



WHITE COLLAR

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

No. 338

DECEMBER, 1974



OPEIU Wins 1,600 Canadian Office Unit

Local 378 Sets Mark In Vancouver B.C. Vote

In one of the largest and most important white collar elections in North America, the OPEIU was chosen as bargaining agent for 1,600 office and clerical employees at the Insurance Corporation of British Columbia (ICBC) by a two-to-one margin in balloting conducted by the Labour Relations Board of British Columbia.

OPEIU Vice President Fred A. Trotter, who is also President of Vancouver, B.C. Local 378, says that ICBC is a Crown corporation set up by the Provincial government to operate automobile and general insurance in British Columbia, and that the new unit

"is expected to grow to at least 1,800."

The victory climaxed a campaign started a year ago in which Local 378 was faced with competition from two other Canadian unions, the Canadian Union of Public Employees and the British Columbia Government Employees Union, which combined their forces in a single organization entitled: "Association of ICBC Employees."



Fred A. Trotter

Despite this competition, however, the 1,417 ICBC employees who voted in the election cast 882 ballots (63.2%) in favor of Local 378. Trotter notes that the successful outcome of the campaign was due in large measure "to the hard work and dedicated efforts" of an energetic organizing committee of ICBC employees who, "despite many discouraging developments during the campaign, persisted in signing up fellow-employees for OPEIU membership."

Trotter reports that the new ICBC unit is in the process of electing Councillors and Job Stewards, and proposals for an initial agreement are being drawn up for presentation to the membership prior to opening collective bargaining negotiations.

Campaign Got Wide Publicity

He discloses that during the lengthy campaign, in which International Representative Brian Fahlman and Local 378 Asst. Business Representative Fred Cummings were also active, it received "steady and favorable publicity" in the Vancouver press. Thus, he adds, the OPEIU has become well known to office employees throughout the Province and additional new organizing leads are expected as a result of this campaign.

Another factor contributing to its success, he asserts, is the outstanding record of accomplishment achieved by Local 378 for its 3,000 members at the British Columbia Hydro & Power Authority, another government enterprise, who now enjoy the highest wages and most liberal fringe benefits in British Columbia. Details of its newest contract are given on this page.

The ICBC is the second government-owned insurance enterprise in Western Canada whose employees are now represented by the OPEIU. Local 397 for years has been bargaining agent for some 500 clerical employees at the Saskatchewan Government Insurance office in Regina, which also conducts general and automobile insurance.

Meanwhile, two other election victories among public employees were scored in the U.S. International Representative Gary Kirkland reports that Portland Local 11 had been recognized as bargaining representative for 31 clerical and police employees of the City of Woodland, Wash.

International Representative Gene Dwyer reports that clerical employees of Jackson Township, N.J., voted by a four-to-one margin to dissolve their independent union and affiliate with Jersey City Local 142.

Business Representative Henry Lyons, of Local 417, reports winning an 81-member unit at the Friendship Nursing Home, in Detroit, by a 10-to-1 margin over an opposition union in a National Labor Relations Board election.

Season's Greetings

At this season your Executive Board welcomes into our ranks the additional thousands who have joined the OPEIU in the year just closing.

We wish them and all our longtime members, active and retired, as well as OPEIU field representatives and staff employees at the International and Local levels sincerest greetings for a very Merry Christmas and a bright and prosperous New Year.

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B.C. Hydro Pact Yields 30% Hike

3,000 Vancouver Members Also Gain Shorter Workweek

A host of wage gains and fringe benefits, a shorter workweek and an additional paid holiday, all valued at some 30% over two years, highlight a new contract renegotiated by Local 378 for its 3,000-member unit of clerical, technical, survey and administrative employees of the British Columbia Hydro & Power Authority at locations throughout the Province.

Local 378 President Fred A. Trotter reports from Vancouver that the pact provides for wage boosts in the first year ranging from 16.8% to 17.9% retroactive to April 1, or a \$100 a month minimum plus a cost-of-living adjustment of \$40 a month effective December 1.

He says that compression of certain new office salary scales, which also became effective April 1, provide greater increases in some grades than those indicated. In the second year starting April 1, 1975, the agreement calls for "not less" than an 11% general increase with a reopener on "wages only" effective on or after June 30, 1975.

On January 1, 1975, the workweek will be reduced to the equivalent of 35 hours (was 37½) with the introduction of a new work schedule. Employees will continue to work five 7½-hour days but will be allowed 17 days off, one in each of the

17 biweekly periods which do not contain statutory holidays.

Overtime will be paid at doubletime rates after one hour. The new paid holiday brings the annual total to 11. The employer also agreed to pay 75% (was 50%) of premium costs of the health-welfare plan which contains group insurance and income continuance, plus 75% of costs for a new dental plan effective November 1, 1974.

By mutual agreement a joint union-management task force, equally divided and working fulltime with pay, will be set up before April 1, 1975, to review and recommend methods of implementing a new or revised Job Evaluation System, and to design administrative procedures, etc. The task force will be aided by a professional consultant whose services will be

paid for by the company.

In the construction category, commensurate rates, retroactive to April 1, 1974, apply to work in a field environment.

Employees formerly limited to temporary status are now enabled to become regular employees, thus gaining all rights and Welfare and Pension benefits accruing to regular employees covered by the agreement.

The complex contract took eight months to negotiate and runs to March 31, 1976. Trotter headed the Local 378 negotiating team which included 1st Vice President M. Rittenberger, 2d Vice President D. Walker, 3d Vice President Mrs. S. Goodwin, Sec.-Treas. G. Gately, Executive Board member A. Gibson, and Executive Councillors V. Daykin and R. Casperson.

Million Now Work Four-Day Week

More than one-million full-time wage and salary earners now have a four-day workweek, according to the first national survey made by the U.S. Bureau of Labor Statistics which defines full-time workers as those who usually work 35 hours or more a week.

The May 1974 survey showed that about 650,000 full-time workers usually worked a four-day week; over 250,000 worked 4½ days, and nearly 200,000 worked three days. They comprise about 2% of the nation's full-time wage and salary employees.

Those on the shorter workweek were greatly outnumbered by those who regularly work long weeks, 5½, 6, or 7 days. These totaled 9.4 million in 1974.

Far more workers, 48.9 million, or over four-fifths of the labor force, continued to work five days a week, the survey discloses.

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

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Lesson for Nonunionists

Shareholders of Mohawk Data Sciences Corporation are asking whether it's fair for the man, who piloted the company to a loss of almost \$15 million last year, to resign at 42 and draw his full salary of \$110,000 annually, as a consultant for five years, money that could be used instead to retain employees laid off with two weeks' pay.

He is Richard P. Rifenburgh, a founder who was then president. Some years ago, Mohawk was an investor favorite. It developed a device called a data recorder that eliminated the punched card then used to transfer data into computers. With a data recorder, information is now recorded directly on magnetic tape.

The company showed rapid earnings growth for a period of years. Its stock sold as high as \$111 a share in the 1968 bull market, but currently is selling for between \$1 and \$2 a share.

After the company registered its huge loss last April, Rifenburgh switched positions with V. E. Johnson, chairman of the board. That arrangement continued until October when Mohawk announced that Rifenburgh was resigning but would continue serving the company as a consultant.

Asked about the compensation agreement, the company's attorney said it chose to keep Rifenburgh as a consultant rather than pay him a lump sum "on the spot," equal to three times his annual salary, and get "no benefits."

When queried by a reporter on the profits he had taken out of the company, Rifenburgh said "it's possible" they amounted to more than \$1-million. In view of the disastrous losses suffered by stockholders, giving high-paying consulting contracts to departing executives for incompetency is a bitter pill to swallow. But it's even more bitter for the company employees laid off with two weeks' pay.

It's one more example that any employee—blue-collar or white-collar who works for a living—needs a union and a collective bargaining contract for protection in these trying times. If the Mohawk employees had been unionized, they would have saved themselves a lot of grief.

Latest 'Fear' Device

The OPEIU pamphlet "Look Out Below" forewarns nonunion employees in organizing campaigns of various and devious methods used by employers to instill FEAR and bulldoze them into believing that they "don't need a union." Unfortunately, too many white-collar employees then chicken out when it comes to voting for union representation as a result of the phony employer arguments.

And now here's a new wrinkle dreamed up to intimidate hapless employees. Needless to say, when employees are forced to exist on substandard wages employers have only themselves to blame if some resort to stealing. And, no doubt, some do. But an outfit named "Theft" has now surfaced in New York City to discourage this. It works as follows: The employer spreads a rumor through the office, store or plant that he's caught an employee who's been stealing from the company for a year.

He summons all the employees and then confronts the cringing thief with the charges. For 15 minutes he berates and tongue-lashes the weeping employee who begs and pleads for "another chance." But in the end, the boss heaps more denunciations and scorn on the thief's head and kicks him out.

Then he turns to the other employees and says: "Let that be a lesson to you. The same thing will happen to anyone here who lifts as much as a paper clip from the company."

A very impressive performance—except that it's all faked, rehearsed and staged. The "thief" is an unemployed actor (sometimes an actress) supplied by "Theft" which is paid \$250 for the phony drama.

Whenever an employer resorts to these tactics, especially in fighting union representation by employees, the latter should realize immediately that it's phony as a three-dollar bill. They should make up their minds at once that their employers are interested only in maintaining the status quo by keeping the union out so that they can continue paying substandard wages, using FEAR as their weapon.

Union Bank Wages in Britain Now Top Non-union U.S. Scales

North American non-union bank employees have an illusion that they are "the best paid in the world," earning much more than their counterparts in the West European countries and, therefore, "don't need a union" to bargain for their services.

For their enlightenment, the National Union of Bank Employees (NUBE), in Britain, organized in 1918 at the end of World War I and in existence for 56 years, has furnished the OPEIU with latest union salary scales negotiated at the largest banks there.

At age 18, junior bank employees graduate into Grade II, reaching their maximum in grade in five years with automatic increases of \$215 a year. In higher grades, automatic increases range up to roughly \$300 a year. Moreover, there are also special allowances for bank employees living in London and other "big towns." These range from \$270 annually for "big towns," up to \$928 for those living in London.

The newest contract negotiated by NUBE for its members at Barclays International Bank, effective July 1, 1974, is typical of union salary scales for British bank employees. The pay differentials "between grades" are also wider than those prevailing in North America. British union scales for bank clericals follow:

Clerical Grade	Maximum	Differential Between Grades
II	\$5,315	
III	6,473	\$1,158
IV	7,897	1,424
V	8,926	1,029
VI	9,983	1,057
VII	11,310	1,327
VIII	12,841	1,531

Bank secretaries and typists now have a separate pay scale from clericals. Their grades are based on a Job Evaluation System devised specifically to measure their jobs. Factors used and points that may be scored are shown below:

Skills	Points Score	
	Highest	Lowest
Supervision	30	5
Confidential Information	35	5
Contacts	40	5
Initiative	65	5
Score Possible	200	25

According to the total number of points scored, secretaries and typists are graded from ST-A, if the score is between 25 and 40 points, graduating to ST-F, if the score is between 140 and 165 points. Above 165 points, the job is graded higher. British bank secretaries and typists also get automatic annual increments from minimum to maximum as well as the special allowances for living in London or "big towns."

The latest British union scales for bank secretaries and typists follow:

ST Grade	Maximum	Differential Between Grades
A	\$3,888	
B	5,315	\$1,427
C	6,472	1,057
D	7,193	721
E	7,997	804
F	9,076	1,199

North American bank employees, including secretaries and typists, need only compare their own current salaries with the British union scales to realize how grossly they are underpaid, and how urgently they need to unionize.

Women employees constitute a major segment of the U.S. banking work force. In 1973, the 762,000 women employees in banking made up 65% of total bank employment, against 410,000, or 61%, in 1960.

Women are engaged in a wide range of banking occupations, particularly as secretaries, typists, clerks and tellers. Women staff about nine out of 10 clerical and teller positions, the key areas of banking where new technology is being introduced most widely.

However, women occupy only about 20% of all managerial and administrative positions and about 25% of the new higher-paid computer specialist occupations including programmers and systems analysts. Women fill nearly one-third of total computer and peripheral equipment operator positions.

The sub-standard salaries presently paid in North American banks is understandable because (1), the employees are 99½% non-union, and (2), most banks hire new employees graduating from high school at the absolute minimum wage, holding down salaries for higher grades accordingly, and (3), they hire large numbers of part-time employees paid on an hourly basis but lacking any fringe benefits such as health-welfare, pensions etc.

Consequently, bank employees in the U.S. and Canada, the overwhelming majority of whom are young women, must now unionize on a massive scale if they ever hope to raise their careers to a true professional status as British bank employees already have achieved through unionism and collective bargaining over the last half-century.

OPEIU Locals Handbill N. Y. Banks 25-Member Team Passes Out 15,000 in Wall St.

American multinational banks are recent arrivals in London where they operate with nonunion staffs paid lower salaries than those in British banks which are highly unionized, something which Britain's National Union of Bank Employees (NUBE), won't tolerate.

Already, NUBE has launched vigorous organizing drives at the London offices of Chase Manhattan and Citibank. The 46-year old British union reports the U.S. banks are fighting back, Citibank using the threadbare slogan: "You don't need a union."

Since the drive started, the U.S. banks have been handing out raises but, notes NUBE, "these compare very poorly with the union-negotiated raises won at other foreign and domestic banks in London," adding that "the employees are ignoring management pleas and joining NUBE in growing numbers."

Seemingly news of NUBE's

London organizing drive is seeping back to employees at headquarters offices of the multinational banks in Wall Street. In recent weeks Local 205, which represents employees at the New York and American Stock Exchanges, has received numerous requests from bank employees in the financial district urging an OPEIU effort to organize them. Many came from Chase bank where employees are using graffiti messages on restroom walls urging union organization.

Responding to the many requests, Locals 205 and 153 teamed up to field 25 staffers and volunteers to pass out 15,000 printed handbills among Wall Street bank and brokerage house employees in the "first mass educational effort ever aimed at the banking industry in New York City."

The initial response is regarded as "very favorable," indicating an awakening among American bank employees on

their need for a union and collective bargaining. They are now asking why they should work for less pay than unionized bank employees enjoy in West Europe where their counterparts are highly organized.

Even executives in the banking industry itself now regard unionism among U.S. bank employees "as inevitable—being only a question of time."

Fastest Growing Jobs

The U.S. Department of Labor's *Occupational Outlook Handbook* says the number of professional and technical jobs will grow at the fastest rate in the mid-1980's due to more research in the natural and social sciences.

Computer Field Grows

The U.S. Department of Labor foresees no immediate end in the rising demand for programmers, engineers, systems analysts and other professionals who develop and use computer resources.

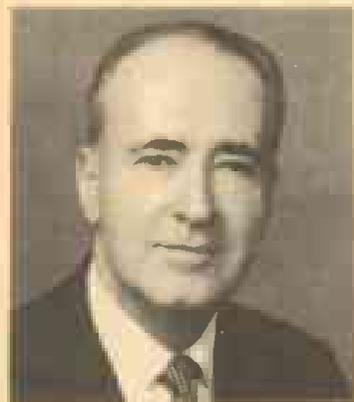
From the Desk of the President:

EEOC versus Seniority Posing Union Problems in Lay-offs

Rising unemployment in the United States is presenting problems which are altogether new in the history of employer-employee relationships. In previous recessions, collective bargaining contracts were carried out to the letter. Seniority in lay-offs was adhered to strictly in collective bargaining situations and was a factor in those cases where unions were not present.

The advent of equal employment opportunities and interpretations by EEOC have cast doubts on the use of strict seniority in lay-offs. Both women and ethnic

minorities are taking the position that traditional seniority based lay-offs, which provide that the last hired shall be the first fired, are discriminatory because they threaten jobs newly won by groups long denied equal employment opportunities.



On the other hand, unions, which have long sought to establish the seniority principle in both lay-offs and promotions feel, and rightly so, that the collective bargaining agreement is inviolate and should not be interfered with by the Courts or by various agencies interested in enforcing equal rights for women workers and ethnic minorities.

For many years, while the unemployment rate hov-

ered between three and four percent, those of us fighting for the rights of minorities, including women, in hiring and promotions, gave little thought to the possibility that we may, in effect, be establishing super-seniority for those workers. Certainly this was not in the minds of union leaders and activists in the union movement who long realized that ethnic minorities and women had been the objects of discrimination in employment.

Now that unemployment has passed six percent and economists forecast a national unemployment rate in excess of seven percent, we are being faced with problems of seniority never before contemplated. As a result of the slumping economy, lay-offs threaten numerous workers who were hired under affirmative action programs. Approximately a half-dozen legal proceedings dealing with this issue are now underway. It is possible the U.S. Supreme Court will eventually have to decide whether lay-offs, in accordance with seniority of recently hired minorities and women, tend to perpetuate discrimination.

In one case involving black workers at the Continental Can Company in Louisiana, a Federal District Court Judge ruled that seniority based lay-offs were illegal. In this instance, the Judge ordered the company to reinstate black workers through a formula designed so that the percentage cut in black employment since 1971 would be no greater than the cut in the total work force. The Judge not only ordered seven black employees reinstated, but his order also provided that these laid-off employees should be given back pay from the time of their lay-off. Both the company and the union in question, the United Steel-

workers, are appealing his decision to a higher Court.

There are similar situations in dispute throughout the country. In one case involving the Jersey Central Power & Light Company, the employer asked the Federal District Court of Newark, N.J., to resolve the dilemma arising from its contract with the union and its agreement with EEOC, which may be in conflict.

In another case involving the Wisconsin Steel Works of International Harvester Company and the Bricklayers Union, the Seventh Circuit Court said that a "last hired, first fired" procedure is not of itself racially discriminatory. The Court's opinion took note of Congressional debate during passage of the 1964 Civil Rights Act that suggested Congress did not intend to upset the seniority system. To abandon traditional seniority rules, the Court declared, would be "tantamount to shackling white employees with a burden of past discrimination created not by them but by their employer."

Labor unions are in the middle on this issue which they will increasingly face in the coming months. It will be incumbent upon all unions to insist that collective bargaining agreements be adhered to. Government agencies will probably take the position that company lay-offs should take into consideration the rights of ethnic minorities and women. It is difficult to foresee government agency reactions at this date to the possibility of a dispute as to whether newly hired women or ethnic minorities should have preference in lay-offs. Unions will retain their positions of "last hired, first fired." If the economy continues to slump, this problem will undoubtedly be resolved by the U.S. Supreme Court.

OPEIU Wins Long Hospital Dispute

Unit Recognized After 3-Year Fight at Brownsville, Pa.

Brownsville General Hospital in Brownsville, Pa., has recognized Local 471 as bargaining representative for its 160 non-professional employees following a Commonwealth Court of Pennsylvania ruling that the hospital did not qualify as a public employer under the state's Public Employee Relations Act, but was an established, nonprofit health institution participating in federal, state, and local medical assistance programs.

Representation of the hospital employees has been the subject of continuing disputes since OPEIU first petitioned for an election in December, 1971.

At that time, the PLRB ordered two elections, one for the professionals and the other for the non-professionals.

In September 1972, the non-professional unit selected the OPEIU as its bargaining agent. The PLRB upheld hospital objections to the first election, however, and ordered a second one. The OPEIU was again successful.

Meanwhile, after job action, the hospital agreed to bargain with OPEIU while pursuing a court decision that would vacate the OPEIU certification. The latter was voided by the latest court decision.

International Representative John W. Richards reports that following the court ruling, the union petitioned NLRB for a new election among the non-professional employees. However, Taft-Hartley Act coverage in the interim was extended to employees of nonprofit private hospitals under amendments signed into law last July.

Richards says that at an NLRB hearing the hospital agreed to grant recognition to Local 471 which is now in the process of amending an interim agreement reached with the hospital, and will continue negotiations for a first contract for the non-professional employees.

Atlanta Local Scores Twice in Job Arbitration Cases

Gladys Houts, a member of Atlanta Local 21, was reinstated to her job and received approximately \$9,000 in back pay when Arbitrator Robert Amis (FMCS) ruled in her favor that she had been unjustly discharged from her position on December 6, 1973, by the American Federation of State, County and Municipal Employees.

Following her discharge, the OPEIU filed a grievance against her employer. OPEIU Vice President J. Oscar Bloodworth

presented Local 21's case before the arbitrator.

In another grievance brought to arbitration by Local 21 in behalf of Ann Anderson against the Glass Container Corp. of America, AAA Arbitrator A. R. Marshall also ruled for the grievant.

This settlement included back pay and future pay adjustment involving contract language relative to wages. Bloodworth presented Local 21's arguments in behalf of the grievant.

Signing New Paper Pact



HUDSON PAPER AGREEMENT: A 50¢ an hour across-the-board wage boost retroactive to June 1, plus 10% increases in each of the following two years together with a complete new pension plan, improved contract language and a vastly more liberal insurance program were gained in a three-year agreement renegotiated by Local 337 with the Hudson Paper Company in Palatka, Fla. Shown signing the new pact (seated from left) are Asst. Corporate Controller William H. Gillis; OPEIU Regional Director J. Oscar Bloodworth; Employee Relations Manager Robert F. Garrett, and Local 337 President Russell Holliman. Standing from left are Local 337 committee member Harold Guthrie; William E. Snyder, manager, corporate accounting, committee member Dorothy Story, Theodore T. Bowman, Asst. Vice President, EDP, Imogene Coon, Local 337 committee member.

Warren, Pa., Gains \$1,600 & COLA

Struthers Wells Corp. Also Improves Fringe Benefits

Wage gains totaling \$1,600 per individual with an unlimited cost-of-living escalator, in addition to improved fringe benefits, are provided in a new three-year agreement renegotiated by Local 186 for its office unit at Struthers Wells Corporation in Warren, Pa. The company designs, fabricates and manufactures heavy industrial equipment.

International Representative John W. Richards reports that the new contract calls for 5% across-the-board wage boosts in each year. Shift premiums were raised to 12¢ an hour for the second and 15¢ for the third shifts (were 10¢ and 12¢ previously).

Other gains are improved vacations calling for 22 days after 22 years of service, improved lateral bidding applied to filling

of job vacancies, and a more liberal bereavement leave clause.

The contributory pension plan, providing benefits based on percentage of salaries, was improved by reducing vesting to 100% at 15 years, with joint and survivorship options certain of payment after 10 years.

Sick leave accumulation was raised to 42 days from 40, and AD&D benefits were increased to \$60 per week (was \$51) for those with accumulated sick leave available. For those who have exhausted their accumulation, a new clause provides \$85 per week.

Improvements were also made in the hospitalization plan, including surgical and major medical benefits. Life insurance coverage was increased to \$3,000 per individual from the pre-

vious \$2,500.

The unit negotiating team assisting Richards included Local 186 President Eleanor Swanson, Vice President Annette M. Yasurek and Sec.-Treas. Margaret A. Stino.

Oil Company Logic

Earlier this year the Gulf Oil Company argued for tax breaks and higher profits to stimulate exploration for new energy sources, and then bought the Barnum & Bailey Circus.

Social Security Reminder

Effective Jan. 1, 1975, Social Security taxes will be levied on the first \$14,100 of annual wages. Present wage base is \$13,200. Those now getting benefits can earn \$2,520, a \$120 increase from the previous \$2,400, and still get full benefits.

Teen-Agers Unionize to Save Jobs

Library Pages in Medford, Mass., Sign Up to Bargain

Recently four Medford teen-agers walked into the office of the Massachusetts Labor Relations Commission Examiner George Doyle to discuss their conditions of employment. They were concerned about a drastic drop in their hours at the Medford Public Library, from nine to two per week since June because of the new minimum wage law calling for \$1.90 an hour.

Doyle advised them they had a right, under public statute, to file a petition establishing themselves as a collective bargaining unit or, more simply, to unionize. Two days later they returned with the petition and a new identity: the Medford Public Library Pages Assn., complete with a slate of four officers.

The library pages, classified as "junior pages" by the Medford Library Dept., are aged 13 to 16, and mostly girls. The main library and branches employ 24 junior pages who work part time after school, 12 of whom quickly signed the petition authorizing the brand new association to represent them in bargaining.

Their efforts to regain the lost working hours, as well as a successful, earlier effort to change a rule that terminated junior page employment at 16, has involved several city officials: the City Manager, the Medford City Council, the Li-



TEEN-AGE ORGANIZERS: Medford Library Pages union officers are Martha Ferretti, 14, (left, sitting), vice president; Helen Abbott (right, sitting), 16, president; Ann Barry (left, standing), 14, treasurer, and Linda Young, 15, secretary.

brary Dept., the Library Board of Trustees, and the City Solicitor.

They are the youngest group in Doyle's memory ever to apply for union status in Massachusetts. "The girls were all very sincere," he said. "They wanted to know if there was any way they could protect themselves. I told them how to file a petition and elect officers. Now they're caught up in the procedure of the law."

Their case next goes before an examiner, possibly Doyle, for an informal hearing at the commission's office. The conference procedure calls for the

library and the pages to present their case. The examiner may then proceed with a consent election.

That ruling could result in the official election of the Pages Assn. as the bargaining agent for all 24 junior pages.

"That's what we're hoping for," said Helen Abbott, 16, the new association president. "It's nice to show other people our age that the system can work for them if you just try hard enough." Doyle put it another way: "They walked into my office as four young girls, and walked out as union officers."

Savage Arms Ups Pay by 13%

Westfield, Mass. Unit Makes Other Gains

Wage gains totaling 13% over two years, improved health-welfare and group insurance coverage, and a fully paid employer pension plan instead of the previous contributory arrangement, highlight a new agreement renegotiated by Local 228 for its office unit at Savage Arms Corporation in Westfield, Mass.

International Representative John F. Fitzmaurice says the new pact calls for a 5½% wage boost in the first year and 7½% in the second when increases will range from \$6.25 a week in the lowest grade to \$11.25

in the top classification.

The company agreed to increase premiums for health-welfare in each of the two years, and to boost group life insurance by an additional \$500 for each individual.

The new non-contributory pension plan takes effect on January 1, 1975, with normal retirement at age 65, and early retirement at 60 after 15 years of service. It provides vesting after 10 years with no age requirement. It contains also a disability benefit with no age limit and will not be used as an

offset or supplement to Social Security payments.

The OPEIU negotiating team assisting Fitzmaurice was headed by Local 228 President Dorothy Crockwell and included committee members Adella Strycarz, Catherine Kaste, Dorothy, Shannahan and Gail Sawyer.

17% Wage Hike Won at Utility

Local 12 Also Gains COLA, Other New Benefits

A 17% across-the-board wage boosts with a cost-of-living clause, an additional holiday and other fringe benefit improvements were gained by Twin Cities Local 12 for its office unit at United Power Association (formerly Rural Cooperative Power Assn.) in Elk River, Minn., in a renegotiated two-year agreement.

Business Manager H. R. Markusen says that the pact calls for a 9% raise in the first year, 8% in the second, and also provides that if the cost-of-living exceeds 8% this percentage will be applied with a 9%

limit.

The day before New Year's now becomes a paid holiday making the annual total 10. The meal allowance was increased to \$3 from \$2.50. Pregnancy leave was increased to 180 days from 90, and major medical boosted to \$20,000. In emergency cases, the \$50 deductible is eliminated and extended care facilities are now covered in the health-welfare plan.

The unit negotiating team assisting Markusen included Stewards Eric Erickson and Louise Goehringer. The new pact runs to May 31, 1976.

BLS Finds Union Pay Gains Well Above 1973 Settlements

Major collective bargaining settlements in the first nine months of 1974 provided larger wage increases than 1973 agreements in the same period, according to preliminary estimates by the U.S. Bureau of Labor Statistics.

They averaged 9.6% in the first contract year and 7.2% annually over the life of the contract, compared with 5.8% and 5.1%, respectively, in 1973. The estimates exclude possible gains under "cost-of-living" escalator COLA clauses.

The 1974 data relate to 918 collective bargaining settlements in the private nonfarm economy, each of which affected 1,000 workers or more. Although approximately one American worker in five in the total labor force is a union member, only one in nine is included in an agreement covering 1,000 or more workers in the private economy.

Wins Georgia Labor Post State AFL-CIO Elects Ronna Jones

Ronna A. Jones, 27-year old President of Atlanta's Local 21, has been elected Treasurer of Georgia State AFL-CIO over incumbent Sarah Johnson. Ronna's sister, Linda, also a Local 21 member, served as her campaign manager in the contest for the AFL-CIO post.

An OPEIU member for the past seven years, Ronna was a delegate to the 1974 Miami Beach Convention, and has headed the Atlanta local for the past 18 months. Prior to that, she was a Local 21 Trustee.

Her father, John A., is National Director of Apprenticeship Training for the International Union of Operating Engineers, and her mother, Audrey, is a member of Washington, D.C. Local 2, employed by the Postal Workers Union in that city.

Before moving to Atlanta, Ronna also was a Local 2 member for a year. Altogether, the Jones family's membership in trade unions totals 56 years.



Ronna A. Jones

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

William A. Lowe, Sec.-Treas.
815 16th Street, N.W.,
Suite 606
Washington, D.C. 20006

Carl Meisnest, 66, Business Agent, Wisconsin Local 95

We deeply regret to announce the sudden death, following an apparent heart attack, of Carl Meisnest, 66, Business Representative of Local 95 in Wisconsin Rapids, Wis. He was stricken at his home and was rushed to Riverview Hospital where he was pronounced dead on arrival.

Carl had been associated with the OPEIU since 1952 and had served as Local 95's Business Representative since 1961.

He began his union career as a Local 77 Shop Steward at Manitowoc Shipbuilding Company. Later he was elected Local 77 President, now merged into Milwaukee Local 9, and was the first OPEIU member to head the Metal Trades Department which bargained collectively for all the shipbuilding company's employees.



He is survived by his wife, Helen; two daughters, Mrs. Bruce Berryman of Wilshely, Pa., and Mrs. Bernard Stewardt of Albany, Calif., and a grandchild.

Reelected to L. A. Post

Local 30 Business Manager Gwen Newton was reelected unopposed as Vice President of the Los Angeles County Federation of Labor, AFL-CIO. It is her fifth two-year term in this office.

U.S. Price Index

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

1973	1974
October	136.6
November	137.6
December	138.5
1974	
January	139.7
February	141.5
March	143.1
April	144.0
May	145.6
June	147.1
July	148.3
August	150.2
September	151.9
October	153.2

Canadian Price Index

Statistics Canada
Base 1961=100

1973	1974
October	154.3
November	155.5
December	156.4
1974	
January	157.6
February	159.2
March	160.8
April	161.9
May	164.6
June	166.7
July	168.0
August	169.6
September	170.6
October	172.2