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 ensures for equal completion of 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 multiplier of 14 per hour for each 0.6 point rise in the Consumer Price Index, Business Manager Nicholais reports.

The pact in the final year (starts May 1, 1974) sets a minimum hiring rate of $109.32 per month, rising to a $136.37 maximum. It establishes a $193.07 minimum in the top office grade, with a $238.62 maximum.

In the lowest grade of field representatives, the 1974 starting scale runs from a $147.97 minimum to a $224.53 maximum.

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 Jan. 15. The pact runs to Oct. 31.

Sec.-Treas. Emmett C. Etheredge says it sets a minimum starting rate of $118.18 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 for each 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 Parberg.

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 one-year 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:

<table>
<thead>
<tr>
<th>Position</th>
<th>Start Max.</th>
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<tbody>
<tr>
<td>Receptionist</td>
<td>422 573</td>
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<tr>
<td>Bookkeeper</td>
<td>438 590</td>
</tr>
<tr>
<td>Sr. Teller</td>
<td>501 595</td>
</tr>
<tr>
<td>Asst. Office Mgr.</td>
<td>564 663</td>
</tr>
<tr>
<td>Office Mgr.</td>
<td>580 812</td>
</tr>
</tbody>
</table>

The average starting salary is $112.29 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.

The contract sets up two liberal bereavement clauses, one to handle human relations, and the other to deal with job evaluation.

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

Assisting Juliano in the lengthy negotiations were Han- cel Anglin, Arlene Aquilino, Mary Betts, Ray Haviland, Es- ther Holtz, William Hoon, Phyllis Immanostero, Leonard Judd, Rita Keklay, Phyllis Picco, Lida Ronches, Nora Trainor and Frank Villarens.

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

The growing movement of health agency employees into Blue Cross 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 Blue Cross already represents 700 office employees at the agency. The new addition brings the unit to 725.

Business Representative John I. McCuncker reports that Local 14 won a 74-member office unit at the Police-Park Police and 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 af- filiates, 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 counter- parts 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 con- tract was negotiated.

Vice President J. Oscar Bloodworth reports that Local

(Continued on page 2)
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 was even more. The average of $4,200 "poverty" figure set by the BLS is the minimum for a family of four.

Because the overwhelming majority of these unorganized, bank employees are unable to bargain collectively for decent wages and work 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. As Table 1 shows, bank officers are paid the maximum, company, corporation, and trust.

Board guidelines are not in evidence here. They are the figure shown 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 considered in light of the earnings of their poorly paid employees. It is obvious that too much goes to too few, but the deserving employees will continue to suffer until they unionize.

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(Continued from page 1)

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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 as a collective bargaining representative more often than any other union in the BNA study.

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

Help spread the union message

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

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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 but read 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 clerical workers, 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 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 cutting pay rates 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.

Bank work pays well if you're at the top

A premier points the way

Now and then we still run-across some white-collar men and women who feel as though they are living in prison through 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 Jergensen and he acquired his political schooling by passing eight years of negotiations, he acquired his political schooling by passing eight years of

President Secretary-Treasurer

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

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1973

1972

$121,801 $171,534

$153,045 $126,736

$264,025 $257,820

$220,920 $219,421

$259,593 $263,926

$174,943 $166,388

$257,750 $238,187

$219,000 $200,437

$217,276 $218,375

$146,662 $147,403

$149,700 $118,088

$149,633 $117,773

$227,108 $230,304

$140,898 $120,508

$239,800 $233,200

$163,500 $159,000

$229,600 $228,606

$206,800 $199,981

$194,246 $186,050

$158,598 $159,581

$278,589 $248,600

$245,953 $177,919

*N.A.—Not available.

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

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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. On March 22, for example, Chase Manhattan, First National City and Chemical New York, came through the international currency crisis unscathed as they reaped 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 some $2.5 billion in foreign exchange profits" while "moving in a positive fashion in connection with the exchange rate speculation."

Similarly, the financial officers of the U.S. multinational corporations apparently protected themselves handsomely during the recent period of currency crisis. 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, notes 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 of their assets, and reducing the purchasing power of the dollar by at least the value of all the international transactions of the banks involved."

"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 these 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 are 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 substantial profits derived from the currency speculation."

Richard F. Jensen, 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 currency deposits to be used to speculate in the dollar by remitting them to 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 upward, 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 currency deals, these past three years, corporate financial officers would 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 lines at home (for very large and specified allocations) 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 well-known increase in the dollar's value, they will have little to further the cause of liberal national policies toward capital movement. Over the long pull, that nice piece of change (foreign exchange profits) could end up in the debit column."

For his part, Federal Reserve 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 examines find what may be obvious examples of speculative manipulation by multinationals, restrictive legislation should be enacted immediately into law."

CANADIAN BREAKTHROUGH: First OPEIU pact with Quebec Construction Industry Commission for new $990-member unit introduced four-weeks for white collar employees in Canada. Signing part in Montreal are, from left: CIC General Director Raymond Labeque, CIC President Fernand Morin, Montreal Local 57 President Rene Gossault, and CIC Negotiator Roger Perreault. Standing from left: OPEIU Local 57 President Jean-Gilles Beauregard; Local 57 Vice President George Stahl; OPEIU Local 57 Vice President Giovanni Pedetti and Goy Majeau; Mrs. Tetreau, 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 contract 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 529 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 $57 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.

10th holiday negotiated for 63 at Middleport

Across-the-board wage boosts totaling 11.34%, 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 Emiel W. Steck reports that the contract is retroactive to Jan. 20 and includes a 9.6% wage hike in the first year and a 6% raise on the same 1974 date. The last step in automatic wage progress 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 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.

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.

FMC UNIT SIGNS: Local 212 Business Manager Emiel W. Steck (left) and J. L. Thompson, manager of FMC staff services, affix signatures to new contract. Standing from left are Helen Lwandski, Shirley Whitelton, 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, not only in as much as they are used to produce heavily unionized industries and trades. Along with job training, the considerations 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 40%, or 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 available 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 to 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 at 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 8½ across-the-board hourly raises plus increased fringe benefits to a combined 12¼ maximum, with an additional raise to a 15½ combined maximum in the third year. The day after Thanksgiving becomes a holiday, bringing the annual total to 124½ vacation total.

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 1½ an hour (was 1½) per employee.

The contract was negotiated by Business Representative Lance A. Meier and signed by Archbishop J. Dwyer. It runs from Jan. 16, 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 contract negotiations for Local 378 for its units at two Rent-A-Car agencies in Vancouver, B.C.

One group of employees at Canarian American 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 Transpor- mation City, Vancouver.

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 unit sets a $2.96 starting hourly rate for clerks, rising to $3.15 per week after three years; $3.05 per hour as a paid holiday for service attendants for a weekly $16.20 top after three years, and a $3.16 hourly starting rate for service attendants with a $14 weekly maximum after two years.

Workweek cut gained at college

A workweek reduced to 37½ hours from 40, and a four-day 31½ hour workday was highlighted 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 that they can be negotiated in time for the next college budget, Midwest Council Representative Bill Cox reports.

Meanwhile, as a result of job reallocations 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 dependents; 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.

Another college with an OPEIU unit chairwoman, seated beside him. Standing from left: College Executive Vice President Roland Breault; Richard Schubert, Director of Financial Planning; Patrick Schrack and Harriet Nelson, OPEIU committee members; Reannon Ferrig, Personnel Technician; OPEIU Midwest Council Representative Bill Cox; OPEIU Vice President Bill Adams; Dr. James Sulcak, Dean of Business Administration, and Millie Papak, Personnel Assistant.

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**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 College 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 for 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; ½ 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.

**U.S. Price Index**

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<td>May</td>
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**Staying well pays well**

A unique sick leave clause regarding 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., Soc. - Trans. 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-half will be made. Finally, unused days after six rate straight-time pay.

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