



WHITE COLLAR

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

No. 322

MAY, 1973

OPEIU wins 16% hike at N. J. Blue Cross

A 16% general wage increase over three years, an accrued \$10.85 per week cost-of-living allowance frozen into all base pay rates, and greatly improved fringe benefits were gained in a new contract negotiated by Local 32, Newark, N.J., for its 1,400-member bargaining unit at Blue Cross/Blue Shield of New Jersey.

Based on a 35-hour week, the wage structure calls for equal compensation for equal work with boosts of 5.5% in each of the first two years and 5% in the third, supplemented quarterly by a cost-of-living escalator of 1¢ per hour for each 0.6 point rise in the Consumer Price Index, Business Manager Nicholas Juliano reports.

The pact in the final year (starts May, 1974) sets a minimum weekly hiring rate of \$109.32 in the lowest office grade, rising to a \$136.37 maximum. It establishes a \$193.07 minimum in the top office grade, with a \$283.26 maximum.

In the lowest grade of field representatives, the 1974 starting scale runs from a \$147.97 minimum to a \$224.53 maxi-

mum, and from \$251.03 to \$369.58 per week in the top classification. Field representatives also gained additional auto liability insurance; their mileage allowance was boosted to 13¢ (was 12¢).

Second shift employees get 10% above the regular base scales; third shift employees a 15% premium. All shifts won an extra 10 minutes added to the lunch period to cash pay checks on pay days. Two new job classifications, senior auditor and auditor, were added to the bargaining unit.

Fringe benefit gains

The new agreement includes 18 paid holidays; 13 full days, two half-days, and four personal days. An improved vacation schedule cuts by one year the eligibility requirement for three, four and five-week vacations. Those completing nine years' service before May 1 get an extra vacation week, as do those completing 18 and 24 years of service.

Improved hospital-surgical insurance adds \$40,000 major medical coverage. Newly added also are dental and prescription

plans and prevailing medical fees, all prepaid by the employer.

The pension plan was liberalized to include improved retirement benefits for past and future service. Eligibility factors were reduced for disability benefits and early retirement. A more obtained.

The contract sets up two im-liberal bereavement clause was portant union-management committees, one to handle human relations, and the other to deal with job evaluation.

The new contract is retroactive to May 5, 1972 and runs to May 5, 1975.

Assisting Juliano in the lengthy negotiations were Hancel Anglin, Arleen Aquilino, Mary Betts, Ray Haviland, Esther Holtz, William Hoon, Phyllis Innamorato, Leonard Judd, Rita Kirkley, Phyllis Picco, Lida Ronches, Nora Trainor and Frank Villares.

Pay scales tell union story

Below are Blue Cross/Blue Shield of New Jersey pay grades and job titles with minimum-maximum monthly salaries for each grade (before cost-of-living adjustment) in third year of new contract negotiated by the OPEIU for 1,400 office employees and field representatives. The work week is 35 hours.

	Min.	Max.		Min.	Max.
Grade A	\$470.08	\$586.39	Grade F	\$608.15	\$881.63
File Clerk, Mail Clerk			Chief Claims Examiner, Supplementary Claims Examiner, Chief Control Clerk, Offset Machine Operator, Workmen's Compensation Examiner, Tape Librarian, Principal Keypunch & Verifying Operator		
Grade A-1	\$470.32	\$616.62	Grade G	\$636.27	\$965.48
Clerk Typist			Senr. Control Clerk, Bookkeeper, Chief Information Clerk, Auxiliary Machine Operator		
Grade B	\$497.77	\$646.81	Grade G-1	\$664.01	\$1,042.71
Follow-up Clerk, Clerk Typist II, Senr. Mail & Supply Clerk, Claims Batching Clerk, Keypunch Operator, Screener, Senr. Typist			Auditor, Service Representative, Senior Claims Review Examiner, Adjudicator		
Grade C	\$519.91	\$693.76	Grade G-2	\$691.70	\$1,062.87
Control Clerk, Account Clerk, Photocopy Operator, Comptometer Operator, Claims Data Review Clerk, Teletype Operator, Microfilm Clerk			Senr. Adjudicator, Field Representative, Programmers, Chief Claims Review Examiner.		
Grade D	\$536.55	\$723.95	Grade H	\$830.20	\$1,218.02
Stenographer, Information Clerk, Account Clerk, Claims Examiner, Telephone Operator, Cashier Clerk			General Field Representative, Group Relations Representative, Senior Programmer		
Grade E	\$553.19	\$784.41	Grade H-1	\$941.01	\$1,384.21
Statistical Clerk Typist, Principal Claims Examiner, Reprocessing Clerk, Correspondence, Senr. Claims Examiner, Principal Information Clerk, Tab Operator			Group Relations Representative II, General Field Representative II, Senr. Programmer II		
Grade E-1	\$580.89	\$831.32	Grade H-2	\$1,079.43	\$1,589.19
Principal Claims Examiner, Principal Correspondence, Sr. Keypunch Operator, Sr. Verifying Operator, Drug Claims Examiner			National Account Sales Representative, Principal Programmer.		

* For second and third shifts add 10% and 15%, respectively, to above scales.

New D.C. pact doubles life insurance benefit

A one-year contract negotiated by Washington, D.C., Local 2 for its 285-member bargaining unit which administers the health-welfare plans of the American Postal Workers Union, Silver Spring, Md., won a 5.5% across-the-board wage boost retroactive to Nov. 1, 1972, with an additional 0.7% increase effective last Jan. 15. The pact runs to Oct. 31.

Sec.-Treas. Emmet C. Etheredge says it sets a minimum starting rate of \$118.16 per week in the lowest office grade with a \$152.64 maximum, and a \$140.52 starting rate in the top classification, rising to a \$195.10 maximum.

The employer agreed to double life insurance coverage per individual to \$10,000.

The unit OPEIU team assisting in the negotiations was headed by Shop Steward Kenny Beck and included Dorothy Herber, Frances Crump and Kenny Perlberg.

Tellers advance \$1,486 by Milwaukee agreement

Wage raises over two years totaling \$1,486 for tellers and ranging up to \$2,884 for the office manager, plus an additional holiday, were negotiated by Local 9 for its members at the Commonwealth Mutual Savings Bank in Milwaukee, Wis.

Local 9 Business Manager Edward J. Kubicki reports that the pact, which runs to Feb. 28, 1975, brings the annual holiday total to 11. Semi-annual raises, ranging from \$20 per month in the lowest grade to \$30 in the top category, establish the following starting and maximum monthly pay scales:

Position	Start	Max.
Receptionist-typist	422	573
Bookkeeper	438	590
Sr. Teller	501	595
Asst. Office Mgr.	564	663
Office Mgr.	580	812

The average starting salary is \$121.29 per week, compared with the \$108 average per week for all bank employees recently reported in the *U.S. News & World Report*. When the employees reach their maximums, average earnings will be \$156.75 per week.

3 health care groups organized; OPEIU takes lead in growth rate

The growing movement of health agency employees into OPEIU ranks is shown by three new victories, one at Milwaukee Blue Cross, another at a Philadelphia medical center, and a third in Nassau, N.Y.

Local 9 Organizer Mike Walker reports that a unit of maintenance employees he organized at Milwaukee Blue Cross has been formally recognized by management. The Milwaukee Local already represents 700 office employees at the agency. The new addition brings the unit to 725.

Business Representative John I. McCusker reports that Local 14 won a 70-member office unit at the Police-Park Police & Firemen's Medical Center in Philadelphia, in an election conducted by the State Labor Relations Board.

Sec.-Treas. John Kelly announces that New York Local 153 has added 53 office clericals at Central Nassau Medical Group, a Health Insurance Plan (HIP) of Greater New York affiliate, where the OPEIU organized the registered and licensed practical nurses a year ago.

When the non-union clericals at Central Nassau learned they were being paid \$30 a week less than their unionized counterparts doing exactly the same work at the East Nassau office, they promptly signed Local 153 designation cards.

Notified that an NLRB election petition was being filed, management agreed to recognize the unit after an impartial card check, following which a contract was negotiated.

Vice President J. Oscar Bloodworth reports that Local

(Continued on page 2)

WHITE COLLAR

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

HOWARD COUGHLIN
President

J. HOWARD HICKS
Secretary-Treasurer

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

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A premier points the way

Now and then we still run-across some white-collar men and women who feel that it is beneath their dignity to belong to a union. To prove how outlandish this notion is, some time ago we called attention to the fact that Princess Christina, of Sweden, took a job in a Stockholm government office and promptly became a member of the white-collar union representing her fellow-employees.

The recently elected Prime Minister of Denmark is also a trade union member. He is Anker Jorgensen and he acquired most of his training and experience in that country's trade union movement.

He started as a boy of 14 in a Copenhagen factory and became a union member at that tender age. Later he was a messenger for a cooperative. When he became 18 he was discharged as "too expensive." But while he was jobless, a public library became his university.

Eventually he returned to the co-op he had to leave involuntarily, but now as a warehouse worker. A few years later, his fellow-employees elected him as their shop steward. It was the start of a trade union career that finally led him to the top as chairman of the Danish General and Semi-Skilled Workers Union, largest in the country. Its 250,000 members helped elect him to parliament. Today, he heads the Danish government.

What he didn't learn in his trade union work about tactics and negotiations, he acquired in eight years of political schooling in the Danish Folketing as a member. Over the years, he also attended various educational courses mainly within the labor movement. In 1959, he came to the U.S. to take a three-month course in economics and labor relations at Harvard University.

When princesses and prime ministers in Europe feel that belonging to a labor union does not detract from their dignity, we fail to see why any American who works for a living in our democratic society should not feel the same way. By uniting with others to seek a better way of life, they are helping themselves.

Help spread the union message

Nationally-syndicated columnist Sylvia Porter has weighed the pros and cons of joining a union and finds solid reasons why anyone working for a living should belong. See page 4.

OPEIU members already know them by heart because we keep you fully informed by publicizing gains in office salaries and fringe benefits we negotiate.

Unfortunately, *White Collar* doesn't reach enough non-union office people to broadcast our message, one reason we keep urging members not to throw any copy away when read but to pass it along to a non-union friend or acquaintance.

Our white-collar union is growing fast, but it could grow faster. Today, Blue Cross/Blue Shield employees, secretaries and clericals with school boards, office people in colleges and universities, and those in all types of industrial and commercial enterprises show a growing interest in collective bargaining and their need to unionize. They are eager to get this information from you.

Recently we related how non-union bank employees promptly joined the OPEIU when they learned first-hand from already unionized counterparts, after the bank was merged, that the union wage scales were far higher in the bank which absorbed them.

In this issue we report that the same thing happened at a medical agency on Long Island. Non-union office employees quickly joined the OPEIU when they found out that their unionized colleagues were getting \$30 a week more for doing the same work as a result of collective bargaining.

Since wage controls were imposed, employers have been taking advantage of their non-union employees by holding pay raises far below the official 5.5% guideline. Pay raises in Fort Worth, Texas, area offices last year were a mere 0.4% over the previous year, a U.S. government survey shows.

By passing it along to non-union friends or acquaintances, your used copy of *White Collar* can perform double and triple service in sowing the seed among those now unorganized.

Bank work pays well— if you're at the top

Bank employees earned an average of only \$5,616 in 1972, or \$108 per week, according to the U.S. Bureau of Labor Statistics. After income taxes and other deductions, their take-home pay isn't too much above the \$4,200 "poverty" figure set by the BLS as the minimum for a family of four.

Because the overwhelming majority are unorganized, bank employees are unable to bar-

gain collectively for decent wages and working conditions. As a result, profits in this lush industry are inequitably distributed. Bank officers and stockholders get the lion's share; hard-working employees get only the crumbs.

Recently the *New York Times* published compensation paid in 1972 to top officers of 11 leading U.S. banks, also showing comparable 1971 figures. Pay

Board guidelines are not in evidence, although the figures show that some bank officers get more in one year than the average bank employee is paid in an entire lifetime.

The OPEIU considers these bank officer salaries shocking when compared with those of their poorly paid employees. It is obvious that too much goes to too few, but the deserving employees will continue to suffer silently until they unionize.

		1972	1971
Bank America Corp.	A. W. Clausen, pres.	\$212,801	\$171,543
	C. J. Medberry, ch.	153,045	126,736
First National City Corp.	Walter B. Wriston, ch.	264,025	257,820
	William I. Spencer, pres.	220,920	219,421
Chase Manhattan Corp.	David Rockefeller, ch.	259,593	263,926
	Geo. A. Roeder Jr., v. ch.	174,943	166,388
	Willard C. Butcher, pres.	159,167	N.A.*
J. P. Morgan & Co.	Ellmore C. Patterson, ch.	257,750	238,187
	Walter H. Page, pres.	219,000	200,437
Manufacturers Hanover Corp.	Gabriel Hauge, ch.	217,276	218,375
	J. F. McGillicuddy, pres.	146,662	147,403
Western Bancorporation	Clifford Tweter, ch.	149,700	118,088
	Ralph J. Voss, pres.	140,043	117,773
Chemical New York Corp.	William S. Renchard, ch.	227,198	230,304
	Donald C. Platten, pres.	140,898	120,508
Bankers Trust New York Corp.	William H. Moore, ch.	239,800	233,200
	Lewis A. Lapham, pres.	163,500	159,000
Continental Illinois Corp.	Donald M. Graham, ch.	229,600	228,606
	Tilden Cummings, pres.	200,800	199,981
Security Pacific Corp.	Frederick G. Larkin Jr., ch.	190,246	186,670
	William E. Siegel, v. ch.	158,589	155,591
First Chicago Corp.	Gaylord A. Freeman, ch.	378,160	248,600
	Edward F. Blettner, v. ch.	245,953	177,919

*N.A.—Not available.

(Salaries, profit sharing and other compensation paid during year. Titles as of Dec. 31, 1972.)

3 health care groups organized

(Continued from page 1)

46 won a 30-member office unit by a margin of better than 2-to-1 in an NLRB election at Tampa Ship Repair & Drydock Company, in Florida. Negotiations for an initial contract already have started.

In another NLRB election among 70 non-professionals at Interstate Convalescent Center, known as Burton Manor of Liberty, Mo., Kansas City Local 320 won the unit by a whopping 5-to-1 margin, Business Manager Larry O. Green reports.

BNA Study

Meanwhile, a Bureau of National Affairs Inc. study of 1972 National Labor Relations Board elections discloses that white-collar employees in the private sector selected the Office & Professional Employees International Union above all AFL-CIO unions to represent them in collective bargaining.

By a 3-to-1 margin, the OPEIU led all AFL-CIO affiliates in white-collar organizing last year. It won 3,710 new members in NLRB contests, far ahead of the 1,280 total achieved by its closest AFL-

CIO runner-up, and set an all-time OPEIU growth record. Success in solving white-collar problems in contract negotiations made the gains possible, investigation has revealed.

Director of Organization Art Lewandowski points out that while NLRB elections reflect the broad scope of white-collar organizing in private industry, they do not give the complete picture. To get this, he said, one must add elections held by state and other agencies; procedures such as impartial card checks; mergers and affiliations of independent unions, as well as Canadian labor union elections and certifications.

10,000 New Members

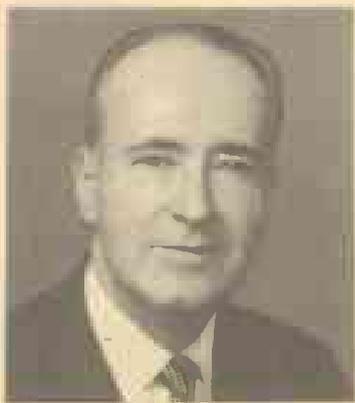
With all these included, he revealed that the OPEIU in 1972 added more than 10,000 new members to its rolls, tripling the NLRB figures cited in the BNA survey, and making it "the No. 1 white-collar union in the private sector of the economy."

The OPEIU's outstanding victory was at California Blue Shield, in San Francisco, where it won bargaining rights for the health agency's 1,700 office em-

ployees. Its second largest win was a 560-member unit of bank employees at the National Bank of Washington, D.C., which management recognized after an impartial card check.

Other large office groups were organized at various colleges and universities across the nation and in Canada, in addition to hundreds of school board secretarial and clerical employees also unionizing in growing numbers in efforts to solve acute cost-of-living problems caused by continuing inflation. As food and meat prices soar, non-union office employees find wage raises harder to get and, where obtained, most are far below the official 5.5% guideline, Lewandowski explains.

As an example, he cites the latest U.S. survey of office pay in the Fort Worth, Texas, area, a so-called "right-to-work" state and thinly unionized. The BLS study finds that in the year ended October 1972, office wages in the area went up by only 0.4%, against 5.6% in the October 1969-70 period before wage controls were imposed. The situation in many other areas is very much the same.



from the desk
of the
PRESIDENT

Major banks turn dollar troubles into fat profits

The Wall Street Journal of April 3, 1973 printed much revealing information regarding activities of our major banks, with specific emphasis on their net profits in the foreign exchange markets. As the Journal's editorial put it, the major banks, including Chase Manhattan, First National City and Chemical New York, came through the international currency crisis unscathed and even picked up a nice piece of change in the process. The Journal reported that Andrew F. Brimmer, a governor of the Federal Reserve System, said U.S. commercial banks in the first quarter of the year "contributed on balance some \$2.5 billion to the volume of funds which moved abroad in connection with the exchange rate speculation."

Similarly, the financial officers of the U.S. multinational corporations apparently protected themselves handsomely during the crisis by getting out of dollars and into stronger currencies. As a consequence, both the multinational banks and the multinational corporations enjoyed a substantial increase in the dollar value of their capital employed in foreign branches, subsidiaries and affiliates. As The Wall Street Journal put it, "That won't look bad on the balance sheets either."

The Journal questions "Was all of this proper?" George Stahl, publisher of Green's Market Commodity Comments, observed that the banks could only have made money in foreign exchange in the first quarter by betting against the dollar with dollars deposited with their banks "thereby causing a loss to the international value as well as domestic purchasing power of their customer's dollars." In effect, Mr. Stahl is stating that the dollars deposited by Americans with these banks witnessed their own dollars exchanged during the currency crisis presumably for Swiss francs, German marks and possibly gold. The prices of all three rose sharply during the crisis while the dollar lost international value and purchasing power. Thus, American depositors saw their own money used to their detriment.

Donald C. Platten, Chemical New York's chairman, recently argued that it was unfair to accuse banks of speculating in the foreign exchange markets. He stated "We have a large foreign exchange trading department" to serve the needs of the bank's customers. In other words, whatever profits the banks made in the recent period derived from the legitimate accommodation of their customers. If the banks limited their hedging in currencies to cover legitimate commercial transactions, it is doubtful that they could have made the substantial profits derived during the first quarter.

Richard F. Jansen, a representative of The Wall Street Journal in London, was quoted as saying "American corporations no longer look on their 'cash managers' as mere custodians of foreign exchange. They consider them to be profit centers now. Therefore, when a currency starts moving up on the foreign exchange market, cash managers are under home office pressure not only to switch existing dollars into the currency which is moving upwards, but to borrow additional dollars from the bank so they can buy more and make bigger gains."

The Journal notes that with billions of dollars to be made on foreign exchange these past three years, corporate financial officers would not have lasted long if they failed to cash in on the "sure things" that occurred in the foreign exchange markets.

The Journal also asks "When a multinational firm taps its credit line at home (for purposes of dollar speculation) doesn't this dry up lendable funds for domestic purposes?"

The newspaper concluded its editorial by stating "It is then with more than academic interest that we await the findings of a small army of Federal Reserve Board examiners tracking down the dollar flows that precipitated the latest monetary turmoil. If they find that multinational firms and banks did in fact contribute heavily to the turmoil by chasing a fast buck . . . the news will do little to further the cause of liberal national policies towards capital movement. Over the long pull, that nice piece of change (foreign exchange profits) could end up in the debit column."

Federal Reserve Board Governor Andrew Brimmer said "It is no secret that finding a way to apply principles of capital restraint to these institutions (multinationals) has been especially troublesome." If the Federal Reserve Board examiners find what appears to be obvious examples of speculation in the dollar by multinationals, restrictive legislation should be enacted immediately into law.



CANADIAN BREAKTHROUGH: First OPEIU pact with Quebec Construction Industry Commission for new 500-member unit introduced four-day week for white collar employees in Canada. Signing pact in Montreal are, from left: CIC General Director Raymond Leboeuf, CIC President Fernand Morin, Montreal Local 57 President Rene Dussault, and CIC Negotiator Roger Perreault. Standing from left: OPEIU Eastern Canada Council Representative Gilles Beauregard; Local 57 Vice President Leo Bouchard; Rolland Rail, OPEIU; Local 57 Vice Presidents Giovanni Pedetti and Guy Majeau; Mrs. Tetreault, Corresponding Secretary; Local 57 Vice President R. Beauvais and Secretary-Treasurer Raymond Morin. Contract details were reported in April issue of "White Collar."

\$3,418 is top gain won for unit in Kankakee

Individual wage gains over a three-year period ranging from \$2,232 in the lowest office grade to \$3,418 in the top classification were negotiated by Local 311 for its 100-member office unit at the A. O. Smith Corporation in Kankakee, Ill.

Retroactive to June 5, 1972, across-the-board wage boosts of \$29 per month, \$31 and \$32, respectively, are applied to minimum, mid-point and maximum rates for the lowest office grade. In the top classification, across-the-board increases are \$47 in the first year, \$49 in the second, and \$50 per month in the third, respectively.

In the final year, lowest grade minimum scale will be \$494 per month rising to a \$549

maximum. In the top bracket, the minimum monthly rate will range from \$902 to a \$1,077 maximum.

The vacation schedule was liberalized to include five weeks for employees with 25 years of service. The OPEIU negotiating team comprised Stan Wright, Ronald E. Freeman, Lois Holtman, Roger Tatro and Gerald Kirchman.

Vancouver unit advances 7.1%

Three weeks vacation after one year (previously five years) in addition to a 7.1% across-the-board salary raise highlight a one-year contract negotiated by Vancouver Local 378 for its office-technical unit at CASECO Consultants. The firm is engineering consultant to the British Columbia Hydro & Power Authority in construction of the Mica Dam, largest on the Columbia River.

Job security tightened at Continental Baking

An across-the-board wage hike of 11% over two years, 5.5% in each year, an improved vacation schedule and strengthened job security were gained in

a contract negotiated by Twin Cities Local 12 for its unit at I.T.T. Continental Baking Co., in Minneapolis, Minn.

Business Manager H. R. Markusen, who headed the negotiating team, said the vacation clause was liberalized to provide three weeks after eight years, and five after 25. Upon mutual agreement, an employee may substitute another day off for his or her birthday.

The employer agreed to notify the union upon hiring a temporary employee, as well as all changes in employee status including new hires and severances.

10th holiday negotiated for 65 at Middleport

Across-the-board wage boosts totaling 11 3/4%, elimination of the lowest office grade, and a tenth holiday in the second year, were gained in a two-year contract negotiated by Buffalo Local 212 for its 65 members at F.M.C. Corp., Niagara Chemical Division, at Middleport, N.Y.

Business Manager Emil W. Steck reports that the contract is retroactive to Jan. 20 and calls for a 5 3/4% wage hike in the first year and a 6% raise on the same 1974 date. The last step in automatic wage progression was compressed by six months.

The group life and AD&D insurance program was improved, with the employer agreeing to pay all premiums up to \$10,000; previously, employees were allowed to carry insurance up to twice their annual salary, paying premiums for all amounts above \$4,000. The employer also agreed to provide major medical coverage for all

eligible employees and their dependents.

Another gain was removal of a requirement to work the day before and the day after a holiday in order to qualify for holiday pay.



FMC UNIT SIGNS: Local 212 Business Manager Emil W. Steck (left) and J. L. Thompson, manager of FMC staff services, affix signatures to new contract. Standing from left are Helen Levanduski, Shirley Whittleton, Robert Rogers and Janet Donner, OPEIU negotiating team members.

Columnist puts case for joining a union

Nationally-syndicated columnist Sylvia Porter believes there are sound reasons for joining unions today. Here are some she lists:

- Pay scales for union workers are far above those for non-union counterparts, as much as 40% to 50% above the heavily unionized industries and trades. Along with job training, she considers joining a union is one of the "surest and fastest routes to higher pay" in the U.S. marketplace today.

For instance, the average annual earnings of a full-time union worker are \$8,606, or 16% more than the \$7,452 which the average non-union worker now earns.

- Union membership has become synonymous with superior pension coverage and fatter fringe benefits, which now make up 25 to 30% of the wage-fringe cost to the union worker's employer, she points out.

Over the years, the list of fringe benefits, won largely by unions, has steadily lengthened. Now it includes not only overtime pay, sick leave, and ever-longer vacations and holidays, but also more health and life insurance, maternity leave, funeral leave, jury duty pay, voting time off, employee job transfer rights, severance pay, relocation compensation, supplementary unemployment benefits, and disability benefits. Many of these benefits are non-existent or sharply restricted in the typical non-unionized company.

- Job-training programs tend to be more widely accessible to union members than non-union members.

- Grievance mechanisms are another key benefit to union members. If you are summarily fired, laid off or even treated unfairly, your union contract provides definite procedures you can use to appeal. The typical union contract also provides for some form of impartial arbitration if the problem can't be worked out using regular grievance mechanisms. Such mechanisms are unlikely with non-union employers.

She says there may be a little "drawback" like paying dues, but believes that "there seems to be no doubt that the pros far outweigh the cons."

Oregon church unit gets better contract

A three-year contract renegotiated by Local 11 with the Catholic Archdiocese of Portland, Ore., sets a starting minimum of \$124.80 per week in the lowest grade rising to \$139.60, and \$143.60 rising to a \$157.20 maximum in the top grade, Sec.-Treas. Walter A. Englebert reports.

In the second year, it calls for 8¢ across-the-board hourly raises plus cost-of-living allowance to a combined 12¢ maximum, with an additional raise to a 15¢ combined maximum in the third year. The day after Thanksgiving becomes a holi-

day, bringing the annual total to 12½. Bereavement leave was liberalized to four days.

The Archdiocese also agreed to maintain the present health-welfare, dental and vision plans coverage at no cost to the employees, and on January 1, 1974, to increase its contribution into the Western States OPEIU Pension Plan to 15¢ an hour (was 10¢) per employee.

The contract was negotiated by Business Representative Lance A. Meier and signed by Archbishop J. Dwyer. It runs from Jan. 18, 1973 to Jan 18, 1976.

\$3,120 in raises won for 2 Vancouver units

Wage gains totaling \$3,120 per member over three years, plus an additional paid holiday, were gained in contracts negotiated by Local 378 for its units at two Rent-a-Car agencies in Vancouver, B.C.

One covers employees at Canamerican Auto Lease & Rental, Ltd., a Hertz Corporation subsidiary which operates its Rent-a-Car Division at Vancouver airport, and the other for employees at Avis Transport of Canada, Ltd.

OPEIU Vice President Ron Bone, who led both negotiations, reports that they call for

wage increases of 25¢ an hour across-the-board in each of the three years, totaling \$30 per week over the period. Easter Monday was added as a paid holiday, making the annual total 10 for each group.

In the final year, the Canamerican pact sets a \$2.96 starting hourly rate for clerks, rising to \$156 per week after three years; \$3.09 an hour for rental representatives to a weekly \$162.80 top after three years, and a \$3.16 hourly starting rate for service attendants with a \$144 weekly maximum after two years.



ANOTHER COLLEGE WITH A UNION LABEL: Latest to sign an OPEIU contract covering office employees is Lewis College in Lockport, Ill. Affixing signature is Dr. Lester Carr, college President, with Pamela Daniel, OPEIU unit chairwoman, seated beside him. Standing from left: College Executive Vice President Roland Breault; Richard Schubert, Director of Financial Planning; Patricia Schrack and Harriet Nelson, OPEIU committee members; Eleanor Fertig, Personnel Technician; OPEIU Midwest Council Representative Bill Cox; OPEIU Vice President Billie Adams; Dr. James Staszak, Dean of Business Administration, and Millie Papak, Personnel Assistant.

Workweek cut gained at college

A workweek reduced to 37½ hours from 40, and a four-day 31½ hour week (was five days) in June and July, highlight an initial six-month interim contract negotiated for a new 45-member office unit at Lewis College, in Lockport, Ill. The new OPEIU unit is expected shortly to number 100.

Union wage proposals are now being presented to the employer so they can be negotiated in time for the next college budget, Midwest Council Representative Bill Cox reports. Meanwhile, as a result of job

reevaluations many underpaid college office employees got immediate increases, he disclosed. Two 15-minute rest periods each day was another gain.

In addition to holidays already existing, the employer agreed to close the college offices between Christmas and New Year's Day and pay the employees in full. Improved vacation and sick leave programs were also obtained.

Additional gains are a wage continuation program for extended sick leave; free tuition for all employees and depend-

ents; a 10% discount on all textbooks and supplies, and leaves of absence for special studies, union business, and personal or medical reasons. The pact includes a union shop and dues check-off.

OPEIU Vice President Bill Adams assisted Cox and the OPEIU unit team during the negotiations.

Raises, 37-hour workweek mark initial Racine pact

Wage increases totaling 11% over two years, a 37-hour workweek and numerous fringe improvements were negotiated by Milwaukee Local 9 in a first contract covering secretaries and clericals at Gateway Board of Education in Racine, Wis.

Business Representative Edward J. Kubicki reports that the contract is retroactive to Sept. 1, 1972, and provides 5½% raises in each year. In the second year, it establishes a starting \$103.63 weekly minimum wage in the lowest grade rising to a \$143.39 maximum, and a \$131.20 minimum in the top classification with a \$171.18 maximum.

It calls for 11 paid holidays; 1½ weeks of vacation after nine months; two after one year;

three after five; four after 15 and five after 20. Sick leave of one day per month is cumulative to 180 days; five days paid leave for immediate family bereavement are assured.

The pact also includes employer - paid hospital - surgical, life insurance and pension plans. The employer will pay the differential if unit members serve on juries or are called as court witnesses.

The contract contains a union shop clause with dues check-off, and sets forth grievance and arbitration procedures. The agreements runs to Aug. 31, 1974. Shop Steward Joyce E. Vilzka assisted in the negotiations.

Staying well pays well

A unique sick leave clause rewarding employees who stay well is a feature of a two-year contract negotiated by New York Local 153 for its members at ABC Freight Forwarding Co., Sec.-Treas. John Kelly reports.

Sick leave days total 10 a year but if an employee uses less than three he or she is entitled to doubletime pay for the remainder. If only three to six are used, payment at time-and-

a-half will be made. Finally, unused days after six rate straight-time pay.

Other gains are 7% wage increases (\$8 per week minimum) in each year; welfare coverage raised to Local 153's \$40 plan with \$3 savings clause; an additional holiday, and three weeks' vacation after eight years (was 10), further reduced to seven in the second contract year.

U.S. Price Index

U.S. Bureau of Labor Statistics
New Base 1987=100

1978	
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
December	127.3
1973	
January	127.7
February	128.6
March	129.8

Canadian Price Index

Dominion Bureau of Statistics

1972	
March	137.4
April	138.2
May	138.3
June	138.5
July	140.2
August	141.3
September	141.8
October	142.0
November	142.8
December	143.3
1973	
January	144.5
February	145.3
March	145.7