



WHITE COLLAR

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

No. 324

JULY, 1973

17

Organizers add 300 to union

More than 300 members were added to OPEIU bargaining units as a result of organizing campaigns in the U.S., Canada and Puerto Rico through voluntary recognition and NLRB elections.

The largest group includes 120 practical nurses and operating room technicians at the Presbyterian Hospital in San Juan, P.R. International Representative Adan L. Melendez reports that management voluntarily recognized Local 402 as their bargaining agent. Local 402 already represents clerical

and other employees at the hospital.

In an NLRB election in Columbus, Ohio, Local 333 was chosen as bargaining representative by 50 office and clerical employees at the Federal Department of Defense Credit Union by close to a 2 to 1 majority. The campaign was initiated by Local 333 President Catherine Lewis, who was assisted in the later stages by International Representative Wade McCool.

OPEIU Vice President H. R. (Continued on page 3)

Executive Board actions

McGee and McCool honored

These were the principal actions taken by the OPEIU Executive Board at its recent meeting in Montreal:

• The board gave the 1972 H.B. Douglas Memorial Award to International Representative Joe McGee and Local 3 Business Representative Jerry McCool for equally outstanding efforts in organizing the 1,700-member Blue Shield unit in San Francisco. It noted that they were ably assisted by Vice President John B. Kinnick, Local 29 staff members from Oakland and the San Francisco AFL-CIO office.

• It designated Vice Presidents J. Oscar Bloodworth, John Kelly and Ed Springman as OPEIU delegates to the AFL-CIO Convention at Bal Harbor, Fla., Oct. 15-24. President Howard Coughlin and Sec.-Treas. J. Howard Hicks are delegates through the Constitution of the International Union.

• The board discussed organizing problems at length. Vice President John P. Cahill gave a report on the situation in the utility field where, he observed, there are many independent unions representing white collar employees. The board urged Locals to contact these independents in their areas with a view to bringing them into the OPEIU fold as affiliates.

Organizing

• The board urged Locals and their members to give support to unionized banks in their areas. It pointed out that this can be done through deposit of union funds and transfer of personal accounts by members to unionized banks, as well as by

urging other unions to put into practice the Union Label idea.

• President Coughlin reported on the chartering of two new Locals for hypnotists in Pittsburgh and Los Angeles with the result that hypnotists in other parts are showing interest in affiliation.

Manual available

• Copies of the new OPEIU Steward's Training Manual were distributed to each board member. The board pointed out that these manuals can be used not only for training Local personnel but also as a "valuable organizing tool." It urged all Locals to obtain a copy of the manual (costing \$5 for a set of five books) from the Secretary-Treasurer in Washington, D.C.

• The board upheld a report by the Hearing Officer on the imposition of a trusteeship on Local 29 in Oakland, due to a dispute over the election of Local officers. A new election was held under the auspices of the American Arbitration Association. Following certification of the second election results, the new officers were installed and the trusteeship was lifted.

Increased benefits

• Sec.-Treas. Hicks reported on improvements made in the OPEIU health-welfare plan. They include an increase in major medical benefits to \$10,000 in any one year, with \$2,000 restoration per year; life insurance for retirees raised to \$5,000 from \$1,000, and maternity benefits increased to \$150 and \$200, respectively, for hospital and physician costs.

• Vice Presidents Ron Bone

New Blue Shield members learn that unionism pays

Some 1,700 Blue Shield office and field employees in San Francisco learned at first-hand the value of OPEIU representation when the union successfully appealed an adverse decision on its initial contract wage boosts by the defunct Wage Board. The Cost of Living Council in Washington, D.C. found for the union.

As a result, the members gained an additional 8.25% in wages and fringe benefits in the first year for a total of 14.73% since Nov. 9, 1972, when Local

3 negotiated their contract. The package is the sixth largest allowed in the class II industry category. The original Wage Board ruling had held it to only 2.2% over the guideline.

The CLC ruling was obtained after months of untangling bureaucratic red tape, climaxed by the appearance before the council of Director of Organization Art Lewandowski and Local 3 Business Representative Jerry McCool, who traveled to Washington from New York and San Francisco, respectively, to present the merits of the union case.

Important in the issues raised in the OPEIU appeal were the "\$3.50 working poor rule," catch up, and area wage rates, setting an important precedent for still unorganized Blue Shield/Blue Cross employees to seek similar union representation.

Of the 8.25% increase, 5.05% goes to direct wage increases in the form of raises based on tenure and slotting in new job classifications. The remaining 0.45% was applied to across-the-board wage boosts.

The other 3.2% increase enabled the employer to pay, in

compliance with the OPEIU contract, for all dependent health-welfare coverage, with refunds retroactive to January 1973 being given to employees who had been paying for this. It also allows implementation of four weeks vacation after 15 years, salary parity for employees at the Fairfax branch office, and a pay premium for temporary employees in lieu of fringe benefits. All pay boosts and fringe benefits are retroactive to November 14, 1972.

The initial two-year contract, which became effective on the latter date, called for wage increases and fringe benefits totaling 30% over the period. McCool advises that the Blue Shield employees are delighted with the success of the OPEIU appeal and now realize that "without professional union representation this would have been impossible."

He says the new job bidding system won by the union is working very well. In less than five months, 257 employees bid for and received promotions; 66% of these were for jobs in the "F" classification and above.

and Romeo Corbeil reported on the activities of the Canadian Committee on Autonomy. They are to present a full report to the next board meeting.

• The board met with a Montreal Local 57 delegation relative to the possibility of a French-language publication for the benefit of French-speaking (Continued on page 2)

NLRB upholds Local 422, orders second election at bank in Ohio

The National Labor Relations Board in Washington, D.C., has ordered a new election among employees at the Savings Bank Company in Chillicothe, Ohio, upholding the findings of Administrative Law Judge Benjamin A. Theeman on unfair labor practice charges filed by Local 422. Theeman found the bank guilty of improper conduct on four counts.

International Representative Wade A. McCool, who handled the case for Local 422, says the board has instructed its Regional Director to set a date for the new election "at such time as he deems that circumstances permit the employees' free choice of a bargaining representative."

The board ordered the bank to post a notice on its premises for 60 days advising the employees that in the future it will not coercively question any employee regarding union activity; nor threaten the loss of any existing benefits; nor promise or grant to any employee an unusually large wage increase or

other benefit as an inducement to vote against the union.

At the hearing, held on April 10 at Columbus, it was brought out that prior to the election held on Sept. 7, 1972, the bank gave "unusually large" anniversary salary increases (amounting to as high as 19%) in order to induce some newly-hired employees to vote against the union.

Testimony revealed that, as a result, new employees were being paid more than the older employees who were training

them. This anti-union action occurred at the peak of the OPEIU organizing campaign after the bank had agreed to a consent election.

The NLRB notice, which the bank is required to post at its main office and two branches in Chillicothe, also assures employees that the bank will not in any manner again interfere with, restrain or coerce any employee in the exercise of his or her right to join the Office & Professional Employees International Union.

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WHITE COLLAR

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

HOWARD COUGHLIN

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Arguments for unionism in Chicago and San Francisco

Speaking in Chicago recently in support of the embattled Farah strikers, the Most Rev. Sidney Metzger, Catholic bishop of El Paso, Texas, made several points that apply to labor relations generally in North American industry. Summarized they are:

1. There is something unbalanced in a world which tolerates economic dictatorship in immense fortunes and at the same time pays little attention to economic bondage in excessive poverty.

2. The worker needs a union as a spokesman in order to bargain collectively for wages, hours, production, quotas, and job security.

3. Employers who do not pay a living wage defraud others and are guilty of injustice.

4. For the preservation of labor's rights the function of unions is vitally necessary.

With this wisdom in mind, we call the attention of all unorganized Blue Shield and Blue Cross employees across the nation to how their recently unionized colleagues in San Francisco learned at first-hand the value of union representation (*story on Page 1*).

If the 1,700 Blue Shield employees in San Francisco had failed to unionize, they would have been unable to bargain collectively for the 30% improvement in wages and fringe benefits they obtained in a two-year contract. And, as individuals, they would be powerless to bring an appeal to the Cost of Living Council.

Unfair practice decisions affirm right to organize

Although nearly 40 years have elapsed since the National Labor Relations Law was enacted, some banks and insurance companies—confronted by white-collar unionism for the first time—mistakenly assume that the law can be circumvented by devious means.

When employees at the Savings Bank Company in Chillicothe, Ohio, and the Security Title Insurance Company, Seattle, Wash., began organizing under the OPEIU banner last summer, both companies handed out raises as a device to defeat the union. In both cases employees were threatened with the loss of benefits if the union won, and thus were subjected to coercion.

Both employers have now been found guilty of unfair labor practices, and their employees will have another opportunity to vote for collective bargaining. We hope that when new elections are held, these bank and insurance employees will soundly rebuke management manipulation of the previous elections by voting overwhelmingly for OPEIU representation.

Shadow of Automation

Everywhere in North America today bank and insurance company employees are grossly underpaid and feel a growing sense of job insecurity because automation casts a larger and larger shadow each day. As more of these employees become aware of automation plans in the works, they are turning toward collective bargaining as the one means to protect themselves and their families.

Although the majority realize they urgently need a union, fear holds them back. The two NLRB decisions just handed down should reassure all employees in banks and insurance companies that the only thing they have to fear is fear itself.

Moreover, all bank and insurance employees should remember that no employer has any legal or moral right to subject them to intimidation, thus subverting the democratic process in representation elections. They should also realize that their only hope lies in unity and solidarity with their co-workers.

When they allow themselves to be seduced by management, manipulating them for its own selfish purposes, they are actually voting against their own best interests as well as those of their fellow-employees. It's just the ancient "divide and conquer" technique being applied to office labor-management relations.



NEW LOCAL GETS CHARTER: OPEIU Vice President J. Oscar Bloodworth presents charter to Local 434 President Hazeline Wilson in Durham, N.C., as other officers and members look on. The Local is made up of 157 employees at the home office of North Carolina Mutual Life Insurance Company. The first contract, ratified recently, brought important improvements to the new unit.

Local 2 negotiates \$300 to start for professionals

Substantial wage gains and fringe benefits were won in an one-year contract negotiated by Local 2 for its new unit, comprising economists, writers, researchers, artists, librarians and clerical employees, at the Transportation Institute, in Washington, D.C. The Institute provides maritime research services.

The pact sets a \$115 per week minimum starting rate in the lowest clerical grade, rising to \$135, and a \$300 weekly starting rate in the top professional classification, rising to \$330, for a workweek of 35 hours.

It calls for 12 paid holidays annually; vacations of two weeks after one year, three after four, and four after 10. Sick leave of five days per annum was also obtained, cumulative to a 15-day maximum.

It also provides for a union shop and dues checkoff. Other gains are pay differential for jury service, maternity leave, three days bereavement leave, and grievance and arbitration procedure. Included also are

Executive board actions

(Continued from page 1)

members of the union in eastern Canada.

• Vice President Ed Springman, chairman of the OPEIU historical committee, urged all Locals and members to send to him, c/o Sec.-Treas. Hicks' office, any old photos, contracts or other materials from their files that may have historical value.

• The board observed a moment of silence in memory of former Vice President Gene Corum who died earlier this year.

technological and successors clauses.

A unique feature is that the employer agrees to reimburse employees up to \$150 for any loss of personal property on the premises due to theft, accident or other reasons, but excludes jewelry, cameras, radios or TV sets, furs or various other luxury items.

The OPEIU negotiating team was headed by Local 2 Business Representative L. J. Sheridan and included Shop Steward Jim Patti and Edna Sallee.

Local 15 gains dental plan

A 21¼% pay boost, improved vacations and a prepaid dental plan were gained by Vancouver Local 15 in a new two-year contract negotiated with Bingham Pump Ltd., in Burnaby, B.C., Business Representative Bill Swanson reports.

The pact calls for an 11.65% general increase retroactive to April 1, with a 9.6% boost effective on the same 1974 date. On the latter date, it sets a minimum monthly pay scale of \$561, rising to a \$582 maximum for clerk-typist; \$666 rising to \$715 for stenographer, and \$996 rising to \$1,076 for design draftsman.



HONOR RETIRED BOSS: Local 39 President Marion Sachtjen pins OPEIU button on lapel of Charles F. Eikel, Jr., who retired on June 1 after 17 years as chief executive officer of the Credit Union Insurance Societies in Madison, Wis., world headquarters of the credit union movement. At a farewell testimonial party attended by 750 union members, CUNA executives and others, Local 39—which voted him an honorary OPEIU lifetime member in 1968—presented him with union cuff links, a diamond tie tac, and a plaque as tokens of their appreciation of many years of friendly association.



from the desk
of the

PRESIDENT

**The case for trade revisions
boils down to jobs**

The Burke-Hartke Bill will soon be debated and decided by the Congress of the United States. The events which led up to the drafting of this legislation were losses of jobs and job opportunities in the United States without precedent. In the last five years, a million job opportunities for American workers were washed away by a tidal wave of imported goods and the migration of huge chunks of American industry abroad. Millions of additional jobs are in jeopardy as the process accelerates.

There can be no argument on our part with a loss of jobs because of competition from countries which are substantially unionized and in which a good standard of living has been established and wages are paid commensurate with that standard of living. For example, we cannot include a country like Canada when we think in terms of the effects of Burke-Harke. Canada has a good labor movement and an excellent standard of living. Jobs are not being lost to Canada because of unfair competition.

Canada cannot be compared to low wage areas like Korea, Hong Kong, Singapore, Taiwan and Mexico where pay scales range from 15 cents to 60 cents an hour. The reverse is true. OPEIU wage scales in Canada not only compare favorably with the United States but, in many cases, exceed rates for similar classifications in the States.

AFL-CIO President George Meany recognizes these problems and stated that he is not wedded to Burke-Hartke but wants a bill which would tax overseas operations of U.S. firms more in line with domestic rates and remove the tax breaks and incentives which encourage firms to ship out. He wants a method to regulate outflow of capital from the United States and export of technology, most of which was developed by the taxpayers' money. Meany is also insisting that it be mandatory to label foreign made goods or components so U.S. consumers will know where these items were made.

Unless a substantial part of Burke-Hartke is adopted, we will continue to see jobs go down the drain by the tens of thousands. Some of the past examples are startling.

- On October 1, 1971, Warwick Electronics in Zion, Illinois closed down. This firm once employed 1,600 people. The work went to Mexico and Japan.

- On November 1, 1971, RCA shut down a Cincinnati plant laying off the last of a work force which had numbered over 2,000. The semiconductors and transistors once made in this plant are now being made in Belgium and Taiwan.

- The General Instrument Company closed down two plants in New England which made semiconductors, television tuners and recorders. Two thousand workers were laid off. Thereafter, this same company, which subsequently became the largest employer in Taiwan, hired 12,000 workers in that country at wages of 15 to 20 cents per hour for producing these same items.

- In 1970, the Standard Kollsman plant in Oshkosh, Wisc., closed down, laying off 1,100 workers. The jobs went to Mexico.

- On July 1, 1970, Emerson's Jersey City plant closed down. This plant had employed several thousand workers. All of the work went to Taiwan.

- On July 1, 1970, Sessions Clock, Forestville, Conn., closed its doors. The work went to Japan.

- On September 1, 1971, Bendix closed its York, Pa., plant. Six hundred workers were formerly employed there, making electrical equipment for the Navy. Now Mexican workers supply our Navy at wages of 42 cents an hour.

More than 75 American-owned factories are operating in Tapei, Taiwan, shipping goods back to the United States for sale—among them Admiral, Bendix, Zenith, RCA, Arrow Shirt, Dow Chemical, Mattell Toys, DuPont and Singer. The equipment, technology and management are American; the workers are low-wage citizens of Taiwan. The articles produced are sold in this country at the highest possible prices, despite low-wage production.

We cannot continue to pay high prices in this country for low-wage produced articles of commerce in underdeveloped countries. We cannot continue to allow these American-owned multinationals to evade taxes on profits derived from American consumers. Fair and adequate legislation is imperative if we are to protect American jobs and American consumers from the greed of American multinational firms.

**Technicians in British Columbia
get minimum of \$940 monthly**

Substantial salary increases, an extra paid holiday, more liberal vacations and employer-paid health-welfare costs were gained in a new two-year contract negotiated by Vancouver Local 378 for clerical and technical employees at Dominion Glass Company, Ltd., in Burnaby, B.C. The work week is 35 hours.

Local 378 President Ron Bone, who headed the OPEIU negotiating team, reports that the pact sets a minimum \$527 monthly rate in the lowest clerical grade, rising to a \$608 maximum. In the top technical classification, it calls for a \$940 minimum, rising to a \$1,084 maximum.

In case of promotion to a higher grade, a \$15 monthly raise is guaranteed. Other gains are an additional paid holiday, bringing the annual total to 11, and the vacation schedule liberalized to provide four weeks after 16 years (was 20).

The company agreed to provide long-term and short-term disability income maintenance programs, group life insurance, the M.S.A. plan, and extended health benefit (\$10 deductible and 90% co-insurance), all at no cost to the employees. Health-welfare costs were previously shared by the employees. The company agreed to provide safety glasses and a \$10 annual subsidy to be applied where the purchase of safety shoes is required.

The new contract runs from April 1, 1973 to March 31, 1975.

Assisting Bone in the negotiations were Local 378 Business Representative R. N. Renne and a committee comprising R. W. Wright, E. Moffat and Diane Vaughan.

Dominion Glass has six Ca-

nadian plants located in Montreal, Hamilton, Toronto, Wallaceburg, and Redcliff, Alberta. It has seven sales offices in Montreal, Quebec City, Halifax, Toronto, Hamilton, Winnipeg and Redcliff.

Progress at Dominion

Office and technical employees of Dominion Glass Company, Ltd., at Burnaby, B.C., chose Vancouver Local 378 to represent them in collective bargaining on Nov. 12, 1969. An initial three-year contract won for them substantial salary and fringe benefit gains over pre-union rates.

The new two-year contract boosts salary gains almost 40% above initial contract rates, with further raises scheduled during its term. Table below shows job grades and monthly salary rates under the new and old contracts:

	New 1973	Old 1970
GRADE I		
Sales Clerk, Packing Room Clerk, TWX Operator, Switchboard Operator-Receptionist, Dicta-Typist, Clerk-Typist, Typist, Stenographer	\$527	\$380
GRADE II		
Stock Location Clerk, Purchasing Clerk, Payroll Clerk, Statistics Clerk, Secretary, Engineering Clerk, Key Data Operator	\$606	\$435
GRADE III		
Production Scheduling Clerk, Bonus & Statistics Clerk, Customer Service Representative, Accounting Clerk	\$703	\$510
GRADE IV		
Production Records Section Head, Plant Buyer, Draftsman	\$758	\$540
GRADE V		
Budget & Payroll Section Head, Mould Technician, Industrial Engineering Technician, Engineering Technician	\$940	\$690

Organizers add 300 to union

(Continued from page 1)

Markusen reports that Local 12 won two NLRB contests in the Twin Cities. A 21-member office unit at Fisher Nut Company in St. Paul, manufacturer of salted-in-the-shell peanuts voted 9 to 1 in favor of collective bargaining.

An office, technical and professional unit at Plymouth Avenue Medical Center in Minneapolis voted 5 to 1 in favor of OPEIU representation. The professional group elected to be included in a single unit.

Local 12 Business Representative Jerry Schmit led both campaigns. He reports that a drive has been launched to unionize the 600 Blue Cross/Blue Shield employees in the Twin Cities. The initial response has been excellent.

Local 13 Organizer Tom O'Brien reports that the St. Louis Local won a 26-member office unit at General Radiator in Mt. Vernon, Ill. by a 16 to 10 vote.

International Representative Wilfred L. Peel advises that

certification has been received for a 53-member office unit at Silverwood Dairy in Toronto, Ont.

Business Representative Alvin Pucker reports that Denver Local 5 won an office unit at Litvak Meat Company, Inc., in an NLRB election, as well as a

group of computer programmers at the Navajo Truck Lines.

Tacoma Local 23 reports winning an office employee unit in an NLRB election at the Olympia facilities of Washington Natural Gas Company by a 5 to 3 margin.

**Corbeil counsels Africans
on white collar unionism**

OPEIU Vice President Romeo Corbeil has returned from a three-week visit to four African nations where he advised white-collar unions on collective bargaining, union organization and methods of handling grievances.

His visit was made at the request of the African-American Labor Center in New York, an AFL-CIO. Corbeil visited Togo, Zaire, Kenya and Ethiopia.

He was designated for the mission by President Howard Coughlin because of his talent and experience in addition to his bilingual abilities.





NEWLY ELECTED LOCAL 21 OFFICERS shown at installation ceremony in Atlanta, Ga. From left: Georgia State AFL-CIO Secretary Martha True who presided; Local 21 President Ronna A. Jones, Vice President Australia Davidson, Financial Secretary Sarah Butler, Recording Secretary Linda Jones; Louise Watkins, Trustee, and Vivian Booth, delegate and vice president, Atlanta Labor Council. Absent when picture was taken were Trustees Betty Cox and Dorothy McCain.

Professionals seen swinging to unionism

Thousands of professional and technical employees across the nation "are showing a surge of interest in joining unions or converting old-line professional associations into collective bargaining units." Surprisingly, that's the thrust of an article appearing in *Nation's Business*, the magazine of the Chamber of Commerce of the United States.

While finding the extent of "such militancy" hard to measure, the magazine points out that should the trend continue and grow it will have "dramatic effects" in private businesses, universities and government.

The pro-union activities analyzed are not among lower-grade professional employees but among doctors, professors, stockbrokers and diplomats. It is groups at the top of the job ladder who are "showing signs" of willingness "to pin on union buttons," the article notes.

It highlights the reasons that appear to be "pushing" the professionals toward collective bargaining.

Among those cited are the loss of immunity to layoffs among many professionals, particularly engineers; "unfair and arbitrary" practices in government; the belief of teachers and doctors that they have not been listened to in determining policies, and the success of unions in securing wage and salary boosts.

As might be expected, the article reminds professionals about the "consequences" of joining unions—damage to "objectivity," possible "loss of status," danger of becoming "involved in strikes," and "erosion of recognition for top performance."

Pension plan among gains in 1st Local 11 pact

A 5.5% across-the-board pay increase, an agreement to review job classifications, and a pension plan were gained in an initial contract negotiated by Portland's Local 11 for its new unit at Pay-N-Takit Stores, Inc., a retail grocery concern in Vancouver, Wash. The one-year pact runs to May 1, 1974.

Local 11 Sec.-Treas. Walter A. Engelbert says the pact calls for seven paid holidays, plus one half-day for Christmas shopping. In lieu of an eighth holiday, the employer agreed to add one day's pay to the regular vacation checks. Vacations are one week after one year; two after two; three after nine, and four after 20 years.

Other gains are full employ-

er-paid coverage for family medical and dental care under the Western States OPEIU Health-Welfare Fund. The employer also agreed to contribute 10¢ per hour for each employee into the Western States Pension Plan and to continue as in the past the Christmas bonus and turkey given to each employee.

The pact provides a union shop, grievance machinery, bereavement, sick leave and seniority clauses, as well as successors and technological clauses.

New retirement plan is among gains at law firm

A 6% across-the-board salary increase in the first year, two additional paid holidays bringing the annual total to 11, and a new retirement plan in the second year, were gained in a three-year contract negotiated by Local 139 for legal secretaries and clericals at Domnitz & Prochazka, attorneys-at-law, in San Diego, Calif.

Local 139 Business Representative Anna B. Stone reports that the pact sets a starting monthly minimum of \$730 for senior legal secretaries, with \$30 per month semi-annual hikes to an \$825 maximum.

Legal trainees, who automatically become senior legal secretaries after three years, start at \$475 and reach a \$670 monthly maximum after two and one half years.

Retirement plan

On April 1, 1974, the employer agreed to contribute 2% of each employee's gross salary (fringe benefits excluded) toward a retirement plan, and to pay \$50.50 per month into an OPEIU Trust Fund for health-welfare coverage. A new maternity leave clause was written into the contract, which runs to March 31, 1976.

\$2,500 in wage increases negotiated in Chicago

Across-the-board wage gains totaling more than \$2,500 per individual plus additional fringe benefits, were obtained by Local 28 in a three-year contract recently negotiated with GTE Automatic Electric, Inc., in Chicago, Ill.

Business Manager Bill Cox reports that the pact covers some 900 clerical employees at the Northlake plant. It calls for a 20¢ an hour pay increase in the first year, another 20¢ in the second, and 22¢ in the third year.

The first-year increase is retroactive to April 27, the effective date of the outstanding agreement.

Fringe gains

Fringe benefit improvements include a floating holiday, bringing the annual number of holidays to 10, and a \$1 increase in the monthly pension benefit, over the term of the contract, bringing the total to \$6 per year of service.

The company also agreed to pay all premiums for employee insurance coverage during the life of the contract which runs to April 27, 1976.

The negotiating team for the union included Chairman Ray Soberski, Gene Cochran, Robert Boyd, John Avena and Ken Spear.

NLRB upholds Seattle local

Security Title Insurance Company of Seattle, Wash., illegally interrogated and threatened its employees during an organizing drive conducted by Local 8 and also engaged in surveillance of employees' union activities, NLRB Administrative Law Judge George Christiansen finds.

The OPEIU began its campaign in June 1972. An employee working as the company's associated general counsel informed his supervisor and the company president on June 16 of the union's intention to organize its employees. On the same day the employee was dismissed, but he was reinstated on July 17 after the OPEIU filed unfair labor practice charges.

NLRB directed an election for the company's 125 professional and non-professional employees on March 2, 1973. When the election was held on April 5, the unit cast 48 votes for OPEIU, and 76 against.

Prior to the election, OPEIU filed charges with the board alleging that the company threatened, interrogated and engaged in surveillance of known union adherents. The union also charged that the company granted 103 employees pay increases during the campaign to discourage union support.

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

J. Howard Hicks, Sec-Treas.
1012-14th St., N.W.
Washington, D.C. 20005

U.S. Price Index

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

1972	
May	124.7
June	125.0
July	125.5
August	125.7
September	126.2
October	126.6
November	126.9
December	127.3
1973	
January	127.7
February	128.6
March	129.8
April	130.7
May	131.5

Canadian Price Index

Dominion Bureau of Statistics

1972	
May	138.3
June	138.5
July	140.2
August	141.3
September	141.3
October	142.0
November	142.3
December	143.5
1973	
January	144.5
February	145.3
March	146.7
April	147.3
May	148.4