New Montreal Bank Unit Pact Wins $45 Weekly Raise for 1,000

Sweeping wage gains averaging $45 per week for bank employees, plus more liberal fringe benefits, were won in a new two-year contract renegotiated by Local 434 for its 1,000-member unit at the Montreal City & District Savings Bank.

OPEIU Vice President Romeo Corbeil reports that the pact calls for across-the-board wage boosts of $30 a week in the first year, and $15 in the second. It also provides parity in salaries and equal opportunity for promotion for both sexes.

Next January 1, the minimum starting weekly salary for new employees will be $103 rising to $107 after six months. On the same date, a new method applied to automatic promotion gives each employee an additional $3.85 weekly, independent of general increases, on the individual's promotional anniversary. It remains in force until the pay maximum is reached.

Salary range for cashiers next January 1 runs from $123 to $169 a week. The pact also provides that any cashier suffering a deficit will be required to pay only 10% of the amount at a rate of $10 per month.

Corbeil says that a new vacation plan "is one of the most advantageous in the Canadian banking industry." It calls for a month's vacation in winter after five years of service, and three weeks after one year.

Other gains include strengthened clauses governing seniority rights, union security and promotions. In the event of technological or administrative changes, the pact requires the bank to notify the Union 90 days in advance. It also provides protection of salaries for any employees who may be affected.

Bank employees with home mortgages will continue to get a discount of 3% on the interest rate in force, this benefit to continue even if the employee retires. Besides, employees also enjoy an interest rate on personal loans at half the rate in force for regular customers.

Corbeil says the entire package over the two-year term will cost the employer approximately $354-million. The present pact, which runs to December 31, 1975, is the fourth negotiated since the Canadian bank employees unionized under the OPEIU banner. At that time, they were among the lowest-paid bank employees in Canada. Today, they are among the highest-paid, according to Local 434 President George Harvey.

UNIONISM PAYS OFF: Scene at meeting of Montreal City & District Savings Bank employees who ratified their fourth contract negotiated by Local 434, gaining $45 per week over two years in addition to other fringe benefits.

1.4 Million Non-Profit Hospital Employees Get Right to Unionize

A bill extending Taft-Hartley Act coverage to an estimated 1.4-million employees of private nonprofit hospitals became effective on August 23.

The new legislation contains special notice and conciliation procedures that apply to all private hospitals—proprietary and nonprofit—defined as including health maintenance organizations, clinics, nursing homes, extended care facilities or institutions for the care of the sick, infirm or aged.

Federal, state and municipal hospitals are exempt, as are administrative employees in the health field.

The notice provisions require that a party desiring to termin- ate or modify a bargaining agreement must serve written notice of such intent to the other party at least 90 days before the termination or modification.

Further, the Federal Mediation and Conciliation Service must be given notice 60 days prior to the proposed termination or modification. In the case of initial contract negotia- tions FMCS must be given a 30-day notice of an existing dispute.

On receiving notice in either case, FMCS is mandated to contact the parties in an effort to achieve a settlement through mediation and conciliation, with the parties being required to participate in meetings called by the Service.

Within 30 days after receiving the 60-day notice of contract termination or modification, FMCS in its discretion may opt to invoke a 30-day “cooling off” period if it deter- mines that there is a likelihood of a strike or lockout that would “substantially interrupt” the delivery of health care in the community.

The cooling off period would involve appointment by FMCS of an impartial board of inquiry to look into the facts of the dispute and publicly report its findings and settlement recommendations.

It would do so within 15 days of being appointed, with the parties having another 15 days to settle on the basis of the report prior to the contract's expiration. There could be no strike or lockout while the board's inquiry procedure is in operation.

850 New Members Added Five Organizing Drives

New organizing brought nearly 850 more members into five OPEIU bargaining units since the last report. The largest victory was scored by New York Local 153 which, after a lengthy campaign, won a National Labor Relations Board election among 500 employees at Hofstra University on Long Island by a whopping 62% margin.

Local 153's University Division now has more than 1,500 members in seven institutions of higher learning in the New York metropolitan area, according to Sec-Treas. John Kelly, who assigned his entire staff of Business Representatives to the campaign in its final phases.

The employees were subjected to the usual anti-union message by management. They were barraged with mail to their homes by university officials; union representatives were banned from the campus and security guards were ordered to eject them if any were found on the grounds.

Elsewhere, International Representative Gary D. Kirkland reports two election victories in the Northwest. One was for OPEIU representation for 150 clerical and other employees at the Clark County Sheriff's office in the state of Washington, and the other for some 50 office employees at Doctor's Clinic in Bremerton, Washington.

Business Representative Tom Ocheltree reports winning a unit of 80 office employees at ITT-Blackburn in that city by a comfortable mar- gin in an NLRB election.

Canadian OPEIU spokesman and International Vice Presi- dent Romeo Corbeil reports that Montreal's Local 57 has been certified as bargaining representa- tive by the Quebec Labour Relations Board for a 62-member unit of secretaries and clerical employees at the North Island School Board in that province.

Initial Pact Pays Off For New Housing Unit

Pay increases ranging between 3% and 12% were won by Philadelphia Local 14 in an initial one-year contract with Wilmington Housing Authority, Delaware, for its new 60-member unit of secretaries, clerical and housing managers, Business Representative John McCusker reports.

It was the first pay increase in two years for the employees who voted for OPEIU representation in February. The au- thority operates 2,400 rental units around Wilmington for low-income tenants.

Since the tenants cannot pay enough rent to cover operating costs, the authority receives an annual $1.5-million federal sub- sidy.

12½% Wage Boost Won at San Diego United Way

A 12½% wage boost in the first year, 7½% plus a 5% increase on the anniversary date of each employee, with a wage re- responder in the second year, was gained by Local 139 in an initial agreement for its new office unit at United Way in San Diego, Calif., Sec.-Treas. Anna B. Stone reports.

The pact, which provides for an addi- tional paid holiday bringing the annual total to 10, an extra day's vacation after three years providing three weeks after five years, and the addition of a dental plan.

The contract, which provides a union shop, runs to June 30, 1976. Shop Stewart Maria Rich assisted Sec.-Treas. Stone in the negotiations.
A Welcome Court Decision But—

For the first time, the U.S. Supreme Court has upheld the 10-year old Congressional mandate that employers pay women equal pay for equal work. It ruled that women are entitled to the same wage scales as men whether or not men worked different shifts or claimed special privileges predating the equal pay act that went into effect in 1964.

Nationally, the principle endorsed by the Supreme Court will almost certainly require employers eventually to pay women millions of dollars more a year, raising their wage levels either voluntarily or under court order to an equal level with their male counterparts.

Two areas in which the decision is expected to have major impact are the retail industry and hospital and medical services, in which women have traditionally occupied most of the lower paying positions and few of the higher.

The Supreme Court decision is a landmark one for women in their fight for economic equality but they still have a long way to go before total victory is assured. As we have pointed out repeatedly, courts move ponderously and with slender feet and there will always be scofflaw employers continuing to evade the law until it catches up with them. This is a vacuum where a union contract really solves women’s problems.

A recent survey by the U.S. Department of Labor shows that in 1970 unionized women in white-collar occupations had a 44% income advantage over non-unionized women employees. But in the four years between 1966 and 1970 the proportion of working women who were members of labor unions declined, although their participation in the nation's labor force increased.

In other words, the key to true economic equality for the sexes lies in collective bargaining, something which is barely available for all women office employees once they unionize. Between 1940 and 1970, the number of women employed almost tripled so we have a big job ahead to educate them on what unionism can do for them.

Danger Signal for B.C./B.S. Salesmen!

The Chicago-based Blue Cross and Blue Shield have announced plans to offer their group health care programs through insurance brokers in Illinois, making it the first of the Blues in this country or Canada to enlist the services of brokers. Initially, the brokers will be permitted to sell groups to 22 or more individuals. They will market plans for employers, as well as coverage for associations, welfare funds and multiple employer trust funds.

Life, accident and disability coverage from the Fort Dearborn Life Insurance Company, an affiliate of the Blues, will also be sold through insurance brokers. In the past, the Blues used their own salesmen. None of those salesmen will be laid off, a Blues spokesman declared, denying that either of the Chicago-based plans was dissatisfied with the sales staff.

Nevertheless, despite such denials, unorganized Blue Cross/Blue Shield salesmen now have something tangible to worry about—job security. While the Chicago-based health insurance agency declares that it is anxious to increase its enrollments, we have no doubt that it is doing so because the same year in which brokers continue to lose ground, the same time pares costs, this program undoubtedly will become nationwide.

Consequently, unless all unorganized Blue Cross/Blue Shield salesmen unionize promptly, their job security will be jeopardized. Their best protection for the future is a union contract arrived at through collective bargaining.

Already their colleagues in half a dozen or so large cities in the U.S. and Canada have unionized under the OPEIU banner and enjoy all the advantages that a collective bargaining contract provides. They include B.C. and B.S. staffs in Buffalo, N.Y.; Newark, N.J.; Milwaukee, Wisc.; San Francisco, Calif.; Montreal, Canada, and San Juan, Puerto Rico. Only B.C. salesmen are unionized so far in the City of Chicago.

However, those already unionized represent only a fraction of the some 70,000 B.C./B.S. employees in scores of cities across the U.S. and Canada. In view of this new Chicago development, those now unorganized can no longer afford to remain complacent or apathetic.
School Board Unit Achieves Higher Pay for Shorter Week

Wage gains of 5% in each of the first two years, a wage reopener in the third, a 35-hour week when schools are in session, and a 6-hour, 45-min. week when schools are out of session, and additional holidays and improved vacations highlight a new three-year contract renegotiated by Local 434 for its unit of clerical, typewriting, and secretarial workers at the East Hartford Board of Education, Conn.

International Representative Justin F. Manning reports that in the second year one step in grade progression was eliminated, reducing this to six steps.

L.A. Shoe Contract Ups Pay, Cuts Hrs.

A reduced workweek with wage gains totaling $3,120 per diwaster, an increased vacation, and improved holidays and vacations highlight a new three-year contract renegotiated by Los Angeles Local 30 for its bargaining unit at Karl's Shoe Stores Ltd., Los Angeles.

Business Manager Gwenn Newton reports that the workweek is reduced to 37½ hours, vacations to five weeks a year, an additional holiday, and improved vacations.

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Wage and fringe advances won for Minneapolis unit

An 11% wage increase across-the-board with a $5 per year anniversary raise per individual, two additional holidays and improved vacations were gained in a two-year contract renegotiated by Twin Cities Local 15 for its members at the Bureau of Engraving School Division in Minneapolis, Minn.

Business Manager H. R. Markussen reports that the number of grades was reduced from four to two, opening up for advancement many of those formerly locked in grade. In the second contract year, the agreement calls for a maximum salary of $268.50 per week.

First Pact Sets Mark in Canada

A 22% wage gain over one year and a modified four-day work week highlight an initial contract negotiated by Local 15 for its new 50-member office unit at Commonwealth Con-struction Co., in Vancouver, B.C. The unit was certified last October.

The pact provides a modified four-day work week with employees working four days one week and five days the next, according to Business Manager Bill Swanton.

Under the agreement file clerks now receive 47½ a month, clerk-typists $585, secretaries $650 and project accountants $1,050.

Drug Unit Wins $2,880 Pay Hike

General wage booststotaling $2,880 per unit member over three years plus improved sick leave and three weeks vacation at a level of $5.46 an hour, improvements in the area of group insurance benefits, were won in a new three-year contract with the Dominion Stores at the old location, Toronto.

Other Gateway office units recently included under the master agreement were employees working at the Dayton and Chippewa terminals who joined previously represented units in Madison, Milwaukee and Janesville, Wis., St. Paul, Minn. and Rockford, Ill.

National Blank Book
Yields 28.6% Packet
In 3-Year Agreement

A 28.6% packet of wage gains and benefits was won by Local 247 for its office union in a new three-year contract renegotiated with the Na- tional Blank Book Company in Holyoke, Mass., International Representative Jasin F. Man- ning reports.

He says the new pact calls for a 9.4% wage boost in the first year; 10.9% in the second, and 6% in the third year. The agreement also called for a $100,000 housing fund, a $250,000 vacation fund, and $50,000 for a retirement plan.

Under the contract, wage increases were scheduled at $30 for each year of service, and $65 for a lifetime of service.

One-Year Pact at D.C. Utility
Wins 68.5% Pay Hike for 550

General pay boosts of 68.5% immediately with a cost-of-living allowance. Effective January 1, 1975, in addition to improved vacations and other fringe benefits, were gained in a new one-year contract renegotiated by Local 2 for its 550-member office unit at the Washing- ton, D.C. Gas Light Company.

Local 2 Business Manager President John. P. Cahall says that the c-o-l formula is based on the increase in the Washington, D.C. CPI from February to November, 1974, minus the original 2.6. The contract guarantees a 9% minimum and a maximum of 10%.

Under the new contract, the minimum salary for clerical and messengers is $735 a month, white accountants, bill auditors, top draftsmen, EDP console operators and promo-

tion representatives receive $1,550.

The pact calls for an increase in daily hospital benefits to $59 a day, and 10 payment points for doctors' in-hospital visits to $10 daily (was $6).

Maximum accumulated vaca-

tion leave was increased to 12 weeks from five weeks and employees with 30 years of service will receive vacation pay for the entire year for every additional year they work. In lieu of the Columbus Day holiday, employees will now have the Friday after Thanksgiving off.

The pact also includes a new pension plan retroactive to January, 1974. It offers employees a new early retirement op-

tion, for those writing 20 years' benefits at a level which includes the amount due when eligible for Social Security pay-ments at age 62.

OPEU Negotiators Advised To Insist on C.O.L. Clauses

In view of the strong inflationary upsurge, currently running at an approximate 12% annual rate, all OPEU negoti-

ators initial two-year renewals on all contracts in- cluding on a Cost-of-Living clause in agreements to protect unit members. Director of Organization Art Law-

dow, clarions.

"This is the only way that they can insure maintenance of their present standard of living because any wage gains achieved—no matter how substantial—can be quickly eroded by inflation. Thus, a Cost of Living Clauses, as well as higher deductions from their pay for income taxes and Social Security," he points out.

How to negotiate and implement a Cost-of-Living clause is fully explained in the OPEU Model Contract Agreement (Revised 1972). All Locals already have been supplied with copies of this publication. However, those which may not have a copy may order from the OPEU International Headquarters, 265 West 14th Street, New York, N.Y., 10011.

Correction

In a picture caption in the previous issue, Mrs. Frances Mancher was referred to as President of Miami Local 128. She's a past President.

Marie Metcalf, New V.P.,
Skilled in Art and Sports

Mrs. Marie Metcalf, recently elected an OPEU Vice Presi-
dent, has been a shop steward of Local 106 in New London, Conn., for more than 10 years. She is employed in in-

dustrial Blank Book Company in a subsidiary of General Dynam- ics Corporation, and is the only woman member of the Metal Trades Council in New London.

She is a member of a champion softball team. She is noted for her prowess on the golf course. She also sells an art-

ist's brush with dexterity. Her work is frequently exhibited in her native town. With her husband Charles,

she lives in Mystic, Conn. They have three sons and one daugh-
ter.

September, 1976

WHITE COLLAR

Page Three
Record Addressograph Contract Wins $2.19 Hourly Hike for Ohio Unit

Members Unaware of AFL-CIO Work

The leadership of Local Unions and International Unions are fully aware of the day by day accomplishments of the AFL-CIO on behalf of the average wage earner in Washington and in the various State Legislatures throughout our 50 states. Unfortunately, however, the average member is generally unaware of the work accomplished on his behalf.

One of our Local Union Business Representatives recently became aware of this fact not because he received a pictorial display of AFL-CIO lobbyists in both the House and the Senate working not only on behalf of Union goals that have a direct bearing on the lives of AFL-CIO members, but also for such broad social aims as minimum wages, better programs for the aged, national health insurance and pension reform. Unfortunately, it is not possible to educate 16 million organized workers as to the work accomplished for them in State Legislatures and in the Halls of Congress. Unfortunately, too, the unorganized haven’t the slightest knowledge of the untold benefits of the organized labor movement which, in effect, is a “people’s lobby.”

Those of use who have read the history of the organized labor movement know of the social contributions of the American Federation of Labor down through the years towards the creation of the public school system, the enactment of worker’s compensation, unemployment insurance, sickness and disability benefits, social security and the numerous improvements in these plans. The merger of the AFL and CIO back in 1955 served to increase the lobbying activities of the organized labor movement. Actually, the AFL-CIO is a creature of approximately 60,000 Local Unions throughout the United States. It cannot exist without the continued support of those who are its members, regardless of their national affiliations. Therefore when we, as Union members, pay our dues, we are not only defraying costs of our collective bargaining efforts, but also we are insuring that a potent national force will continue to function in the State Legislatures and in the various State Legislatures against those who would, through legislation, nullify our collective bargaining gains. If it were not, therefore, for the Union member paying his monthly dues, unorganized working men and women who do not pay dues would not have a spokesman in the various State Legislatures and in Washington.

When the AFL-CIO launched its program for a higher minimum wage, which was achieved this year, it was not doing this on behalf of unionized workers who had already achieved higher minimum wages. This was being accomplished on behalf of the unorganized. The same is true of improvements in the social security system. These improvements were achieved for all social security recipients, whether organized or unorganized.

More recently, the AFL-CIO used its energies to promote a national minimum wage for all workers and the passage of the Minimum Wage Act of the United States. A health care law is sorely needed by all Americans who watch medical costs soar to prohibitive levels. Its fight for pension reform has been accomplished on behalf of all workers covered by pension plans in the private sector of the economy.

There is not another lobbying force in the United States whose aims are as unselfish as the AFL-CIO. The oil job, the banks, the oil lobby, the unions and the others exist only for their own selfish aims. The AFL-CIO pushes programs designed to help all Americans, whether organized or unorganized.

It is difficult, therefore, to understand workers who refuse to join Unions. It is difficult, too, to understand workers who insist on belonging to Independent Unions. The unorganized workers and those who are members of Independent Unions make no contributions whatsoever to the betterment of the conditions of workers throughout the United States.

The same is true of Canada. The Canadian Labour Congress, like the AFL-CIO, spends the greater portion of its time to legislatively improve the lot of working men and women in Canada. Still, like workers in the United States, there are those who choose to remain outside the framework of organized labor. This fact, however, is not without equivalent in the improvement of working conditions generally and there are those who will not join Unions of any kind because they fail to understand. Unfortunately, a deplorable fact that organized labor in the United States and Canada is always described as all-powerful by business interests, the fact is that both movements reside in the hands of the working people. If unorganized workers and those in Independent Unions become aware of great changes accomplished on their behalf by the organized labor movements of both countries, it would only be a matter of time before both Labor Unions represent the overwhelming majority of workers in the United States and Canada.

The record package of wage gains and fringe benefits, totaling $2.19 hourly over three years, was won by Local 149 for its members, a unit of clerical, technical and professional employees at Addressograph-Multigraph Corporation in Evanston, Illinois under President Arnold Shanis reports.

Wage increases ranging from 25¢ to 54c hourly were included in the first year; 26½c hourly plus an additional 1½% in the second, and 3% with another 54c per hour in the third year. After six months. An unlimited cost-of-living clause, first negotiated, remains in the contract. It calls for 1¢ hourly boosts for each 0.4% increase in the CPI.

Three hospital riders in the new pact provide payment for outpatient laboratory and x-ray, medical emergency, and consulting physician fees. Effective June 4, 1974, the company agreed to pay 50% of the fair market hospitalization premium for employees retiring at age 62, increasing this to 100% payment only after 6 years.

In the third year, the company agreed to provide a dental plan paying 80% of costs up to $1,000 after a $100 deductible.

A technological clause is included for the first time in which the company agrees to discuss any planned technological changes with the union at least 30 days prior to proposed changes, and to offer the necessary training to present employees before dismissal.

The new pact also provides a twelfth holiday, the Friday before Labor Day, in the third year, and for the first time since 1942, five day increments each six months, and a long-term and short-term sick leave plan. Under this plan, employees are entitled to 10 days of short-term sick leave and up to 40 days of long-term sick leave with full pay after two weeks of disability.

Life and AD&D insurance benefits were increased to $11,000 (was $10,000), and life insurance benefits for those retiring after 25 years of service were also improved.

Supplementary retirement benefits previously amounting to $50 after 30 years of service at age 56 will increase to $255 at age 54, but remain at $450 at age 62 in the first contract year. During the second, through six years of the plan, benefits after 30 years of service will range from $550 to $700, and after age 62 from $450 to $470.

New Jersey Bank Employees Gain $2,000 Each in New Pact

Wage gains totaling approximately $2,000 each, plus greatly improved pension benefits, were won in a new two-year contract renegotiated by Jersey City's Local 142 for its 338-member bargaining unit at Central Trust Company of New Jersey.

International Representative Gene Dwyer says that the new pact calls for a 12¢ per week salary increase across-the-board in the first year and an 11¢ general increase in the second. The pact also calls for a lump sum payment of $150 to each employee in lieu of a cost-of-living clause.

He says pension benefits were increased substantially to $7.50 per month for each year of service, against $4 per month under the old agreement.

Mrs. Florence McNally

We deeply regret to announce the recent death of Mrs. Florence E. Cook McNally, 64, a charter member of Chicago Local 141, and its Secretary-Treasurer when she retired in October, 1971, following the death of her husband, John McNally.

A former employee of the Federation News, Mrs. McNally was a member of two unions who can be before becoming a charter member of Local 28.

Burial was in Mount Carmel Cemetery, Chicago. She is survived by her son, John R.; three grandchildren and a cousin, to whom we extend our sincere sympathy.

Local 277 V.P. Named To Hospital Board

Ronnie Jones, vice president of Fort Worth Local 277, has been named to the board of the Tarrant County Hospital District. He is also president of the Central Labor Council Blood Banking Council, which serves as OPEIU delegate to the council.

Employed at General Dynamics, Ronnie has been active in the Tarrant labor community for several years. He has been an OPEIU member since 1965, and was elected vice president of Local 277 in 1969.

He has been one of the prime movers in building the blood bank which now totals more than 600 members in 32 different trade union locals.

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