 annual maximum.

Employees authorized or required to use their own cars to perform their duties shall be reimbursed each month at the rate of 13¢ per mile for the first 500 miles, and 10¢ per mile thereafter.

It was also agreed that Local 29 will conduct a study to upgrade certain positions at the two agencies. Business Representative Louis A. Celaya headed the OPEIU negotiating team.

Grand advance in Ontario

A packet of wage increases and fringe benefits approximating \$1,000 per member over two years was gained in a new contract negotiated by Local 151 for its office unit at Anson General Hospital, in Iroquois Falls, Ont.

Retroactive to May 1, 1972, the agreement calls for an across-the-board \$27 per month increase in the first year and a similar boost on the same 1973 date.

A new vacation schedule provides two weeks after one year; three after five; four after 15, and five after 25 years. Statutory holidays now include "Civic Holiday."

The employer also agreed to pay total costs of premiums for Ontario hospital insurance protection and group life insurance.

Oakland local wraps up agreements for 3 groups

A 7% across-the-board wage raise with a 1973 reopener, plus fringe gains, was achieved in a master agreement covering Oakland Local 29 unit members employed by 18 jewelry establishments in the Bay Area Jewelers Guild, Calif.

The two-year contract, which runs to Aug. 31, 1974, provides paid maternity leaves; adds a dental plan to health-welfare coverage, and increases sick leave accumulation to 45 days. Local 29 Business Representative Bruce Lockey headed the negotiations.

Another Local 29 master agreement for its unit employed by the Laundryowners Assn. of Alameda County, comprising 13 establishments, provides a 15¢ general wage boost with a 1973 reopener, in addition to fringe gains, according to Sr.

Business Representative Joe Nedham.

The latter include two weeks vacation for one year; three after five, and four after 12; employer pension plan contributions increased by 5¢ an hour, and health-welfare premium payments boosted to \$51.10 per month per employee. A new clause provides paid maternity leave; sick leave provisions were also improved.

A third Local 29 pact for its office unit at Better Business Buying, Inc., a discount store in Berkeley, Calif., calls for automatic wage boosts totaling \$1 per hour over the life of the agreement, which runs to Oct. 1, 1975.

The employer agreed to join the pension plan with a 10¢ per hour contribution per employee in the first year, rising to 20¢ in the third. Another gain is an improved dental plan.

Local 393 wins awards for trio

An NLRB panel finds that Dempsey Key Punch Service, Inc., of Grand Blanc and Drayton Plains, Mich., was guilty of unfair labor practice charges as charged by Flint Local 393. It ruled that three office employees were penalized by the employer for union activities in the recent representation campaign which resulted in a landslide OPEIU victory among 100 employees at both offices.

The board awarded Lorna Covert \$2,094 for lost earnings as a result of her discharge and ordered her reinstatement to her former job, which she waived. It also awarded \$50 each to Janis Johnson and Linda Thompson for losses due to demotion and vacation benefits withheld by the employer.

The board further ordered the employer to post a public notice for 60 consecutive days assuring its employees that in the future it will not interfere with

their lawful rights to participate in Local 393 activities by interrogations, discharges or threats to discharge, and that it will not withhold wage increases, vacations or other benefits, or threaten to demote any employee for union-related activities.

Dempsey Key Punch Service numbers among its customers such corporate giants as General Motors, Ford, Chrysler and Michigan's Blue Cross. The elections, held last spring, were conducted by the Michigan State Labor Relations Board. Local 393 President Rosemma (Bo) Hitchcock set up the Organizing Committee which was headed by Bettye Smith as chairman.



FRIENDLY COMPANY GROWS: Cutting ribbon at dedication of new American Income Life Insurance Company headquarters in Waco, Texas, are, from left, Texas AFL-CIO President Roy Evans; Company President Bernard Rapoport, OPEIU President Howard Coughlin and UAW Regional Director Garland Ham, Dallas. Local 277 represents the office workers and agents.

Union life insurance firm moves into new office

OPEIU President Howard Coughlin was among 200 union leaders, government officials and other dignitaries attending dedication ceremonies marking the opening of a new headquarters for American Income Life Insurance Company in Waco, Texas.

American Income is known as the "union insurance company," serving thousands of

union families across the nation. Fort Worth Local 277 is bargaining agent for its 185 office employees, and recently signed a first contract covering its 500 agents, public relations personnel, and clerical employees at its agencies, which do business in 48 states and the District of Columbia.

At the dedication, company president Bernard Rapoport

said that American Income believes that "in this society, when you take something you have to give something back. We run a business to make a profit, but we try to leave a little here and a little there. We try not only to talk about caring, but to demonstrate caring among our employees."

An Indiana chartered company, American Income moved its major operations to Waco in 1959. In the intervening years, its office staff has nearly tripled, has outgrown two previous locations. Life insurance has increased from \$39 million to \$300 million; premium income from \$3.3 million to \$21.5 million, and assets from \$3.3 million to \$39 million.

A court is not a union -13 are shortchanged

A U.S. District Court rules that the Industrial Bank of Savannah, Georgia, must pay some \$7,900 in back wages to 13 female bookkeepers and tellers who were employed at lower rates than a trainee male employee performing the same work.

In an opinion for the court, Chief Judge Lawrence said the male employee was hired in mid-October 1969 as a "management trainee" at \$400 per month. For the first three weeks he trained in the bookkeeping department, working alongside a female bookkeeper earning \$280 per month. For the remaining time he worked as a teller, training with a female teller paid \$320 per month.

Female employees testified without contradiction that the male trainee worked under their

supervision, one stating that he "did no more than I did."

The male employee was discharged 3½ months after he was hired, his employment record stating he was "unable to learn the work."

Because the bank was since merged with the First Bank of Savannah, the court denied injunctive relief as there is "no evidence of prospective future violation." Noting that back pay for the full 28-month period would come to over \$20,000, the court comments that it is "difficult to conceive that Congress could have intended so harsh and inequitable a result from an isolated . . . violation," adding that at the time of the violation "the case law as to trainee exceptions . . . had not been developed."

\$3,850 obtained in Pittsburgh

Across-the-board wage raises averaging some \$3,850 per individual over three years, plus improved health-welfare benefits, were gained in a new contract negotiated by Local 33 for its office unit at Mack Trucks, Inc., in Pittsburgh, Pa.

Business Representative Theodore P. Homitz reports that the settlement calls for a 29¢ hourly general increase, retroactive to Dec. 18, 1971; 32¢ on the same 1972 date, and 34¢ on the 1973 anniversary. The pact runs to January 31, 1975.

Starting Dec. 18, 1973, the contract sets a minimum wage in the lowest office category of \$4.08 an hour, or \$168.30 per week, rising to a \$176 weekly maximum. The lowest classification includes shop clerk, typist-clerk, general clerk, and file clerk. In the top classification of senior accounting clerk, a \$4.63 hourly minimum (\$185.20 per week) rises to a \$195.20 weekly maximum.

13.46% advance is Maine score

Wage gains and fringe benefits valued at 13.46% were achieved in a two-year contract negotiated by Local 192 for its office unit at the Great Northern Paper Company in Millinocket, Maine.

Across-the-board raises of 5% take effect in the first year and 5.5% in the second. The shift differential increased to 15¢ (was 11¢) for the first shift and from 16¢ to 20¢ on the second.

Other gains are an improved vacation schedule calling for five weeks after 20 years and six after 25. The meal ticket allowance was boosted to \$2.50 from \$2; severance pay doubled to 2% (was 1%) of earnings, and the pension benefit level raised

to \$6 per month for each year of service.

Next July, a third floating holiday will take effect, and the annual rate of restoration on Major Medical expenditures will be increased to \$2,000 (was \$1,000). Accidental death and disability will be increased to \$10,000 (was \$8,000).

It was also agreed to give the OPEIU unit representation on the company's insurance committee, and to admit a union representative to the monthly meetings of mill managers on industrial relations.

International Representative John Fitzmaurice led the negotiations, assisted by Local 192 President Ray Paoletti.

Hospital pact sets 12½% wage increase

Wage gains totaling 12½% over two years, an added paid holiday and improved vacation schedule, were won in a contract renewal negotiated by Local 11, Portland, Ore., for its office unit at Cowlitz General Hospital in Longview, Washington. Business Representative Gary D. Kirkland reports.

Employees are now entitled to a holiday on their birthday, 2½-times regular rates for work on holidays, which total 10 annually, and a new vacation schedule calling for two weeks after one year; three after five, and four after 10.

Other gains are a three-day paid leave in family bereavements and differential pay for jury service. Contract language was tightened up with new clauses inserted on job security,

dues check-off, non-discrimination, picket lines, technological changes, promotions, demotions and transfers, and layoffs and recall.

\$2,600 is top in Texas pact

Across-the-board wage gains ranging from \$1,560 in the lowest classification to nearly \$2,600 in the top bracket over three years were gained in a contract renewal negotiated by Local 303 for its members at Day & Zimmerman, Inc., operator of the Lone Star Army Ammunition Plant near Texarkana, Texas.

The pact calls for 12¢ hourly raises in the lowest grade in the first year with 13¢ boosts in each of the following two years. In the final year of the contract the starting salary in the lowest grade will be \$112.40 per week.

In the top bracket, across-the-board raises call for 20¢ an hour in the first year, 21¢ in the second, and 22¢ in the third. In the final contract year, starting wage in this grade will be \$187.60 rising to a \$207.60 maximum.

The OPEIU negotiating team included Local 303 President Clara P. Morris and Vice President Jerry D. Poore.

Paper contract sets 11% gain

An 11% across-the-board wage raise over two years and a 50% increase in pension benefits were gained in a contract renewal negotiated by Local 345 for its members at Brown Company, Berlin, N.H., manufacturers of pulp and paper products, President Donald E. Sloane reports.

The agreement calls for a 5.5% increase in the first year, retroactive to July 15, and another 5.5% boost on the same 1973 date. The contract runs to July 15, 1974.

The pension benefits were raised from \$4 to \$5.50 per month in the first year, and will increase again to \$6 for each year of service in the second year. The Local 345 negotiating team included R. Roberge and J. Croteau and Sloane. They were assisted by International Representative John Fitzmaurice.

Canadian Price Index

Dominion Bureau of Statistics	
1971	
November	135.4
December	136.8
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

U.S. Price Index

U.S. Bureau of Labor Statistics New Base 1967=100	
1971	
November	122.5
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	126.6
November	126.9