



WHITE COLLAR

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

No. 326

OCTOBER, 1973

Telethon to aid retarded

A telethon to support the Association for the Help of Retarded Children, 200 Park Avenue South, New York, N.Y., will be held by Station WOR-TV on October 13 and 14. Hosts and honorary chairmen are Steve Allen and Jayne Meadows.

Contributions will help finance research, education, service and rehabilitation. They are tax deductible. This is a very worthy cause which deserves the support of union members.

New southern paper pact helps 550 at 10 plants

A three-year master agreement covering 550 office and plant clerical employees of International Paper Company at nine of its 10 plants in the Southern Kraft Division calls for a 30¢ an hour across-the-board wage increase in the first year, a 6½% raise in the second, and 6¼% in the third.

Vice Presidents Frank Morton and J. Oscar Bloodworth, who assisted in the negotiations, report that fringe benefits include an increase in the monthly pension benefit to \$6 per year

of service immediately, to \$6.50 in 1974, and to \$7.50 in 1975. The new contract also calls for vesting after 12 rather than the previous 15 years of service.

Company contributions to hospital insurance for dependents are increased to \$7 this year (was \$6), to \$10 next year, and to \$20 in the third year.

The master contract, which is retroactive to June and runs to May 31, 1976 covers employees at International Paper's plants in Panama City, Fla.; Mobile, Ala.; Georgetown, S.C.; Moss Point, Miss.; Springhill and Bastrop, La., and Camden and Pine Bluff, Ark.

A similar agreement was negotiated by Local 277, Fort Worth, for its bargaining unit at International Paper's Single Service Division in Waco, Texas. It runs from last August 15 to August 14, 1976, President-Business Manager J. B. Moss reports.

Assisting Moss in the negotiations were committee members Dorothy A. Price and Florence A. Wood.

San Francisco university employees vote for OPEIU

More than 450 new members in six bargaining units have been added to OPEIU ranks in the U.S. and Canada, according to latest reports on representation elections and certifications. The largest group comprised 140 office and clerical employees at the University of San Francisco, Calif., who voted for Local 3 representation by a 5-to-3 margin in a National Labor Relations Board election.

This university is the 10th institution of higher education to be organized by the OPEIU, reflecting the growing interest in collective bargaining by office employees at colleges and universities across the U.S. and Canada.

Vice President Romeo Corbeil reports that Montreal's Local 57 has been certified by the Quebec Labour Relations Board as bargaining representative for 130 office employees at the *Montreal Matin*, a French language newspaper in Quebec.

Mid-Canada Council Representative Emil M. Stencer advises that Local 454 has been certified by the Ontario Labour Relations Board to represent a 30-member unit of secretaries and office employees at the Lakehead District Roman Catholic Separate School Board in Thunder Bay, Ont.

Local 454 already represents office employees at the other Lakehead District School Board

and Lakehead University. This new certification is further evidence of the turn toward unionism among office employees at educational institutions and school boards.

In a NLRB election for a 63-member unit of office employees at the Catholic Knights in Milwaukee, Local 9 won by a margin of approximately 5 to 1. The campaign at this fraternal insurance company was led to a successful conclusion by Business Representative Mike Walker, assisted by International Representative Jay Porcaro.

Los Angeles Local 30 Business Manager Gwen Newton reports that 51 office employees

at the Screen Actors Guild voted 8 to 1 for OPEIU representation in a NLRB election. Negotiations for an initial contract are already under way. Staff Representative Bill Roberts led the campaign and has launched another drive to organize a sister unit in the entertainment union field.

Local 221 President Stan Luther in Galesburg, Ill., reports winning a 42-member unit of office and plant clerical employees at Gates Rubber Company in that city. In separate NLRB elections for two units, the margin for OPEIU representation was 3 to 1. An intervening union failed to get a single vote.

\$5,800 over three years is top Galesburg score

Two extra holidays, more liberal vacations plus wage gains over three years ranging from \$3,600 in the lowest grade to more than \$5,800 in the top bracket are the highlights of a new contract negotiated by Local 444 for its office unit at Midwest Manufacturing Division of Admiral Corporation, at Galesburg, Ill.

Vice President Bill Adams reports that first-year wage boosts run from some \$55 per month in the lowest classification to \$118 in the top grade. Across-the-board increases of \$45 per month follow in each of the next two years.

In the final year, the agreement sets a minimum monthly rate of \$588 in the lowest grade, progressing automatically to a \$668 maximum, and an \$896

minimum in the top classification, rising to \$1,091. Good Friday becomes a new paid holiday. In 1974, July 5 will be observed as a floating holiday and July 3 in 1975, making the annual total of paid holidays eleven.

A new vacation schedule calls for three weeks after eight years (was 10); four weeks after 13 years (was 15), and five weeks after 18 years (was 20). Employees with 30 or more years of service are entitled to six weeks of vacation.

The OPEIU negotiating team included Local 444 President Walter L. Bruner, Marajaleen Bell, Thomas Moorehead, Larry E. Van Velsor and Barbara J. Thompson. They were assisted by Adams. The contract expires on March 31, 1976.

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Unions now free to negotiate legal help for memberships

President Nixon has signed legislation, passed by the House and Senate, which allows unions and employers to bargain collectively for jointly-administered group legal services plans for employees and their dependents.

The House and Senate passed separate bills to amend the Taft-Hartley Act permitting employers to make contributions to such funds. The bills went to conference after the House added an amendment requiring that individuals be given "counsel of their choice" if legal services funds are provided under collective bargaining agreements.

The conference expanded the amendment to give employees the right of "counsel or plan of their choice." This conference report was approved by a 256-to-155 vote in the House and a voice vote in the Senate. In explanation of its report, the conference committee said:

"It was the opinion of the conference that employees should have the same free range of options available to them in negotiating for

legal services that they currently enjoy with respect to medical or hospital care and services plans. There must be freedom for the employee and the employer to reach a meeting of minds as to the most appropriate and the most effective way to provide legal services.

"The needs and desires of the employees must be recognized. The availability of competent counsel must be considered. The legitimate cost concerns of the employer must be permitted to enter into the negotiations. Parties must be able to accommodate their plans to otherwise valid state laws and court rules regulating the practice of law."

Supporters of the conference report argued that the bill, as amended, gives employers and unions the "freedom to negotiate for such plan as best suits their local situations" and that it would "secure adequate legal representation for all individuals at a minimal possible cost."

Top grade goes to \$980 a month under tv pact

A minimum \$25 monthly wage boost across-the-board plus 4% retroactive to date of certification in the first year, and 5½% in each of the following two years, were gained in an initial contract negotiated by Local 29 for its new unit at Television station KTVU in Oakland, Calif. A cost-of-living escalator clause was obtained.

In the third year, the pact calls for a monthly minimum

pay scale of \$506.50 in the lowest office grade rising to a \$633 maximum. In the top classification, the starting minimum of \$860 rises to a \$980 maximum.

Other gains are a union shop, an extra paid holiday, three weeks vacation after four years.

The OPEIU negotiating team included Business Representative Richard Delaney, Jeff Folsom, Rose Chu, Maggie Doyle and Rick Curley.



International Representatives and Business Representatives from Locals throughout the U.S. and Canada at the recent OPEIU staff meeting held in the Sheridan-Mount Royal Hotel, in Montreal, Canada.

\$10 raise begins gains at Kaiser

A \$10 per week salary boost across-the-board, retroactive to July 1, with reopeners on wages and all economic items after the first and second years, were obtained by Local 433 in a new three-year contract for its 600-member unit at Kaiser Medical Entities in San Diego, Calif.

Vice President John B. Kinnick reports that the settlement was reached after 13 meetings and 96 hours of negotiations and amounts to an 8.5% package in the first year, consisting of 6.4% in wages and 2.1% in

fringe benefits. The pact was overwhelmingly ratified by members in a secret ballot.

The 6.4% boost was achieved by convincing the employer to compute the allowable increase on the weighted gross average salary of employees earning \$3.50 an hour or higher. When this amount was applied to those earning less than \$3.50 an hour it raised the average wage increase from 5.5% to 6.4%.

An important contract change for the first time calls for a mod-

ified union shop for 200 employees classified as registered nurses, medical technologists, x-ray technicians and physical therapists. Registered nurses will earn \$996 per month and medical technologists \$1,130 after three years of service.

Vacations were liberalized to three weeks after three years (was 5); four after seven (was 10), plus five after 15 years. Employees and their families, as well as retirees, will now have a fully-paid prescription drug plan. The dental plan was also improved to include spouses by increasing employer payments to 90% from 80%. The employer-paid pension benefit plan was nearly doubled and the Kaiser Health Plan extended to include retirees.

The OPEIU negotiating team was headed by Kinnick, assisted by International Representative Joe McGee and an eight-member committee including Velma Scott, Naomi Parsons, Roz King, Nina Capers, Jim Carroll, Ron Gaither, Ed Tucker and Bob Rothstein. State Conciliator Tom Vitaich assisted in the final two days of the negotiations.

Meat Cutters offer two scholarships of \$1,000

Two Russell Bull Scholarships for \$1,000 each will be awarded by the Amalgamated Meat Cutters, AFL-CIO.

They are open to students pursuing a graduate or post-graduate degree who have made an outstanding contribution in the areas of civil rights or civil liberties, and who can demonstrate financial need. Union affiliation is not a factor.

All applications must be completed by March 1, 1974, to be considered by the scholarship committee which will make the awards in May.

For further information and application forms write to: Education Department, Amalgamated Meat Cutters, 2800 North Sheridan Chicago, Ill. 60657.

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Unionism is road for women

Congresswoman Martha Griffiths (D.-Mich.) told a joint House-Senate Committee that the economic status of women is deteriorating further despite "major legislative and executive initiatives" to elevate their economic position. Despite all the efforts of equal rights legislation over the last two decades, she said, "women have not succeeded in changing the occupational distributions of sex. Women are still concentrated in clerical and service organizations and are under-represented in the professions and among managers and skilled workers."

The Michigan Congresswoman said that women are earning only 57% of what men earn now, compared to 64% fifteen years ago, and that in some occupations women earn only 42% as much as men. This is a very old story to our union readers.

Women today are concentrated in clerical and service occupations, and these still remain the least unionized segment of the work force. We have emphasized repeatedly in editorial columns of *White Collar* that the quickest and shortest route to economic equality for women is to unionize.

Unfortunately, the majority of women who must work for a living seem unaware of this. As newcomers to the labor force, too many believe in the "paternalism" of employers. Others assume that "liberation" and "equality" are achieved by passing laws. Such is not the case.

If women in banks and insurance companies, business and industrial firms, organized under the OPEIU banner, they could practically gain economic equality overnight and nail this down in a union contract.

To union-minded individuals this idea is so simple that they wonder why office women seem unable to grasp it. True, of course, but the fact remains that unions to date have been too lax in trying to educate them. We do realize that this is a very formidable job but the attempt must be made. The editorial below shows a good start by labor unions in this direction is now underway in educational institutions.

Youth needs labor's story

Unions today are exerting themselves to inform high school students about organized labor, *The Wall Street Journal* notes. Milwaukee's County Labor Council cosponsors a one-day institute for high schoolers that features a mock collective bargaining session. In San Jose, another union claims that no student using its new library of union materials to prepare a paper has got "less than a B-plus."

New York City schools last spring granted credits to students attending a series of 15 lectures given by a labor group. Unions in Philadelphia now send speakers to local high schools to lecture on labor history. The Chicago Federation of Labor supplies social studies and history teachers with educational materials on unions. The OPEIU also fills requests for such materials from colleges and universities giving labor courses.

The AFL-CIO plans a national conference to map additional ways to get schools to put more emphasis on labor in social studies classes. Labor leaders figure their efforts to help give students from white-collar homes "both sides of the story" will make it easier to get graduates to join a union when they go to work.

We welcome these enlightened moves to bring more knowledge about labor unions to high school students. Our last convention at Miami Beach, Fla., stressed this especially when it adopted a resolution emphasizing the importance of educating students on the subject of labor at the high school and college level.

If the white-collar union movement is to attract recruits in greater numbers the groundwork must be laid while students are still in high school and eager to get our message. We must educate them on what a union is, what it does, how it functions, and why it is beneficial for everyone who works to be a union member.

Every OPEIU Local should give more time and thought toward developing ways and means on how it can participate actively in this educational process in conjunction with Central Labor Councils. Youth wants to know, so we must prepare ourselves to tell them.

Arbiter upholds Local 419 on dispute over layoffs

The International Paper Company, Camden, Ark., violated its contract with Local 419 when it failed to give two weeks' notice to office employees before a temporary eight-day shutdown in December 1970, Arbitrator Roy R. Ray rules. OPEIU General Counsel Joseph Finley presented the union case.

Filing a grievance, Local 419 asked for pay for the employees idled during the shutdown for lack of business. It argued that its contract was violated because the company failed to give adequate advance notice. It cited the contract clause stating: "in the event of a layoff of a permanent employee, as much notice as possible will be given the employee, which in no case will be less than two (2) weeks notice."

Wages, fringes bettered in Poughkeepsie contract

A minimum weekly starting salary of \$102 per week was gained in a new two-year contract negotiated by Local 112 for its 110-member office unit at the DeLaval Separator Company in Poughkeepsie, N.Y., International Representative Gene Dwyer reports.

The pact calls for across-the-board increases in the first year ranging from 14¢ to 26¢ an hour, retroactive to Feb. 15, with additional increases ranging from 15¢ to 27¢ to take effect on the same 1974 date.

Dinner honors Lois Cravens

Lois Cravens, a Chicago Local 28 member for 30 years, was the guest of honor at a testimonial dinner attended by 150 friends to mark her retirement as office secretary for the Lake & Porter Counties AFL-CIO Central Labor Union.

She was presented with a scroll and many gifts. The CLU presented her with a color TV, a watch from the executive board, and her typewriter.

First contracts in Twin Cities prove again unionism pays off

Average individual wage increases of \$636 per year and an employer-paid dental and vision care plan were gained by Twin Cities Local 12 in a first contract negotiated for its new unit at Plymouth Avenue Medical Center, P.A., in Minneapolis, Minn.

Business Manager H. R. Markusen reports that paid holidays now total 8 (was 6 before the union). Vacations were improved to two weeks for 1-to-5 years (was one week 1-3 years); three weeks for 5-to-10 years (was two 3-5), and four weeks after 10 years (was three 5-15 years).

The one-year pact calls for one day of paid sick leave per month cumulative to 24 days. Before the union, it was eight days per year with no accumulation. Part-time employees will

The company maintained that the contract clause was intended to protect employees who were permanently laid off. In this case, the company argued, a temporary no-work-available situation existed, and the contract clause did not apply.

Rejecting the company's arguments, Arbitrator Ray ruled that he was satisfied "beyond any doubt that there was a lay-off." In deciding whether a two week notice applied, he said:

"Where the language of a contract is clear and unambiguous, as here, effect cannot be given to the alleged intent of the parties that it was to have a more restricted meaning than that stated. The arbitrator must apply the contract as written and has no authority to rewrite the clause by adding a modifying adjective to layoff."

Under the agreement, employees are now entitled to three weeks vacation after five years (was 10). Major medical coverage was increased to \$30,000 (was \$20,000). Effective Feb., 1975, disability benefits will be increased to \$80 per week from the previous \$65.

Pension benefits were also raised to \$5.50 per month for each year of service, and effective March 14, 1974, will be further increased to \$6 per month, with vesting at age 45 after 15 years of service.

now receive pro-rata holidays, vacations and sick leave benefits. Other gains are three days bereavement leave for death in the immediate family, and one day for aunt, uncle or grandparent.

Employees with more than five years of service will be entitled to four weeks of severance pay. The employer also agreed to continue the present paid health-welfare plan for all unit members and their dependents.

The agreement provides union security and dues checkoff; promotions by seniority and qualifications with all job vacancies being posted; personal leave of absence for one year, grievance and arbitration procedures, in addition to a successor and a no subcontracting clause.

Dallas unit wins \$4,000 in raises

Wage raises totaling more than \$4,000 per member over 33 months were gained in a contract negotiated by Fort Worth Local 277 for its office unit at Western Gillette Freight Lines of Dallas, Tex.

President-Business Manager J. B. Moss reports that the agreement calls for across-the-board wage boosts of 35¢ an hour effective last September 1, and 30¢ an hour in May of 1974 and in May of 1975. The current 16¢ per hour cost-of-living allowance was frozen, with the company guaranteeing a minimum of 8¢ to an 11¢ maximum in 1974 and 1975.

In the final contract year the pay scale in the lowest office grade will be \$5.96 per hour and \$7.09 in the top grade, with the cost-of-living allowance to be added to these figures.

The additional holiday, Friday after Thanksgiving, takes effect in 1975. Improved vacations call for three weeks after 10 years, four after 15, and five after 20 years. Other gains are a maternity leave clause revised to conform with EEOC guidelines, and bereavement leave increased to three days.

The company agreed to in-

YWCA pact adds \$35

An across-the-board wage increase of \$35 per month was won in a one-year contract negotiated by Local 29 for its unit at the Young Women's Christian Assn., in Oakland, Calif., Sr. Business Representative Louis A. Celaya reports.

The new pact sets a starting monthly minimum of \$469 in the lowest office classification, rising to a maximum of \$508. In the top grade, the starting minimum is \$594.

The OPEIU negotiating team included Deloris Irwin and Ivorydell Johnson, assisted by Business Representative Jerry Schmit. The contract expires June 6, 1974.

A 20¢ an hour across-the-board wage increase, effective August 1, on top of a previous wage hike last January, was gained in an initial 17-month contract negotiated by Local 12 for its new unit at Fisher Nut Company, St. Paul, Minn.

In addition, a 5½% across-the-board boost takes effect next January 1. Improved fringe benefits and excellent protective language complete the settlement, which was reached with the help of Federal Mediators.

Business Representative Jerry Schmit led the negotiations, assisted by a committee comprising Rosemary Hislop and Kathryn Hyde.



SIGNING CONTRACT: Western Gillette Operations Manager Carl Smith (seated) affixes signature as Local 277 President-Business Manager J. B. Moss and Chief Steward Ilene Wheeler look on.

crease its contribution to the health-welfare plan to \$60 per employee in 1973, \$65 in 1974, and \$70 in 1975. Employer contributions to the OPEIU Western States pension plan go to 30¢ an hour in 1973, 35¢ in 1974, and 40¢ in 1975.

The pact runs from September 1, 1973 to May 31, 1976.

Local 277 negotiated a similar contract, calling for the same pay scales and fringe benefits, for its office unit at the general office of Braswell Motor Freight Lines in Dallas.

San Diego unit off to grand start

A packet of wage gains and fringe benefits totaling more than \$1,000 per member in the first year was gained in an initial contract negotiated by Local 139 for its new unit at Devlin's Global Travel, a San Diego travel agency, Business Representative Anna B. Stone reports.

The two-year pact calls for a 45¢ an hour across-the-board wage boost in the first year and a wage reopen in the second.

It establishes a 35-hour week with nine paid holidays, two weeks' vacation, and 12 days of sick leave. It also provides the Local 29 Health-Welfare plan which includes basic and major medical, prescription drugs, dental and vision care, as well as \$7,000 life insurance coverage for each employee.

The San Diego travel agency is said to be the first organized by the OPEIU.

Waco pact brings \$147 minimum

A 30¢ an hour across-the-board wage raise in the first year and 6½% and 6¼% hikes in 1974 and 1975 were won in a three-year contract negotiated by Fort Worth Local 277 for its office unit at Single Service Division of International Paper Company in Waco, Tex.

President-Business Manager J. B. Moss says that effective August 15, 1973, the lowest job grade in the unit obtained

a \$147 per week minimum, rising to a \$185 maximum.

Other gains are improvements in maternity leave and pension benefits of \$7.50 per month per year of service. The employer agreed to increase contributions to the health-welfare plan by \$14 per employee over the three-year period. Severance pay was raised to 2% of the employee's earnings.



LEGAL SECRETARIES UNIONIZE: John J. Waldrip (left) of the law firm of Saunders and Waldrip signs first contract covering the office secretaries with Local 277 President-Business Manager J. B. Moss. The firm is composed of labor attorneys in Fort Worth.

Bank employees on march everywhere but here

The Pan Asian Council of Bank Unions now represents 250,000 bank employees in eight countries: Australia, New Zealand, Ceylon, Singapore, Indonesia, the Philippines, Malaya and India. The all-India union alone represents 150,000 of the total.

A similar international council of bank employees has existed in Europe for some years. Both councils are now planning to establish liaison in the near future. The purpose of the European and Pan Asian councils is to enable a free exchange of information among their constituent unions.

They also have in mind the possibility of industrial cooperation at the international level to deal with the impact of multinational banks on salaries and working conditions in their respective countries.

The union movement among bank employees in Central and South American countries is also expanding rapidly, as it is in the newly-formed African nations. Only in North America is the union movement among bank employees lagging.

Although there are nearly one million unorganized bank employees in the U.S. and Canada, only a very small fraction to date have taken the initiative to unionize.

In other countries, unionized bank employees enjoy pay scales and working conditions superior to those in manual occupations. Because their North American counterparts have failed to unionize in greater numbers, they find themselves at the bottom of the economic heap with average pay scales far below those of factory employees.

Vacations are improved in new Vancouver pact

Wage gains ranging from \$850 to \$1,750 per individual plus a vastly improved vacation plan were achieved in a two-year contract negotiated by Vancouver Local 378 for its office unit at Inland Natural Gas Co., Ltd., International Vice President Ron Bone reports.

The new vacation plan calls for three weeks after one year starting July 1, 1974, (was 4 years), and four weeks after 10 years (was 12). Wage raises of

\$38 per month in the lowest office grade, running as high as \$79 per month in the top bracket are effective in the first year. In the second year, monthly raises run from \$39 to \$82 per month.

The agreement sets a \$497 monthly starting minimum in the second year, rising to a \$593 maximum for junior clerks in the lowest grade, and for a senior accounting clerk in the top grade a \$1,041 starting scale rising to a \$1,263 maximum.

The pact is retroactive to April 1, 1973 and runs to March 31, 1975. Business Representative R. N. Rennie assisted Bone during contract negotiations.

Engelbert elected V.P.



Portland's Local 11 Sec.-Treas. Walter A. Englebert, recently named vice president and member of the OPEIU Executive Board, is a graduate of St. Martin's College in Olympia, Washington, where he majored in industrial relations.

At 33 he is among the youngest ever elected vice president. His 10-year union career began in Seattle as an organizer. He joined the staff of Local 11 as a Business Representative and was elected its Secretary-Treasurer five years ago.

Local 277 pair draw praise

Tarrant County Central Labor Council, AFL-CIO, adopted a resolution commending Local 277 delegates Ronnie Jones and Norma Martin, co-chairpersons of its new Blood Bank Committee, for outstanding efforts in making this Fort Worth union project a success.

The bank, set up in March 1972, is for members of locals affiliated with the council and their families. It has grown to 432 members who have donated 219 units of blood. Norma Martin is Local 277's Secretary-Treasurer.

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

William A. Lowe, Sec.-Treas.
1012-14th St., N.W.
Washington, D.C. 20005

From the desk of the President

Even hostile critics cannot blame unions for current price inflation

For many years, we have heard leaders of the business community and numerous politicians lay the blame on labor and its negotiated wage increases for price increases in every phase of our economy. Who can be blamed now when prices are soaring out of sight and wages have been con-

trolled since August 15, 1971? Everyone has to be aware that wage increases of 5½% per year have had little or nothing to do with price increases which, in some cases, rose 100% or more during the freeze period.

- In one month from July 1973 to August 1973, the monthly farm price report shows hog prices climbed to \$56.50 for 100 pounds, up \$15.50 from the month before.

- Soybeans reached \$8.99 a bushel compared to \$6.69 a bushel in July.

- Wheat prices rose to a record \$4.45, up \$1.98 in one month.

- Actually, as a result of the Russian wheat deal, wheat prices have tripled in less than one year.

- Corn advanced to \$2.68 a bushel, rising 65¢ in one month.

- Mortgage and interest rates have reached record heights to the extent that working men and women who were always blamed in the past for increased prices are being prevented from buying homes and much needed appliances.

In the meantime, executives' compensation, which includes salaries, bonuses and stock op-

tion plans, has gone up sharply while workers' wages have been held under rigid regulation. Each day we read of record profits attained by the nation's corporations and banking institutions. During all of this period, workers' wages have been limited to 5.5% increases each year.

Pierre Renfret, one of the nation's leading economists, publicly deplores the fact that workers' wages have fallen behind. We no longer hear the voices of those who would curtail labor, blaming wage increases for one of the worst inflationary increase in prices in the history of our nation.

On August 15, 1971, President Nixon announced a wage and price freeze. All workers' salaries or wages were indeed frozen, but unfortunately, not all prices were frozen. Eggs, fruits and vegetables, which make up 10 percent of the consumers' costs, were exempted from the freeze. All raw agricultural products were exempt and are still exempt. The freeze did not include profit and interest rates.

Since the beginning of Phase II, workers found their wages

frozen with no freeze, however, on finance charges on cars, appliances, furniture and other goods bought on time.

Big business during the freeze period was the beneficiary of a tax break through accelerating depreciation allowances. All during Phase I, II, III and IV, the wage earner was bound hand and foot. Big business reaped a bonanza of profits.

To make it worse, President Nixon vetoed the minimum wage bill which would have given low wage workers an increase for the first time in 5½ years. In effect, the President did nothing to control costs and, at the same time, refused to legalize an increase in the minimum wages of the lowest paid workers in the United States.

Those apologists for big business and the government, who have been blaming labor for price increases down through the history of our country, are going to have a tough time finding a scapegoat for the predicament of the country at a time when the wage earners are being sorely squeezed.

75 get 17% wage raises at Louisiana hospital



MEDICAL CENTER SIGNS: Seated from left are Local 89 President Silas A. Mayor and C. C. Ellzey, hospital administrator, signing new contract covering nurses and clericals at Bogalusa Community Medical Center, in Louisiana. Standing from left: Local 89 Vice President Lorraine Latino, Birdie Hall, Sharon Jenkins and Marie Hunt, OPEIU negotiating team members.

Across-the-board wage increases amounting to about 17% and upgrading of Licensed Practical Nurses and five of the eight office clericals were gained in a three-year contract by Local 89 for its 75-member unit at Bogalusa Community Medical Center, in Louisiana.

Local 89 President Silas A. Mayor says that wage boosts over the three years will total

more than \$2,000 per individual in the top nursing grade, and \$1,450 in the lowest office grade.

An improved vacation schedule was obtained which includes relief LPNs for the first time. Major improvements were also made in contract language covering arbitration. One provision calls for a form of mediation in event of a strike.

U.S. Price Index

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

| | 1972 | 1973 |
|-----------|-------|-------|
| August | 125.7 | 127.7 |
| September | 126.2 | 128.6 |
| October | 126.6 | 129.8 |
| November | 126.9 | 130.7 |
| December | 127.3 | 132.4 |
| January | | 132.7 |
| February | | 134.5 |
| March | | 136.3 |
| April | | 138.4 |
| May | | 140.7 |
| June | | 142.4 |
| July | | 144.4 |
| August | | 145.1 |

Canadian Price Index

Dominion Bureau of Statistics

| | 1972 | 1973 |
|-----------|-------|-------|
| August | 141.3 | 144.5 |
| September | 141.8 | 146.3 |
| October | 142.0 | 146.7 |
| November | 142.3 | 147.3 |
| December | 143.3 | 151.0 |
| January | | 148.4 |
| February | | 149.7 |
| March | | 151.0 |
| April | | 153.0 |
| May | | 153.1 |
| June | | 153.2 |
| July | | 153.3 |
| August | | 153.4 |