



WHITE COLLAR

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

No. 340

FEBRUARY, 1975

17 CENTS

2 OPEIU Conferences Scheduled for Atlanta



Entrance to American Motor Hotel in Atlanta, Ga., showing welcome sign for staff meeting and joint Southeast-Southwest Educational Conference to be held there in April.

The annual conference for International and full-time staff representatives from all Locals in the U.S. and Canada will be held at the American Motor Hotel, Spring St. and Carnegie Way, Atlanta, Ga., on April 9 and 10.

It calls for an all-day session starting at 9:30 a.m., Wednesday, April 9, and a half-day session ending in mid-afternoon on Thursday, April 10.

Several guest speakers will discuss current problems that face OPEIU representatives at the International and Local levels. These involve collective bargaining, new organizing, the handling of grievances and contract negotiations.

The conference program is specially designed to enable staff representatives to provide better service for union members in view of fast changing conditions in social and economic fields.

Director of Organization Art Lewandowski announced that arrangements have been completed to hold the Spring portion of the OPEIU Educational Conferences.

The first one, the joint Southeast-Southwest Conference, will open the day after the staff meeting, and will be held also in the American Motor Hotel, in Atlanta, on Friday and Saturday, April 11 and 12, with Local 21 serving as the host local. An all-day session will be held on Friday, and a half-day session on Saturday.

The second will be the Erie Conference to be held at the Ramada Inn, in Columbus, Ohio, on Saturday and Sunday, May 17 and 18. Local 333 will host this conference.

The schedule for the Fall Educational Conferences has not yet been completed. This will be announced at a later date, he said.

Wide OPEIU Margins Mark 6 NLRB Elections

A group of medical technologists in California was counted among some half-dozen bargaining units won in National Labor Relations Board elections deciding new organizing victories.

The technologists voted by an almost two-to-one margin to be represented by Oakland Local 29 in an election held at Doctors Hospital of San Leandro, Cal.

Regional Director J. Oscar Bloodworth reports that in an NLRB election held for office clericals at the Kroehler Manufacturing Company, in Char-

lotte, N.C., the vote for collective bargaining was won by a margin of better than 7-to-1. The new unit has been granted a charter as Local 482.

In Washington, D.C., Local 2 Business Manager John P. Cahill reports that in an election held for office clericals at the National Rehabilitation Association, Inc., the vote for OPEIU representation was by an overwhelming 9-to-1 margin.

Among clericals at McKesson Chemical Company in Carnegie, Pa., Pittsburgh Local 33 was

(Continued on page 4)

New Health Bill Seeks To Cut Medical Costs

A new national health security bill, embodying one of organized labor's major legislative objectives, will be introduced in the 94th Congress with the strong endorsement of the Committee for National Health Insurance. It will be sponsored by Sen. Edward M. Kennedy (D-Mass.) and Rep. James C. Corman (D-Calif.).

The new measure would cover every resident of the United States for all hospital and physicians' services, as well as other specified health care needs such as eyeglasses, hearing aids and dental services for children and eventually for everyone. There would be no means tests, no work earnings tests, no deductibles, no co-insurance, no cut-offs and no fine print.

The new proposed legislation envisions the following improvements:

- Grants would be given to local non-profit agencies to develop and provide social care services to benefit the aged and chronically ill. The Health Security Board which would administer the program is directed to make grants as rapidly as it is satisfied that applicants can provide the services and assure some measure of non-federal financing.

- The ceiling on payroll and individual taxes would be raised from \$15,000 to \$20,000.
- Catastrophic illness protection would specifically be recognized in the preamble.
- Optometrists and podiatrists would be recognized as "physicians" when functioning within board regulations, and they could write prescriptions if permitted by state law.
- Free-standing alcohol, drug abuse, family planning, and rehabilitation centers would be recognized as coming under the program.
- An amendment on employment rights in health care institutions would be incorporated.

Otherwise, the Health Security bill which has been before Congress since mid-1970 would remain essentially unchanged.

Whether working, laid-off, not working or retired, all residents of the U.S. would be entitled to the benefits as a matter of right.

(See editorial on page 2)

These problems.

The institute was co-sponsored by the AFL-CIO Labor Studies Center, with the Council of Unions for Professional Employees, and the Center for Labor Research and Education, Institute of Industrial Relations of the University of California, Los Angeles.

These problems.

Coast Union Women Hold First Institute

President Cynthia McCaughan of Local 30 represented the OPEIU at a recent institute in Los Angeles on "Women in the Labor Force," the first on this subject to be held on the West Coast. It was attended by 35 delegates from various unions.

The program presented factual information on the economic situation of women workers and on the laws of discrimination in employment (Title VII and the Equal Pay Act).

Sessions then went on to discuss the problems faced by women unionists in the jobs and professions represented at the conference, and the steps which unions can take to deal with

these problems.

The institute was co-sponsored by the AFL-CIO Labor Studies Center, with the Council of Unions for Professional Employees, and the Center for Labor Research and Education, Institute of Industrial Relations of the University of California, Los Angeles.



OPEIU DELEGATE TO INSTITUTE: Los Angeles Local 30 President Cynthia McCaughan (left) chats with Diana Rodriguez, Research Trainee of the Los Angeles-Orange Counties Organizing Committee (center), and Eleanor Moore of the Bakery and Confectionery Workers (right), during coffee break.

WHITE COLLAR

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

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POSTMASTERS, ATTENTION. Change of address Form 3579 should be
addressed to Office and Professional Employees International Union, 815 16th
St., N.W., Washington, D.C. 20006.



Published monthly at 810 Rhode Island Ave., N.E., Washington, D.C. 20018.
Second class postage paid at Washington, D.C.

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Subscription Price \$1 a Year

OPEIU's Stand on Health Bill

A new national health security bill, a major legislative objective of organized labor, is being offered for enactment by the 94th Congress under the sponsorship of Sen. Edward M. Kennedy (D-Mass.) and Rep. C. Corman (D-Calif.). See story on page 1.

The new bill is a big improvement over that submitted to the previous Congress by the Nixon administration, provided it does not create a giant government bureaucracy to handle records and claims, work now being done by private health insurance carriers.

While endorsing a comprehensive health bill providing full care for all Americans, the last OPEIU convention in Miami Beach, Fla., nevertheless expressed concern. It adopted a resolution stressing that this bill, at the same time, should guarantee that responsible private insurance carriers would become part of the health care delivery system that the new measure proposes to establish.

The resolution pointed out that a proper health bill should be passed by the Congress but "not at the expense of thousands of OPEIU members employed at Kaiser Entities, Group Health Insurance (GHI), Health Insurance Protection (HIP), Blue Cross and Blue Shield and other private health insurance carriers."

The resolution called upon all OPEIU members to contact their Senators and Representatives urging them to vote for a final health security bill that "will be fair and equitable to all concerned." Now is the time to act before this legislation is put into final form.

We note that the new bill covers "every resident of the United States," which may be an oversight. Since there are now several million illegal aliens in this country, why not make it "every legal resident of the United States." We see no reason why U.S. taxpayers should provide free medical and hospital services for those who have entered the country illegally.

In letters to Senators and Representatives our union members should stress these points.

Problem of Illegal Aliens

The problem of illegal aliens in this country has now become important to 6½-million jobless American citizens. Some are angrily complaining that they were fired because these illegal aliens are willing to work for much less pay.

Recently, the *New York Times* in a survey estimated that there are some 1¼-million illegal aliens in the metropolitan area alone. The U.S. Immigration & Naturalization Service chases some down and sends them back to their homelands only to find, in many cases, that they return in a few months and often are even working at their old jobs.

For years, Congress has refused to plug the legal loopholes that allow this odd situation to continue. But public interest in the problem is now being aroused by mounting pressure from union leaders, and exposure in the mass media.

Federal law prohibits most non-citizens from getting job in this country, but there's nothing to forbid anyone from hiring these same illegal aliens. A bill holding employers accountable has passed the House twice but has died each time in the Senate. The Senate immigration subcommittee, which has jurisdiction in such matters, hasn't met since 1967.

President Gerald Ford has now set up a committee to recommend solutions. One problem is that Americans are not required to carry proof-of-citizenship papers, although aliens are supposed to carry government-approved working credentials. Apparently, most employers don't bother to ask for these.

The West German government is faced with a similar problem. Until recently, jobs there were plentiful and unemployed workers from other countries made a beeline for Germany. That country's law requires that employers hire *only* aliens legally admitted. However, the penalty for violation was merely a fine for the employer.

Now the West German government is cracking down hard. A new law is proposed not only to fine employers 50,000 marks for hiring an illegal alien but also to subject such employers to prison terms ranging up to five years.

Similar drastic action is required in this country. It's now up to the new Congress and the Ford administration to enact a law that will make employers criminally responsible for hiring illegal aliens.

FIET Urges Women to Unionize

Says Concerted Action Needed to Gain Equality

One of the objectives of the International Federation of Commercial, Clerical & Technical Employees (FIET) during 1975, which has been designated as Women's Year, is to work together with its affiliates to achieve economic and social equality for men and women workers.

It stresses that concerted action is essential if trade unions

are to represent equitably workers of both sexes. The OPEIU is a FIET affiliate.

FIET emphasizes that through the stronger unionization of women workers, the effectiveness of the national and international trade union movement will be increased. It adds that it "is convinced that the problems of women workers can only be solved by the common efforts of all trade union-

ists—both men and women."

It called upon all its affiliated organizations to participate in every possible way in International Women's Year in order to give weight to the demand for equal rights for women.

FIET revealed that more than 2-million women members—over one-third of its total membership—are employed in banking and insurance, commerce and industry.

Bank Automation Gets Headline

Rapid Growth in Nation Cited by Philadelphia Inquirer

The mechanical teller may be the banker of the future, says the *Philadelphia Inquirer*, which notes that this type of bank automation is rapidly spreading across the nation. The story by staff writer J. A. Livingston got an eight-column headline in a recent business-finance news section.

It discloses that the City Bank & Trust Co., third in size in Columbus, Ohio, has established an almost teller-less branch in the heart of that city's business district within walking distance of the bank's main offices.

A battery of high-technology machines has been installed. They receive deposits, honor withdrawals, transfer funds from a savings account or credit card to a checking account, or from a checking account to a savings account.

They'll accept loan, interest or credit-card payments due the bank, and tell the customer how much he has in his account—impersonally and with little delay. And there's a minimum of

paperwork, no need to endorse a check or have a signature verified. That's pre-arranged by identification card.

The machines can't open a new account, make an installment or business loan or sell travelers' check. Therefore, the City National has a dozen employees in its new branch. The machine can complete a transaction in 30 seconds. An experienced teller would be hard put to maintain that pace.

The machine is manufactured by Docutel Corp., of Dallas, is made of plastic but isn't burglarproof. It can't be exposed to the public in an unattended area. But banks use a heavy steel model, less advanced in performance, in airports, office buildings, shopping centers, etc., for all-night service.

Docutel claims 80% of the market, which B. J. Meredith, president, says is a deliberate understatement. But that dominance is now threatened by formidable competition, and in-

dication that teller-less banking is here to expand:

Among the nationally-known companies in the business are Diebold, Mosler, IBM, Burroughs and National Cash Register. Banks in all states except Alaska and North Dakota are using Docutel tellers, sometimes extensively, sometimes experimentally—with Ohio the leader.

Machines have been installed in major banking centers such as Philadelphia, New York, San Francisco, Chicago, Kansas City, Seattle, Los Angeles, Houston, Dallas, Cleveland and Atlanta, the newspaper reveals.

For several years, the OPEIU has been warning bank employees to unionize now before it's too late. Unfortunately, the majority miss the forest for the trees and so far they have lacked the vision to see that bank jobs no longer are secure. When tens of thousands are replaced by these machines, particularly in branches, they will have lost the opportunity to organize.

\$3,000 + COLA Won in Bus Pact

Jacksonville, Fla. Unit Scores Widely at Greyhound

Across-the-board wage gains totaling some \$3,000 per unit member plus cost-of-living allowances, improved health-welfare and pension plans and a new dental plan, were won by Local 73 in a new three-year contract renegotiated for its bargaining unit at Greyhound Lines, Inc. (Eastern Division), in Jacksonville, Fla.

Regional Director J. Oscar Bloodworth reports that that it calls for a 25¢ an hour general increase retroactive to August 1 last, another 25¢ on the same 1975 date, with a further 21¢ on the 1976 anniversary.

He says that the COLA will be paid quarterly, starting November 1 last, and is based on the formula of 1¢ per hour for each 0.5 increase in the Consumer Price Index. It will be taken into account in computing overtime, where required under the Wage and Hour Act.

The company agreed to increase its contribution to the health-welfare plan by \$5 per month for each employee, effective November 1, 1975, with a similar \$5 increase on the same 1976 date.

The company further agreed to establish a new Dental Plan

on November 1, 1974, by contributing to it \$5.50 per month for each employee, and to double this contribution on the same 1975 date.

Employees who have passed their probationary period will be supplied in future with an an-

nual pass over the bus company's lines (U.S. and Eastern Canada only).

The OPEIU negotiating team assisting Bloodworth in the negotiations included Carolyn Colley, Grace M. Lee and Betty R. Hobby.

Flexitime, \$3,900 Wage Gain Won at Canadian Law Firm

Flexible hours with wage gains totaling \$3,900 over two years in addition to an improved vacation schedule are included in a new two-year contract renegotiated by Local 15 for its unit of secretaries and office employees at Rankin & Company, a legal service firm in Vancouver, B.C.

Local 15 Sec.-Treas. Opal Skilling reports that flexible hours will be worked out in discussions between the secretary and each individual lawyer. The new pact, arrived at with the aid of Mediation Officer J. E. Waterston, calls for a \$20 weekly increase retroactive to May 1 last; another \$10 per week effective November 1, and a further \$20 raise on May 1, 1975.

On that date the starting minimum rate for a trainee Legal Secretary will be \$147.50 rising to \$157.50, and for a Senior Legal Secretary II, the top grade, a starting weekly salary of \$205 rising to \$217.50 after six months.

The new pact calls for six weeks of vacation after 15 years, and allows vacations to be split into two periods. It also provides that all employees will be notified by circular of vacancies for promotion.

Business Representative Barry Hodson negotiated the agreement assisted by Chief Office Steward Joyce Boorsma.

When read, please pass along your copy of *White Collar* to a non-union friend.



from the desk
of the
PRESIDENT

Says Congress Must Curb U.S. Global Corporations

Ronald Muller, an economist from American University in Washington, in a recent three-day Convention of the Allied Social Science Association, shed some light on the activities of multinational corporations. He indicated that the growth, power and independence of multinational corporations has transformed the structure of the United States economy and undermined government efforts to control inflation and stabilize the business environment.

Professor Muller said until new regulatory and planning institutions are developed to cope with the rise of global corporations, the United States will continue to be buffeted by forces beyond government control. It is his feeling that policy makers of the United States government have yet to comprehend the problems created by globalization and the international effects of global corporations.

According to Professor Muller, most American economists still act as if the dominant corporate entity in the United States is the national corporation intent on maximizing its profits in the domestic market place and vulnerable to shifts in fiscal and monetary policy directed from Washington.

How They Affect Economies

Professor Muller described the multinational corporation as a conglomerate "border-hopper" with an enormous appetite for gobbling up small firms, a global profit maximizer and a global tax minimizer well protected from any single country's domestic policy moves and very secretive about its operations.

In the United States, multinationals now account for the majority of the economy's transactions. Some 30-percent of total U.S. corporate profits are derived from overseas operations compared with 7-percent in 1960. In the banking sector, foreign dollar deposits of this country's largest global banks are now estimated at more than 65-percent of their domestic holdings.

Professor Muller stated that multinational banks have locked the United States into a new world of synchronized business cycles and volatile financial flows. He called attention to the Eurodollar market and said that the \$110-billion pool of Eurodollars was an incalculable and predictable source of inflation that has eroded the autonomy and sovereignty of the nation's money supply.

Called Major Inflation Cause

In the September summit meetings which dealt with the nation's economy, John Winthrop Wright, President of Wright Investors' Service, stated that uncontrolled Eurodollars were a major source of inflation in the United States today.

Andrew Brimmer, a former Governor of the Federal Reserve System, called expansion of commercial banking activities overseas "one of the most important developments in international finance during the last decade." He urged the Federal Reserve to consider a "fundamental revamping of its regulatory framework."

Both Brimmer and Muller questioned the adequacy of existing public regulatory laws covering multinationals. Both stated that the country must overhaul anti-trust and corporate disclosure laws, accounting practices and banking regulations in order to regulate properly multinational corporations and banks.

The organized labor movement has been, in effect, saying these same things for years. It is time for Congress to act!

Twin Cities Unit Gains 19% in Lumber Company Pact

Across-the-board wage gains totaling 19% were won by Twin Cities Local 12 for its 62-member unit at Miles Lumber Company in Minneapolis, in a monetary reopening only, for a new two-year agreement.

Local 12 Business Manager H. R. Markusen reports that the agreement calls for a 10% increase, effective December 15 last, with another 9% to take effect on the 1975 anniversary date. It was reached with the help of a federal mediator.

The company, a division of the Insilco Corp. (Conn.), manufactures pre-fabricated homes and garages.

The unit negotiating team assisting Markusen included Stewards Cleo Balabon, Michele Taft and Laurie Ostenberg. The new pact runs to December 15, 1976.

Sees Wives Who Work Needing Help ILO Says Husbands Should Share House Chores

The International Labor Organization has called on husbands to shoulder a bigger share of the household chores as one way to ease the burden carried by married women who work outside the home.

The organization, a specialized agency of the United Nations that has its headquarters in Geneva, Switzerland, says that overworked wives are a "serious problem" worldwide.

Studies have shown, the agency reports, that working mothers have less than two-thirds the free time enjoyed by their husbands.

"A more equitable sharing of the burden of housework and the care of children between

men and women" is one approach to the problem of the overworked wife, the agency says. Such a sharing, it adds, is one of the "prerequisites of sexual equality."

The agency also advocates a greater rationalization and mechanization of housework to give both men and women more leisure.

The study, "Equality of Opportunity and Treatment for Women Workers," was prepared by the agency for consideration by the assembly in Geneva of the organization's 125 member nations in June.

The denial of equal pay for equal work remains of the most

"blatant form of discrimination against women," the agency says.

The explanation it offers for such discrimination is that in "male-dominated societies women's work is apt, without reason, to be regarded as of less value than that of men."

The study found that progress had been made in the last few years in eliminating legal discrimination against women in employment.

But there is evidence from all sides, the report says, of the "stubborn persistence of the subtler types of discrimination which are hard to grasp, hard to fight and hard to eliminate."

Unit Gains \$1,700 at Kaiser Hospital

Benefits Also Boosted for 1,000 in Oakland Pact

Across-the-board wage boosts totaling more than \$1,700 per individual, a new prescription drug plan, an extra paid holiday and other improved pension and fringe benefits were gained by Local 29 in a renegotiated two-year contract for its 1,000-member unit of clerical and technical employees at Kaiser Foundation in Oakland, Calif.

Sr. Business Representative Louis A. Celaya reports that in the first year it calls for a \$45 per month general increase retroactive to April 27, 1974, with another \$10 raise effective on Feb. 1, 1975. Pension benefits are increased to 1% (previously three-fourths of 1%), retroactive to July 1, 1974. The prescription drug plan is another first-year gain.

In the second year, a \$55 per month general increase takes effect on April 27, 1975, plus an additional 35¢ an hour in lieu of fringe benefits. On the same date a floating holiday, bringing the annual total to 10, also takes effect.

On April 27 next, the new agreement calls for a starting monthly rate of \$693 in the lowest office grade rising to a \$748.12 maximum after two years. In the top clerical classification, the scale runs from \$982.29 to a \$1,128.93 maximum.

EDP and computer operators are slotted in the top clerical classification, with the scale for senior computer operators going from a \$1,052.84 starting rate to a \$1,214.21 maximum. The shift differential will also be increased to 35¢ an hour in April.

Language changes to strengthen job security were made in the seniority clause, the employer agreeing to post job vacancies for three additional days outside a department, where a vacancy occurs, before hiring from outside sources.

It was also agreed that where technological changes are contemplated affecting composition of the work force, that the union will get reasonable notice—preferably three months—to de-

termine their impact.

Improvements were also made in sick leave, allowing regular employees to accumulate one day automatically for each

calendar month, or 12 paid sick leave days per year. After the fourth year, sick leave shall accumulate automatically at the rate of 15 days annually.

Governor Names Coughlin to N.Y. State Banking Board

Gov. Malcolm Wilson appointed OPEIU President Howard Coughlin as a member of the N.Y. State Banking Board, the first labor union official named to the board in modern times. His term ends March 1, 1977.

He succeeds Leonard W. Hall, former Republican National Chairman, who resigned from the unsalaried post. Appointments to the 12-member board require State Senate confirmation.

In announcing the recess appointment, Gov. Wilson said the selection "recognizes the importance of labor in and to the economy generally, as well as to the financial and banking community due, in measure, to the operation of union welfare and retirement funds," adding:

"I believe that Howard Coughlin is a public figure with a broadly developed sense of community and economic responsibility."

The banking board is primarily a rule-making body that establishes regulations of both a general and specific nature for the conduct of banking business in New York State, and also exercises administrative authority in certain areas.

The board must approve the chartering or licensing of banking and other supervised organizations, or of branch operations. It also serves in an advisory capacity to the State Superintendent of Banks who is its ex-officio chairman.

Of the 12 members, all appointed by the Governor, six must have had banking experience.

Ford Picks Woman to Head NLRB in Historic Choice

President Ford has announced his choice of Betty Southard Murphy to be chairman of the National Labor Relations Board, a post that would make her the highest-ranking woman in the administration.

Mrs. Murphy, 46, administrator of the Labor Department's Wage and Hours Division since July, would be the first woman on the five-member board since it was created 40 years ago.

"I'm honored and delighted at the opportunity to serve in such an important position," she said.

The President said he would designate her as NLRB chairman if her nomination to a five-year term on the board is confirmed by the Senate. The post



Betty S. Murphy

pays \$40,000 a year. A former trial lawyer and journalist, Mrs. Murphy would succeed Edward B. Miller, a Chicago lawyer whose term as NLRB chairman expired December 6.

Educational Materials Available For Members

Delegates to the 1974 Convention expressed the need for materials pertinent to the OPEIU and membership in the union. They also indicated an interest in information on the labor movement in general and in social, economic and political data relevant to them as both wage-earners and consumers.

In response, WHITE COLLAR will publish a continual listing of available resource material—pamphlets, books, brochures, subscriptions, films—many free and some offered at a very modest cost—which will prove useful to union member and officer alike—and provide a well-rounded "library" for every local.

For handy reference, we suggest you clip the lists as they appear in future issues.

OPEIU Publications

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WHITE COLLAR

The official organ of the OPEIU. Published monthly. Everything an OPEIU member should know without asking. Free to union members. Subscription \$1 per year for non-members.

OPEIU PRESS KIT

Background information and "Release at Will" news stories about the OPEIU—an effective tool for telling the union's story. Includes the OPEIU position on such current issues as automation and the four-day work week and is available to every Local for dissemination to news media in its own community. Write: Dick Moore & Associates, Inc., OPEIU Public Relations Counsel, 850 Seventh Ave., New York, N.Y. 10019.

IT'S YOUR RIGHT TO JOIN THE UNION

In a straight-talk leaflet, the law of the land as it relates to the protection of employees who want to join the union; some questions and answers about what is and is not permissible under the law; and the actual words from the Labor-Management Relations Act as adopted by Congress. (Applies to U.S. law only; Canadian labor laws are different.) \$2.50 per 100.

WHAT ARE THEY SAYING?

Professional entertainers—union members all—urge union affiliation in a leaflet on the purpose of OPEIU, what it has accomplished and where it's going in the age of automation. \$3.00 per 100.

BETTER DAYS AHEAD FOR YOU

A lively comprehensive brochure that includes OPEIU testimonials from national news media as well as endorsements of union affiliation by famous entertainers. It tells why unions are necessary today and why they are for everyone; touches on the problems inherent in the automation take-over; and lays down the basic tenets and the goals of OPEIU. 10¢ each.

YES . . . PLL BE HAPPY TO TELL YOU WHY . . .

An OPEIU member describes the general advantages of her union affiliation and the specific benefits she's received through belonging to OPEIU. The pamphlet includes a fill-in mailing piece for more detailed information about the white collar union. \$3.00 per 100.

LOOKOUT BELOW

A booklet about the ways anti-union employees attempt to "influence" their employees' judgment concerning union membership—the kind of anti-union propaganda the boss may start using to convince his employees they don't want, or need, the union. \$2.50 per 100.

STEWARDS' TRAINING MANUALS

As an aid and supplement to the OPEIU's continuous training program, a home study course in five parts dealing with the subject of "grievances." This is a self-help program in which the subject matter is divided and organized to easily and quickly help accumulate meaningful "experience" in the areas of contract administration and grievance handling.

Book 1—Identification of Grievances:

Complaints—Types of Procedures—Types of Grievances
—Interpreting an Agreement—Unjust Treatment—Question of Rights—Obeying the Rules—Making Decisions

Book 2—Accurate Fact-Finding:

Who—What—Why—Where—When—Proof—Accuracy—Exercises

Book 3—Grievance Writing:

Facts and Rules—Completing Grievance Forms—Descriptions—Exercises

Book 4—Presenting a Grievance:

The Approach—Support with Facts—What Do You Say?—How Do You Say It?—Exercises

Book 5—The Next Move:

Relations with Workers—Relations with Management—Relations with Union Officers—Review Exercises

\$6.00 for set of 5 books.

OFFICE STEWARDS MANUAL

A booklet prepared for all OPEIU stewards to provide them with a written statement of the steward's responsibilities and some helpful hints on how to discharge them. Includes useful glossary of labor terminology. 35¢ each.

STOP AND THINK

For Blue Cross/Blue Shield employees not working for a unionized Blue Cross or Blue Shield unit, a leaflet that looks at what can be achieved through unionization. Comments from members of Blue Cross/Blue Shield units already members of OPEIU and a listing of OPEIU organized hospitals and health services which have voted to use collective bargaining. \$5.00 per 100.

(To Be Continued)

D. K. SHUBERT, 51; Local 277 Pioneer

We regret to announce the death from a heart attack of D. K. Shubert, 51, a charter member of Local 277, Fort Worth, Tex., and one of its original organizers.

Employed at General Dynamics, he served the union as

a trustee, member of the negotiating committee, and as department committeeman. He was also a member of the Grievance Committee.

He is survived by his wife, Marv, and two children, Danny and Karen, to whom we extend our deepest sympathy.

New Pact Wins \$4,600 Pay Hike

Local 12 Chalks up 35% Gain for Twin Cities Unit

Wage boosts totaling almost \$4,600 per individual, in addition to numerous fringe benefit improvements, were gained in a new three-year contract renegotiated by Twin Cities Local 12 for its 69-member unit at Physicians & Hospitals Supply Company, in Minneapolis, Minn.

Wage hikes total 35% over

the three years, according to Local 12 Business Manager H. R. Markusen. He says that in the final contract year, it sets a minimum weekly starting rate of \$137.20 in the lowest office grade, rising to a \$161.60 maximum.

In the top classification, the third-year starting weekly minimum will be \$177.60, with a

\$228.60 maximum. Two employees who regularly substitute for PBX operators won a \$4 weekly premium.

Christmas and New Year eves, previously half-days, now become full-day holidays, bringing the annual total to nine. The vacation schedule was liberalized to provide four weeks after 15 years (was 20).

The employer agreed to bear full cost of health-welfare insurance coverage (was \$1.95), and to provide coverage for dependents for \$8.30 per month (was \$10.25). Life insurance for each employee was increased to \$3,000 from \$1,000.

Full-time employees are now eligible for six days of sick leave, cumulative to 12 days at regular pay. Previously they were entitled only to six days at five hours pay per day.

Other improvements were made in clauses dealing with seniority, promotions and job posting. The new agreement runs to November 15, 1977.

The unit negotiating team assisting Markusen included Stewards Evon Bachaus, Karen Whalen, Lynnette Brouwer and Herbert Nelson.

Elected to State Labor Post



Mrs. Zeldia Brausted, a member of Denver Local 5's Executive Board, was elected Secretary-Treasurer of the Colorado State AFL-CIO Labor Council left vacant by the death of A. Toffoli. She is the only woman ever to serve as a top officer of the council. She has been an OPEIU member for 16 years and is a past officer of Local 5. Above she is shown taking over her new duties. With her is Bill Smith, President of the state AFL-CIO council.

Unionized Office Women Earn 25% More, BLS Finds

Unionized women in clerical, operative and service jobs earned from 20% to 25% more than non-union workers in similar categories, a survey by the U.S. Bureau of Labor Statistics finds from data available in May, 1973.

For white and black men in the transportation, equipment and operative occupations the differentials were around 40%.

The study also shows that the "usual hourly earnings" of craft workers were about 20% to 25% more than earnings of workers with similar characteristics who were not members of unions.

FORT WAYNE UNIT SCORES AT UTILITY

Wage gains ranging from 21¢ for clerical to 40¢ an hour for meter readers, with a wage reopener in the second year, improved health-welfare coverage plus an additional paid holiday, were gained in a new two-year contract renegotiated by Local 325 for its 68-member

unit at City Utilities in Fort Wayne, Ind.

Washington's birthday becomes a paid holiday under the new pact which also upgraded Cashier I from \$241.20 to a \$269.60 wage level.

U.S. Corrects CPI

The U.S. Bureau of Labor Statistics has recalculated the Consumer Price Index (CPI) for the April through October 1974 period to correct an error in the used car component.

The error was due to incorrect use by BLS of used car prices in the April 1974 CPI. Beginning in April, prices used in the index included air conditioners.

From April through October, the revised CPI figures differ from previously published levels by 0.1 to 0.3 index points as a result of the revisions for these months.

Wide OPEIU Margins

(Continued from page 1)

chosen as bargaining agent by a margin of 4-to-1.

Two other victories among office clericals employed by trade unions are reported from Seattle, Wash., and New York City. In an election for an office unit at Inlandboatmans Union of the Pacific, in Seattle, Local 8 won by a margin of 3-to-1.

In New York City, Local 153 won an office unit among clericals at Local 22 of the Service Employees Union by a margin of almost 3-to-1.

U.S. Price Index

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

1978	
December	138.5
1974	
January	139.7
February	141.5
March	143.1
*April	143.9
*May	145.5
*June	146.9
*July	148.0
*August	149.9
*September	151.7
*October	153.0
November	154.3
December	155.4

*Revised figures

Canadian Price Index

Statistics Canada
Base 1961=100

1973	
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
November	174.1
December	175.8