Three collect $13,500

After Local 2 filed an unfair labor practice charge with the National Labor Relations Board, the National Memorial Park, Inc., of Washington, D.C., agreed to restate three salesmen it had discharged for union activities and to reimburse them $13,500 for time lost.

The salesmen are Louis Hyatt who received $10,000 in back pay; Charles J. Clay, who got $2,700 plus an additional $2,500 as an OPEIU contract, and Patrick J. Martin, who got $800.

Local 2 charged that the company unilaterally withdrew from agreement to accept bargaining and refused to discuss wages at the bargaining table.

The employer also agreed to cease and desist from all future anti-union action, to bargain in good faith for an OPEIU contract, and to post a notice to this effect on its premises for 60 consecutive days.

Second pact brings many gains at lumber firm

Across-the-board wage gains totaling more than $1,750 per member over two years and a wage repeater on all monetary items in the third were achieved in a three-year contract negotiated by two locals for its unit at Miles Lumber Company in Minneapolis, Minn.

The company, a division of Inconco Corporation, manufactures pre-fabricated homes, garages, plumbing, heating and kitchen equipment.

In the first year, the days before Christmas and New Year's become full holidays (previously half days), and in the second year the day after Thanksgiving also becomes a paid holiday. The vacation schedule was liberalized to provide two weeks after one year (was three), and eligibility is now based on hiring date (was June 1).

New clauses in the second contract with the company include dates check-off, a pregnancy clause complying with the State's Human Rights guidelines, equal distribution of overtime, and full accumulation of unused sick leave days. In the second year, the company agreed to pay a differential for jury duty service.

The OPEIU negotiating team included Business Manager H. R. Markland, assisted by Shop Stewards D. Michele Spiczka, Tim Tigue and Clee Balabon. The contract runs to Dec. 15, 1975.

Local 388 delivers a $3,750 parcel

Wage gains totaling some $3,750 per individual over three years were won in a contract negotiated by Local 388 for its office unit at United Parcel Service in Cincinnati, Ohio, Business Representative Robert A. Pierce reports.

It calls for across-the-board boosts of 28c an hour in the first year, 31c in the second, and 33c in the third. In the final year, the pact sets a weekly wage of $208.48 in the lowest office grade, and a $248.80 scale in the top classification. An additional 0.7% was allocated to health-welfare.

Other gains are a paid full day's holiday the annual total eight, a more liberalized vacation plan providing three weeks after eight years (was 10), as well as pro-rata vacations for part-time employees, and a 45-minute lunch period (was 30 minutes).

New clauses were added on maternity leave, sub-contracting, assignment of starting times on a seniority basis, referral of job vacancies to the union, and removal of disciplinary warnings from personnel files after nine months. The pact runs from March 1, 1973 to Feb. 29, 1976.

$3.50 exemption viewed as an organizing stimulant

All pay increases up to the legal maximum of $3.50 an hour are exempt from wage controls as of May 1 last, according to the Cost of Living Council. The new and higher figure was adopted by the Council under new legislation enacted by Congress extending the Economic Stabilization Act for another year until April 30, 1974.

The previous low-income cut-off was $2.95 an hour. Even that was achieved only through a court battle after the council had set a current figure at a below-poverty level of $1.90 an hour.

Expansion of the wage exemption was one of a number of major changes that organized labor had urged to make the controls program more equitable and effective. By raising the cut-off, Congress increased the estimated number of workmen who were being cut off from about 16 million to 25 million.

The $3.50 exemption should be a strong stimulant for new organizing among white collar employees," OPEIU Director of Organization Art Lewandowski commented. He pointed out that this is particularly true for the many women and minorities who have been the victims of these restrictive policies simply because the vast majority are still unorganized.

He asserted that unionized employees in the exempt category can now legally bargain for a basic salary of up to $140 for a 40-hour week, or $122.50 for a 35-hour week. But in this respect unorganized white collar employees will continue at a decided disadvantage unless they take a fresh look at their self-interest and unionize, Lewandowski said.

"Only by unionizing to gain the legal right to bargain collectively can they ever hope to obtain a living wage to keep abreast of the current inflation, which shows no sign of being brought under control," he said, adding:

"Recently I called attention to the fact that many employers are using wage controls as an excuse to withhold or deny pay raises to unorganized employees. Where raises are given they are usually held far below the 5.5% guidelines. A classic example of this was a 1972 BLS report on wages in Texas, which showed that the annual average pay raise was only 0.4% when compared with the year before, while wage controls were first introduced.

Adding weight to his remarks is the fact that the House rejected even a partial rollback of prices, rents and consumer interest rates. And a House-Senate conference committee dropped a Senate-passed provision to limit rent increases in metropolitan areas with a shortage of vacant apartments.

The final version of the economic stabilization legislation also includes some other provisions sponsored by organized labor that:

- Require the Cost of Living Council to offer to conduct hearings for affected parties before wage raises can be reduced.
- Redefine "wages and salaries" to exclude reasonable employer contributions to fringe benefit plans.
- Stipulate that the stabilization law may not be used as authority or justification for impoundment of funds.

Organizers in U.S. Canada add nine units to union

The latest tally shows new organizing has added nine more OPEIU bargaining units representing some 450 professional and clerical employees in the U.S. and Canada.

The growing tendency of professionals to unionize under the OPEIU banner is reflected in the chartering of a second group of hypnotherapists, this one in California.

The group, which is located in Panorama City, a Los Angeles suburb, becomes Local 472. It is headed by John G. Kappas as president and Christiana Vick as secretary-treasurer.

The first group was chartered some months ago in Pittsburgh, Pa., as Local 469, with an office in the downtown YMCA. Both new hypnotherapists' Locals aim to set certification standards for practitioners and thus improve service to those who need hypnotherapy help.

Expanding its membership in the Spokane Wash. area, Local 187 reports a successful "do-it-yourself" campaign that organized the clerical unit of the Inland Automobile Machine. After the employer agreed to a stipulated election, the office employees overwhelmingly voted for Local 187 representation by a 4-1 margin.

The organizing committee was headed by Local 187 President William Cline and Terry Treas. Lillian Melton, who disclosed that the association's salesmen also are now becoming interested in union representation. Negotiations for a first contract are underway.

Local 3 President George A. Davis reports that the OPEIU has been certified to represent an 80-member unit of clerical employees at the Pacific School of Dentistry, in San Francisco. The campaign was directed by Business Representative Jerry McCan.

Los Angeles Local 30 Business Manager Gwen Newton reports organizing the office employees at Gilmore Envelope Corporation. The campaign was directed by Organizer Bill Robb,
U.S. study shows
Workweek cut brings benefits

Shorter workweeks can increase production substantially, ease employer recruitment problems, provide better service to customers by having more than one person on the job, lower unit operating costs, improve corporate image, reduce overtime and absenteeism, and help employee morale.

The conclusions reached by the U.S. Bureau of Labor Statistics from a study of 10 of 16 firms experimenting with a five-day, 37-hour workweek, according to BLS Assst. Commissioner Jerry A. Maris. They confirm the arguments advanced by the OPEIU over the past decade for a four-day, 32-hour week.

Maris said that 12 of the 16

Workweek cut at Cotton Exchange

A 35-hour workweek for office employees, reduced from 40 hours, and a four-day, 37-hour work week across-the-board pay boost over two years, highlight a new contract negotiated by Local 205 for its bargaining unit at the New York Cotton Exchange. Local 205 President John R. Knox said that the pact calls for a 9% wage boost in each of the two years. Other gains include two personal holidays, a new maternity clause, and a more liberal vacation schedule.

Employees are now entitled to three weeks' vacation after four years (was 5), and four weeks after 14 years (was 15).

The new contract runs to October 31, 1975. A 4% general wage increase for some 270 employees at the American Stock Exchange was gained in another two-year agreement negotiated by Local 205 a month ahead of the previous pact's expiration date, Knox said.

This settlement calls for a 4.5% across-the-board wage hike effective last May 1, with a 6% increase scheduled for May 1, 1974. Fringe benefits remain unchanged because of the securities trading slump on Wall Street.

Krent explained that negotiations occurred at the "worst pe-
riod in the exchange's history, with securities volume in the first three months 42% lower than the same 1972 period." He added that the 'new contract has been back-loaded in the hope that conditions will improve before the second-year gains become due.

Local 205 will insist on opening early negotiations at the New York Stock Exchange and at the Securities Industries Automation Corp., where current contacts expire on October 31, 1973. Rumors about a 2,000 employees at the major exchange, and 230 at SIAC.

Local 205 has established a Sunshine Fund, financed by members' voluntary contributions. It provides baseball tickets to Met or Yankee home games, sends flowers to a member's family in case of bereave-
ment, and in other ways touches members' lives.

U.S. Price Index

U.S. Bureau of Labor Statistics New Base 1972=100

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Canadian Price Index

Dominion Bureau of Statistics

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Pension vesting at 40 among Cincinnati gains

A 16 1/2% wage increase over three years, an additional paid holiday, plus improved hospital and pension benefits, highlight a new contract negotiated by Local 235 for the 315 clerical workers at R. L. Polk & Co., mail order house, in Columbus, Ohio.

Business Representative Robert A. Pierce reports that the additional paid holiday, Good Friday, provides an extra day to nine others. Gain are double life insurance coverage to $2,000 (was $1,000) for all em-
ployees. Eligibility for sickness and accident benefits, equal to 45% of employee's regular weekly pay, is extended to 26 weeks (was 13).

Pension vesting eligibility was reduced to age 40 after 15 years (was 50 and 15), and the employee will receive the maximum retirement benefit to $75 per month (was $67.50). A significant gain was a company agreement to provide group life insurance coverage for all re-
tirees.

For the first time, the em-
ployer also agreed to bargain over health-care matters for retirees. This is expected to lead to additional benefits for retirees in future agreements.

$1,400 plus bonus won for San Francisco unit

Wage hikes approximating $1,400 per member, plus a $52 annual bonus starting on Dec. 1, 1974, were gained in a two-year contract at Local 29 for its 190-member ofifice and technical bargaining unit at San Francisco, Inc., San Francisco.

Other gains add dependent coverage to the employee dental plan, improved seniority lan-
guage, protection for employees on "dangerous" jobs, and re-

Subscription Price $1 a Year

Case for increases

With workers' buying power declining as prices and profits skycracked, it is clear that workers are "the victims of this inflation, not beneficiaries," says a statement issued by the AFL-CIO Executive Council which adds:

"The Administration's inequitable and unbalanced stabilization program has imposed stringent controls only on workers' wages, ever since August 15, 1971. From the very beginning there has been:

* No effective control on prices and the degree of control that did exist has dwindled to the vanishing point.
* No control on interest rates.
* No restraint on profits.
* American workers cannot—and will not—continue to be the only group of society to pay for the housing and production mortgage, and the wages of workers are only worth what those wages will buy. Today, everything they buy and the rests they pay cost more than ever before.
* The compensation of the executives of the corporations they work for allows them to maintain in exchange for their employ-
ments are allowed to soar. The interest rates they pay on mortgages and loans are allowed to increase.

"None of this is fair. None of this is equitable. "Unless and until effective action is taken in these areas, no government intervention on collective bargaining settlements is justified, nor can the Administration reasonably expect the trade union members to continue to support them. "We have no further alternative but to seek equity at the col-
lective bargaining table.

AFL-CIO President George Meany suggests that wage increases of 7% to 8% are necessary this year to meet soaring living costs. With food prices skyrocketing, unions cannot ignore this basic factor in negotiating new contract settlements. The 7% to 8% figure is entirely justifiable under present circumstances.

What you can do

In the five years ending 1971, American multinational corporations through export of capital and technology have caused a net loss of one million jobs or job opportunities in this country. Our Canadian brothers and sisters are in the same boat, experiencing record unemployment because of these multinational firms.

Briefly, multinational corporations set up plants all around the world. They move machinery and production techniques to those plants to take advantage of low wage scales—especially in the Far East.

Thus, they make huge profits but keep most of those profits overseas. Amazingly, U.S. tax laws fit hand-in-glove with the wishes of these giant corporations. Our trade and tax laws en-
courage them to move plants abroad, at the same time giving them vast benefits on overseas profits.

As a result, we must pay higher individual taxes because the multinational corporations pay so little, but even more important is the loss of jobs. The Burke-Hartke bill is designed to solve this foreign trade problem by ending these tax privileges, thus providing more jobs for our own citizens.

The OPEIU has gone on record in support of the Burke-Hartke bill, recommending that Canada be specifically exempt from the quota provision in the proposed legislation. Here's what OPEIU members can do to help enactment of this urgently needed law:

1. Send a card or letter to your Senators and Congressmen in Washington. Ask them to support the Burke-Hartke bill (officially known as S 151 and HR 62) but urging exemption of Canadian multinational workers.
2. Get your Local to adopt a resolution endorsing Burke-
Hartke, and circulate the resolution among members of the Senate and House of Representatives, and among public officials and other leaders in your community.
3. Ask your city councilmen and state legislators to seek pas-
sage of resolutions calling for enactment of Burke-Hartke by Congress. Publicize your action in your local press.
4. Talk up the Burke-Hartke bill among your friends and rela-
tives, your neighbors and fellow employees.
Four Ontario units score

Health unit

A 7% general salary boost, and important fringe benefit increases were gained by Local 327 in a one-year contract renegotiated for its unit of visiting registered nurses in the GTA, unit G, and two other units.

Mid-Canada Council Repre-

sentative E. M. Stencer reports that a 7% general salary boost, and an additional paid holiday and important fringe benefit increases were gained by Local 327 in a one-year contract renegotiated for its unit of visiting registered nurses in the GTA, unit G, and two other units.

The starting uniforms allowance goes to $90 (was $60), with $45 for upkeep annually thereafter (was $30). The car allowance was increased.

A new clause calls for check-off of union dues. The OPEIU negotiating team included Local 327 Vice President Barrie Burns, and Local 329 Vice President John Stacey.

Board of Education

Wage increases totaling $1,030 per individual, improved vacations and health-welfare provisions, highlight a new two-year contract renegoti-

ated by Local 454 for its 90-member bargaining unit at Lakehead Board of Education, Thunder Bay, Ont. Mid-Canada Council Representative E. M. Stencer reports.

The 4.5% general wage increase is retroactive to Jan. 1, with a further 25% boost scheduled for Sept. 1, and another 25% to take effect May 1, 1974. The improved vacation sched-

ule provides one month after 20 years, and five weeks after 25. The board also agreed to pay 100% cost of employee medical coverage and 80% of the premiums for life insurance.

Wage gains averaging some $1,600 per individual over 25 months, together with greatly improved fringe benefits, were won by Local 81 in a renegotiated five-year contract covering its unit of office and warehouse em-

ployees at Cochran-Dunlop Inc., in Thunder Bay "P" Ont. The pact, which covers

all employees, was increased to $3.60 on the same 1975 date. The three-week employees won $25, 20c and 10c an hour each year.

Hardware pact

Wage gains over two years, adding $70 per month across-the-board to minimum clerical wage scales and $84 to maximums, an additional paid holiday and other fringe im-

provements, were won by Local 81 for its office unit at McKellar General Hospital, in Thunder Bay.

Mid-Canada Council Repre-

sentative E. M. Stencer reports the new pact sets a minimum starting wage of $2.50 an hour, an office grade of $410 per month, rising to a $456 maximum, and includes a $30 an hour differential in the top clerical classification.

The shift differential was in-

creased to $1 from 80c. New classi-

fications and labor grades were also negotiated, with some classifications upgraded.

Other gains are a floating holiday, bringing the annual total to 10. The vacation sched-

ule was improved to provide three weeks vacation after eight years (was seven) and 14 weeks after 20 years. The employer also agreed to pay 75% of the costs of medical insurance in the first year, and 100% in the second.

The OPEIU negotiating team included Chairman Bill Brellan and committee members Kathy Sharpe and Ed Broad, assisted by Local 81 President S. Rabachuck and Stencer.

McKellar Hospital

Four wage boosts over two years, adding $70 per month across-the-board to minimum clerical wage scales and $84 to maximums, an additional paid holiday and other fringe im-

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The OPEIU negotiating team included Chairman Bill Brellan and committee members Kathy Sharpe and Ed Broad, assisted by Local 81 President S. Rabachuck and Stencer.

Employees of 7 hospitals gain under Local 29 pact

Across-the-board wage boosts ranging from $70 to $90 per month in each of a new two-year contract, negotiated by OPEIU Local 29 for its bargaining unit at hospitals in Columbus, OH, and-area, were won by Local 329 for its bargaining unit at two Columbus hospitals.


Self-living clause protects Local 29 unit

A 7% across-the-board wage increase in the first year with a 5% boost in the second, supple-

mented by a 50-cent-a-week raises for two years (was 1% per year) and an extra $2 per hour cost-of-living adjust-

ment for each 0.5 point jump in the Consumer Price Index. The contract was won by a new contract achieved by Local 29 for its bargaining unit at two Columbus hospitals.

The hospital board also agreed to provide a minimum starting rate of $508 per month in the lowest grade (junior teller or clerk-stenotypist), rising to $534 af-

ter six months. In the top classification, the wage scale runs from $796 monthly minimum and a maximum $815.

Other gains are an improved dental plan; $6 per month to the employer-paid pension plan, and an extra $2,000 in life insurance coverage per employee, bringing the total to $7,000.

The two-year pact runs to Nov. 1, 1974.
The need for all members of the OPEIU to participate in our VOTE Program was never more apparent than it is now. VOTE was set up by OPEIU following passage of the Tuft-Hartley Act prohibiting the use of general funds for political purposes. As a result of that action, OPEIU members refrain from contributing of voluntary dollars to support friends of labor in the State Legislatures and in the Congress of the United States, and to those who vote against the best interests of working men and women.

A bill, strongly supported by the AFL-CIO in the House of Representatives which called for a rollback of prices, rents and capital gains, rapid depreciation of 1973 and subsequent equipment. This bill, sorely needed, met with opposition from all Republicans and 76 Democrats.

There are numerous measures presently before the Congress which call for our support. These include a substantial increase in minimum wages with no exceptions for teenagers, the elimination of numerous tax loopholes for the wealthy, and equitable tax treatment for American multinational firms. The failure to pass these bills cost the U.S. Treasury eight billion dollars in 1970.

Too often, OPEIU members refrain from contributing to our VOTE Program because they feel that they may not always agree with the candidates we support. Ninety percent of the monies collected, however, are forwarded to the AFL-CIO's COPE Program which supports only those candidates for office whose voting records should gain them the support of every member.

For example, the Congress recently voted to extend President Nixon's economic control policy for another year, but added several conditions the Administration did not want. One of these called for the exemption from all controls of wages up to $3.50 an hour. The previous low income exemption was $2.75 an hour and even that was achieved only through a court battle after the President's Cost of Living Council had set the cut-off at $1.90 an hour. Obviously, we should oppose those Congressmen who did not see fit to support the cut-off of 53.50 an hour.

President Nixon is proposing a new unemployment insurance program which will bar unemployment insurance benefits for strikers after an extended waiting period. At the present time, unemployment insurance payments are made to strikers in the states of New York and Rhode Island after a waiting period of seven weeks. It is labor's position that such unemployment payments should be made only after extended waiting periods in all 50 states. Obviously, we should not support those members of the Congress who feel that strikers should be starved into submission.

While President Nixon has been loath to close glaring tax loopholes which have deprived the U.S. Treasury of much needed billions of dollars, the Administration is proposing that all workers pay taxes on employer contributions to health and welfare plans.

It seems incongruous to us that the Administration should be fearful of removing special tax benefits for corporations and wealthy investors, or of tampering with such loopholes as taxation of gain on the sale of machinery and equipment, oil depletion allowances and numerous others and, at the same time, feel no compunction at all in asking workers to shell out additional taxes on employer contributions to sorely needed health and welfare plans.

It must be apparent to all our readers that we could not support a Congressman or a Senator who would force workers to pay these additional taxes and, at the same time, condone the favored tax treatment of those executives in the upper echelons of corporations who receive special treatment in the form of favored stock option programs.

The Administration is proposing to give oil and gas companies new tax benefits in addition to the oil depletion allowances. They would be granted a seven percent investment tax credit for exploration expenses. If their efforts brought in a gas or oil producing well, they would be further rewarded with an additional five percent tax credit.

Those members of Congress who support the above-mentioned Administration's proposals on taxes, but who opposed a bill in the Congress to roll back prices, rents and consumer interest rates to March of 1973, do not deserve the support of organized labor and should be opposed by the membership of the OPEIU. Only through the VOTE Program can we make our voices heard.

The reasons for VOTE

Wage gains totaling some $3,500 per member, an initial pension plan and vacation bonuses highlight Local 361's new contract covering office and technical employees at Canadian Reynolds Metals Co., Lima, Ohio. The contract was negotiated by Vice President Romeo Corbeil reports.

Based on a 35-hour workweek, the pact calls for 12.25 week increases across-the-board in each contract year, raising a class of 3 Typists from $9.07 on May 13, 1974, and a class 1 Stenographer from $12.24 to $15.24 on January 1, 1975.

A Class 4 Clerk goes from $12.22 a week to $15.83, while a Class 1 Clerk will earn $196.63 a week next year. In the top technical classification, a Chemist Analyst will enjoy a $9.83 weekly salary next May 1.

Those working the afternoon shift will also receive a point, boosted from $4 to 50c on Oct. 19, 1973, and those on the midnight shift 15c an hour, rising to 15c on the same date. Employees required to work a regular Sunday shift get a 50c an hour premium; 60c on Oct. 19, 1973, and 15c on the same 1974 date.

The pact provides 11 paid holidays; two weeks' vacation after six months; three weeks after four years, and four after seven. After one year's service employees are entitled to a 10% bonus on top of their vacation pay, 15% for those entitled to four weeks, and 25% for those with more than 10 years of service.

The employer agreed to pay 70% of the costs for the group insurance plan, and put a new optional pension plan into effect, purchasing service back to Jan. 1, 1966 and paying those already retired on or before Nov. 1, 1972 a date a pension of $4 per month per year of service. The retirement plan is offered to employees on a 50-

$3,500 advance is Quebec score

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Muskegon unit moves forward

A floating holiday, bringing the annual total to 10½, plus immediate pay boosts ranging from $8 to $10 per week and semi-annual raises totaling $25 over two years, were gained by Grand Rapids Local 353 in a contract negotiated for its unit at Muskegon Co-op Federal Credit Union, in Muskegon, Mich.

A 4% cost-of-living allowance will be paid on Dec. 12, 1973, the anniversary date of the contract. Other gains are time off to attend union conferences, and pay differential for employees called for jury service.

The OPEIU bargaining team included Marge Dulinsky, Patricia Lambius and Cynthia Franklin, assisted by Local 353 Rec.-Sec. Ida Smith.

7.2% wage increase won at utility in Illinois

A 7.2% general wage increase in the first year with a reopening in the second, together with improved vacations and medical insurance provisions, were gained in a two-year contract for Local 167's office unit at Commonwealth Edison Company in Lincoln, Ill., OPEIU Vice President Bill Adams reports.

Wage increases range from 2½ to 30y an hour, boosting the weekly wage to $121.60 in the lowest office grade and to $180.40 in the top classification. A new vacation schedule provides three weeks after eight years (was 10), and four after 17 years (was 19). In 1974, the pact calls for three weeks after seven, and four weeks vacation after 16 years.

The company agreed to increase its bi-weekly medical insurance contribution to $4.95 for single employees (was $4.53), and to $13.50 for family coverage (was $12.23).

Free fact sheets

The AFL-CIO Department of Legislation has prepared two informational fact sheets entitled "Tax Justice" and "No Fault Auto Insurance." They are available to OPEIU locals free of charge in any quantity desired. Send a written request to AFL-CIO Department of Legislation, 815-16th Street, N.W., Washington, D.C., 20006.

Proof unions aid older workers

Age discrimination in the 40-65 bracket is a serious problem despite the law against it, according to a U.S. Department of Labor study.

Many of these older workers were found to be denied promotions or fired because of age in 1972 than in the previous two years, but only one instance of age discrimination was found among labor organizations investigated, the report observed.

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