



# WHITE COLLAR

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

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## Board Picks Los Angeles As 1977 Convention City

The 1977 OPEIU Triennial Convention will be held in Los Angeles, Calif., "subject to arrangements being made for suitable accommodations," the Executive Board decided at its semi-annual meeting held in San Francisco last month. It also took action on the following:

- Educational Conferences in the U.S. and Canada will be resumed in 1975 in both Spring and Fall with specific dates and places to be announced later. The Board discussed topics to be covered, conference objectives, and the possible use of previously untried methods of presentation and instruction.

- The annual conference of all OPEIU and Local Staff Representatives will be held in Atlanta, Ga., in April. Further details will be announced after arrangements are completed.

President Coughlin announced that the OPEIU has affiliated with the newly-established AFL-CIO Public Employees Department, together with 23 other unions, and has also applied for membership in

the AFL-CIO Building Trades Department.

### Membership Gains

His semi-annual report to the Board revealed that average per capita payments in the six-month period from March through October totaled 87,613, including Canadian membership of 14,424, an over-all increase of 1,697 over the eight-month average for the March, 1973-February, 1974, period.

He noted that this figure did not reflect 1,600 employees recently organized in Vancouver, B.C., by Local 378 at the Insurance Company of British Columbia, nor the substantial numbers organized in the U.S. in recent months, including 500 at Hofstra University, N.Y., organized by Local 153.

However, he listed numerous current adverse factors affecting new organizing, such as the declining economy, the anti-labor bias of a majority of NLRB members, layoffs in existing bargaining units, and drastic

(Continued on page 2)

## 2nd Frisco Blue Shield Pact Boosts Pay 22% for 1,700

### New Blue Shield Contract Proves Unionism Pays Off

Since Blue Shield employees in San Francisco selected Local 3 as their bargaining agent in 1972, two OPEIU negotiated agreements boost their pay scales almost by 50% over the pre-union rates. Counting additional fringe benefits, their gains are nearly 60%.

The initial contract was negotiated when Wage Board regulations were still in effect. Although Local 3 hammered out a package amounting to some 30%, the board refused to allow anything above a 5.5% wage increase, plus 2.2% in fringe benefits.

The OPEIU appealed the board's decision to the Cost of Living Council in Washington, D.C., which overruled the board and upheld the OPEIU initial agreement providing wage increases between 25.6% and 25.8%, plus fringe benefits. Without the union this would have been impossible.

The new contract now adds wage boosts of 22% to the above, plus another 6.15% in fringe benefits. The collective bargaining record of the San Francisco Blue Shield unit proves conclusively that unionism has paid off handsomely for them. It can do the same for all unorganized Blue Cross/Blue Shield employees throughout the nation.

Across-the-board wage boosts totaling in the first year \$1,474 per unit member, introduction of flexitime with numerous other fringe benefits as well as two additional paid holidays, were gained in a new three-year contract renegotiated by Local 3 for its 1,700 bargaining unit at Blue Shield in San Francisco.

It is the second contract negotiated for these Blue Shield employees who voted overwhelmingly for OPEIU representation two years ago. Sr. Business Representative George Davis reports that in the second and third years the new pact calls for a "no limit" cost-of-living allowance with a guaranteed minimum 5% wage boost in each year even if the cost-of-living does not increase.

Wage increases of 8% in the first year became effective November 14 last, with another 4% after six months to take effect on May 14 next. Improved fringe benefits account for 6.15% of the total package in the first year which, Davis, says, will cost San Francisco Blue Shield more than \$2¼-million.

### 1,492 Members Upgraded

Fringe benefits include cost of implementing clerical progression and elimination of the six-month time lag, directly benefiting 1,492 of the 2,091 employees at Blue Shield, or 71.4%, Davis notes.

Also included are costs of two extra paid holidays, one floating holiday to take effect after January 1, 1975, and the other to become effective in the 1977 calendar year when the new contract expires. The employer in addition agreed to pay full costs of long term disability premiums formerly deducted from pay checks of the employees, plus improvement of pension benefits that will increase them up to 60% of salary.

After January 1 seniority is liberalized through conversion from department to group to provide expanded opportunities for promotion, and after group bumping to allow employees to exercise company-wide seniority in the event of layoffs due to a reduction in the work force.

Flexitime became effective on January 1. It allows all employees to whom such a schedule is applicable to start their eight-hour workday at any time of their own choosing between 7 a.m. and 9 a.m.

## Bank Jobs at Stake in U.S. Automation Ruling

U.S. Comptroller of the Currency James E. Smith has ruled that bank computer terminals at supermarkets or similar locations need not be considered as branches of the banks concerned. The ruling can have wide repercussions on rank-and-file bank employees, especially in branches, many of which may be closed if they are losing money.

The ruling on so-called Customer Bank Communications Terminals (CBCT's) had been requested by bank and regulatory agencies of 14 states. Had

the computer terminals been declared bank branches, the banks would have had to approach regulators for permission to set up or shut down terminals.

The ruling also clears the way for national banks to establish the terminals in different states in all kinds of locations such as airports, factories and various types of stores. Here's how the CBCT's will operate:

The cashier at a supermarket, for example, rings up a customer's bill, inserts a plastic bank card in a slot and pushes

a few buttons. The customer's account is immediately debited and the supermarket's account credited with the amount of the purchase.

That's the way grocery shopping, gasoline fillups, department store purchases and a host of similar consumer transactions will be handled from now on under the ruling of the administrator of national banks. If a customer is a little short of cash, just ask the cashier. She'll charge it to the customer's bank account and hand out the money from her cash register.

Customers will be able to do most of their banking where they shop, eliminating bank branches entirely in many areas. Unlike the use of a credit card or check for payment, use of the computer terminals constitutes an immediate charge of credit to a customer's account.

Comptroller Smith's ruling did not say how many banks intend to set up such computer terminals or how soon they plan to do it. He did note, however, that some stores already are using manned terminals to handle shoppers.

Many banks currently operate 24-hour automated banking stations at their offices which permit customers to use a specially coded card for such trans-

actions as deposits, cash withdrawals or advances, and payment of utility bills.

During the Great Depression of the 1930's, banks afforded secure employment when construction, steel, auto and factory workers were being unemployed by the hundreds of thousands month by month. Then, as now, bank employees were underpaid but consoled themselves that at least they enjoyed regular paychecks. Their job security is now a thing of the past.

Automation and technological change have made them just as vulnerable to layoffs as other workers. So far, they have remained apathetic to unionism because the majority — mostly women — are too young to remember the Great Depression.

While they still have bargaining power — BEFORE automation occurs at their banks — rank-and-file employees have the opportunity to gain job security by unionizing. Waking up AFTER it occurs will be too late.

See Page 3 for Coughlin comments on current economic crisis.

## Trust Company Contract Wins \$50 per week Raises

Wage gains totaling more than \$4,000 per individual over two years were won in an initial agreement negotiated by Montreal Local 57 for its new 60-member bargaining unit of office employees at Montreal City & District Trustees Ltd.

The agreement, retroactive to January 1, 1974, calls for an average increase of \$28 per week in the first year, and \$22 per week effective January 1, 1975, boosting the pay scale by \$50 per week over the pre-union rates.

Canadian Director Romeo Corbell says that the new unit was "quite militant" during the long negotiations, using informational picketing outside their normal hours of work. This unit is not to be confused with that of 1,100 employees at the Montreal City & District Savings Bank who are represented by Local 434.

## WHITE COLLAR

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

HOWARD COUGHLIN

President

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

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## OPEIU Cites the Record

In organizing campaigns anti-union managements usually counter with the ploy that their employees "don't need a union," or that a union "can do nothing" for them. However, the unorganized should know the actual facts, judge matters for themselves, and ignore management cliches.

As an example, unorganized Blue Cross/Blue Shield employees should study what the OPEIU has accomplished for their 1,700 unionized colleagues at the Blue Shield office in San Francisco who organized only about two years ago. Today they have achieved wage gains totaling almost 50% over their pre-union rates. Unionism made this possible.

Local 3 negotiated the initial contract during the wage-price freeze period, a 30% package increasing wages and fringe benefits. The Wage Board ruled the settlement exceeded its guidelines. But the union with assistance from the International Union made it stick in a successful appeal to the Cost of Living Council in Washington, D.C.

The second contract in San Francisco again boosts Blue Shield wages and fringe benefits by another 28.15%. Needless to say, although anti-union managements make a mountain of a molehill about union dues the latter are only a very trivial part of these giant gains. Anti-union managements know these facts; nevertheless they try to fool employees.

Another example of what unionism has accomplished for white collar employees is the new contract renegotiated by our Local 378 in Vancouver, B.C., for its unit of office and technical employees at an engineering consultant firm there. For the first time that we know of, these employees through collective bargaining have achieved pay parity with unionized construction workers. (See story on page 3.)

Ours is the only union which has successfully organized some half-dozen Blue Cross/Blue Shield offices but others are anxious to try their hands in this field where such offices remain unorganized. We hope that Locals everywhere across the nation will now launch vigorous campaigns to enlist them under the OPEIU banner.

## Refutes "Devil" Image

In fighting to prevent unorganized employees from unionizing, anti-union managements endeavor to create the image that unions are "a new-fangled invention of the devil."

Canada's Deputy Minister of Labour T. M. Eberlee in a talk in Toronto recently denounced that hobgoblin when he said that he didn't see how industrial relations could be improved until "people generally accept trade unions and collective bargaining as the completely legitimate institutions that they actually are."

However, reactionary managements in Canada and the U.S. do their utmost to sell their nonunion employees this "devil" image, implying such without saying so but keeping inside the law, although in this effort they throw overboard all sense of decency, ethics or fair play. Social justice for them is measured by the profits they can bag, while the struggles of employees to make ends meet is the least of their concerns.

In these inflationary days the dollar's shrinking purchasing power has a deeper meaning for every employee, so anti-union managements exploit the union dues bit to scare employees. Surprisingly, this phony argument convinces some.

Dramatizing this conscious deception, some firms in unionizing campaigns use the paycheck device. Just before a representation election they issue two checks on pay day. The first one is smaller than that for the previous week, in the amount of union dues for a month.

Naturally, the employees are disturbed. They rush to the personnel office to find out the reason for the pay "reduction." Then they are handed a second check and are told that the first check is what they will be getting if they vote for the union. It's an old trick. Yet the NLRB has ruled that it's not illegal. It's not intimidation either, says the NLRB which assumes that adults should have enough ordinary commonsense to see thru this transparent humbug employed by anti-union managements.

This is one more reason why we must go out of our way to educate the unorganized on the many and devious tricks anti-union managements use to deny employees their legitimate right to organize into unions to gain the benefits of collective bargaining.

## Gets New Post



Harry Avrutin, first Business Representative hired by New York Local 153, was elected to a full term as secretary of the New York Central Labor Council, a post he held by appointment of its executive board following the retirement of Morris Iushewitz. Prior to taking his new post, Avrutin was secretary-treasurer of the Greater New York Union Label & Service Trades Council.

## 230 in Four New Units Organized in Canada, U.S.

Canadian OPEIU Director Romeo Corbeil reports that a new unit of 125 school clericals and secretaries has been organized by Local 418, Cornwall, Ont. They are employed by the Stormont, Dundee and Glengarry County Board of Education.

International Representative Gilles Beauregard reports that a unit of 30 part-time employees at the Sydenham District Hospital, in Wallaceburg, Ont., has also been organized. They will be represented by Sarnia, Ont. Local 347.

International Representative Gene Dwyer discloses that an independent union totaling 55, previously known as the Manalapan-Englishtown Regional Custodians Assn., has voted to dissolve and affiliate with Jersey City Local 142.

In San Diego, Calif., Local 443 Business Manager Naomi Parsons reports winning a 21-member office unit in a National Labor Relations Board election. She says they also are waiting for the NLRB to set an election date for a unit of 700 employees at a San Diego hospital.

Corbeil says that Local 57 has handbilled selected big banks in Montreal and has met with "a very favorable response." He explains that the Montreal banks have been handing out raises "to keep the union out," but points out that these are far below wage boosts being gained in Canadian union contracts.

He disclosed that in the third 1974 quarter, wage settlements negotiated by unions in Canada with more than 500 employees (construction excluded), showed an average increase of 14½%.

## Sees Union 'Devil' Image Outdated

"Actually They're Social Pillars," Says Canadian Official

Canada's Deputy Minister of Labour T. M. Eberlee told a Toronto audience that better industrial relations hinge on a wider public acceptance of trade unions and collective bargaining, but he pointed out that a serious understanding gap regarding the trade union movement will have to be bridged.

He made his remarks at a seminar of the Federation of Engineering and Scientific Organizations, declaring:

"I do not see how we can do much better in this country in the industrial relations area until people generally accept trade unions and collective bargaining as the completely legitimate institutions they actually are; as pillars of our socio-economic order—even though they may be run no better than any of our other institutions.

"It never ceases to amaze me

how many people still barely tolerate collective bargaining as a new-fangled invention of the devil when they have no difficulty with a whole range of far less essential institutions."

Deputy Minister Eberlee says he feels government has not seen itself as having much concern for the actual results of collective bargaining, but has confined itself to narrow questions of process and fall-out from the actual operation of the process and has not gotten too far into questions of substance.

"I suspect that increasingly government will see its role of safeguarding the public interest," he said.

The labour official gave another indication that he may have been paying some heed to the demands of the Canadian labour movement when he said: "A system of compulsory arbi-

tration could not be imposed on management and labour in this country in a specific industry (certainly not on a general basis) at this time. A system of collective bargaining . . . depends almost completely on its having the consent of the governed."

## Board Picks

(Continued from page 1)

cutbacks in business activity.

## OPEIU's No. 1 Problem

In this respect also, President Coughlin emphasized that: "Our No. 1 problem continues to be the apathy among leaders of numerous Local unions who fail to see the necessity for expansion through organizing. Many are satisfied simply to represent office workers employed by the trade union movement, health-welfare union plans, or credit unions associated with the trade union movement. Through this type of representation, they hold places on City Central Bodies or State Federations of Labor but show no interest whatsoever in organizing the unorganized."

He said that the International's subsidy program expenditures had risen steadily to \$8,000 per month but "we have eliminated subsidy payments when it became apparent that the monies expended were not being used for organizational purposes."

Despite the fact that appropriate changes had been made in the OPEIU Constitution to set up retiree programs, he reported that few Local unions had taken steps to implement them although Local 153 had enlisted 400 retirees in its New York program.

The Board agreed that "retiree programs are good for the retired members, the active members and the union," and that "every effort should be made by Local unions to implement them."

Union-Owned Banks Grow  
Minneapolis AFL-CIO Seeks Charter

Union-owned banks, which fairly dotted the country several generations ago, have been reduced to three but a fourth may soon be added in Minneapolis, Minn., where it moved closer to reality after a state bank charter hearing at which no objections were raised.

A Minneapolis labor bank would join other well-established union banks owned by the Amalgamated Clothing Workers in New York, the National Bank of Washington, D.C., controlled by the United Mine Workers, and the Brotherhood State Bank, Kansas City, Kansas, controlled by the Boilermakers and Blacksmiths.

At the Minnesota bank hearing five prospective bank directors made presentations. Hearing Examiner George Beck will now prepare a recommendation to a three-member board which makes the final decision on

whether to grant a bank charter to the Union City State Bank of Minneapolis.

Under the terms of the proposed charter the bank would be owned by Minneapolis AFL-CIO local unions.

"Union members represent the major element of the economy but the labor movement is left out of the financial decisions made by the community," explained bank director Dan Gustafson, business manager of the Minneapolis Building Trades Council, in outlining the philosophy behind the union bank. "We create the industrial wealth, build the towns, but someone else always handles the money."

Gustafson is confident that the Union City State Bank will provide better insight into the needs of individual workers than the present banking system provides.



from the desk  
of the  
**PRESIDENT**

## Says Ford Proposals Fail To Meet Economic Crisis

It would appear at this time that President Ford has retreated from his proposal of a 5% surtax on middle incomes. At the same time, however, his economic message to the Congress last month offered no answers to the problems of recession and little in the way of cures for inflation.

The President's proposal of aid for the increasing number of unemployed was inadequate. His \$3-billion proposal in widened, permanent tax loopholes for corporations and the wealthy was combined with tax relief of a meager 54-cents a week for the working poor. These proposals fail to face up to the inequities of America's deepening economic mess.

In a recent speech to the Business Council, a corporate executives group, President Ford promised a significant switch in emphasis from inflation fighting to recession fighting. He promised a program designed to deal with the triple threat of recession, inflation and energy problems. He admitted that the United States is in a recession. He further stated that production is declining and unemployment, unfortunately, is rising.

At the same time, he added: "The nation still is faced with intolerable rates of inflation." The actual fact of the matter is that the government's tight money policies designed to attack inflation have created our present recession.

### Specific Plan Urgently Needed

While President Ford has not indicated what the specifics of his program will be, he stated that Congress will have the details of his proposals on the desks of all members when it reconvenes in mid-January.

President Ford's recent speech to the Business Council was in sharp contrast to a speech he made only nine days earlier at which time he stressed the fact that he had already presented a comprehensive economic package that Congress should get busy and pass. Since then, however, evidence of a worse than expected recession has been piling up which caused him to change his program. A startling jump in the national unemployment rate, which some authorities predict will go to 8% by the spring of 1975, underscored the President's change in position.

The President's new economic plan has not, when this column was written, been formulated. It's obvious, however, that a decisive change in the government's economic policies is needed immediately to curb the rising price level and to turn the economy around towards expanding sales, production, buying power and employment.

### Problems Ford Must Face

His program must face up to the fact that, (1), unemployment has already increased by 1.4 million in the past twelve months. It is rapidly peaking towards 8%; (2), living costs are up 12.1% in the past year. Thus, it is continuing to wash out workers' wage gains and, at the same time, deals a staggering blow to the living standards of retired people and low and middle income families with children; (3), despite the fact that organized labor called for an excess profits tax at the summit meetings held last September 27 and 28, corporate after-tax profits jumped 17% in the first half of 1974, despite the recession and preliminary reports that indicate an even greater increase in the July-September quarter essentially based on price gouging, hoarding and profiteering by many companies.

These fabulous profits in the midst of a deepening recession follow boosts of 17% in 1971, 25% in 1972 and 26% in 1973. The oil cartel and sugar corporation profits are a major disgrace. And (4), home building is in a deep depression.

Housing starts are down more than 50% from last year. This condition has resulted in falling sales and unemployment. It has also brought about a sharp decrease in the production and distribution of building materials. Further, high mortgage rates have prevented low wage and middle income groups from entering the housing market.

Only a decisive change in the Administration's policies dealing with recession-inflation fighting can begin to restore public confidence in the government's ability to manage the nation's economic problems. An affirmative constructive policy devoid of politics which will place responsibilities on all segments of the economy in the United States is a must.

## Regina Pact Ups Pay, Cuts Hours

### 625 in SGIO Unit Gain 16.3 to 29% Wage Increases

Significant gains that include a shorter workweek, wage boosts ranging from 16.3% to 29% together with other improved fringe benefits, highlight a new 15-month agreement renegotiated by Local 397 for its 625-member unit at the Saskatchewan Government Insurance Office in Regina, Sask.

Local 397 President Bill Wittal reports that a four-day week was gained for two claims centers and the workweek reduced to 37¼ hours from 40 for the Trades and Custodial staffs. The new agreement is retroactive to July 1 last.

It calls for a 10% general increase plus \$50 backdated to cover June of the previous contract, with an additional 3% for the last three months of 1974. Wittal says the new pact will boost payroll costs alone by \$1-million. It includes two cost-of-living adjustments, one retroactive to July 1 and the other to take effect next July 1.

Other gains are voluntary overtime for all employees after the first three hours in any one week, with 1¼ times the regular rate for the first three hours and doubletime thereafter. This clause excludes field employees



**SIGNING SGIO CONTRACT:** Local 397 President Bill Wittal (left) and Minister Roy Romanow (right) are shown affixing their signatures to new historic contract negotiated with the Saskatchewan Government Insurance Office in Regina.

who won a \$25 per month differential.

A two-step pay adjustment was negotiated for approximately 100 employees and a one-step adjustment for another 150 together with automatic promotions for all Class I employees. It was also agreed to make a feasibility study of a salary continuance plan to cover employees for long-term illness.

A new vacation schedule calls for four weeks after 11 years (was 15), and five weeks after 25 years of service.

The Local 397 negotiating team was led by President Wittal and included Sec.-Treas. Harry Van Eyck and Trustee Marge Severson. They were assisted in the later stages of the negotiations by OPEIU Canadian Director Romeo Corbeil.

## Grocery Firm Yields Large Gains

### \$5,500 in Wage Hikes Won by Portland Local 11 Unit

Wage gains totaling some \$5,500 per unit member plus two cost-of-living adjustments ranging from 8¢ to a 15¢ hourly maximum, improved pensions, vacations and other fringe benefits were won in a new three-year agreement negotiated by Local 11 for its 130-member office unit at Associated Food Distributors, a wholesale grocery firm in Portland, Ore.

The new agreement provides a 25¢ an hour increase, \$10 per week, each six months during

the life of the contract.

Local 11 Sec.-Treas. Walter A. Engelbert reports that in the final year, the pact sets a starting weekly base rate of \$174.40 for mail and file clerks in the lowest office grade, rising to \$206.40 after 18 months.

In the top data processing grade, the starting rate will be \$239.20 per week, rising to \$289.20. In the supervisory clerical grade, the rate will be \$296.40. Base rates do not include cost-of-living adjustments.

The work schedule was changed to permit shift work in the EDP Department from Sunday through Thursday with time-and-a-half for Sunday work. The shift differential was increased 2½¢ per hour to 17½¢, effective January 1, 1975. Holiday work now calls for 1½ times regular pay plus holiday pay (2½ times).

Other gains are one additional paid holiday to be named by the negotiating committee effective August 1, 1976, with pay in lieu of a ninth holiday. Vacations were improved to provide three weeks after six years, and four after 12.

The employer agreed to increase contributions to the Health-Welfare fund during the three-year period for a monthly total of \$69.38 per individual employee effective October 1 last, plus \$2.15 and \$1.29 respectively, in the following two years.

Contributions to the Pension Fund are increased by \$1.60 per day in the first year, \$2 in the second, and \$2.40 in the third year, when the amount per individual will total \$51.90 per month.

New clauses agreed that the employer has the "right to establish and maintain reasonable standards for wearing apparel and personal grooming," and "may retain an employee who is, or becomes, handicapped by reason of advanced age, physical or mental handicap, or other infirmities at a wage rate mutually agreed upon between the affected employee, the Union and the Employer."

## Union Construction Rates Won For Office Clericals

Some 300 office and technical employees at International Power & Engineering Consultants, Ltd., in Vancouver, B.C., won pay raises ranging from 55% to 88% in a new 30-month contract renegotiated for them by Local 378, obtaining essentially the same working conditions and wage rates as unionized construction workers.

Wage scales for the office and technical employees who work a 37½ hour week are increased in various stages. Examples of some of the new wage scales which become effective on November 1, 1975, are as follows:

Classification	Rate Per Hour
Typist	\$ 6.63
Stenographer	6.93
Clerk	8.32
Senior Clerk	9.44
Junior and Intermediate Draftsmen	8.32-8.81
Draftsman II	9.44
Instrumentman	9.44
Senior Laboratory Technician	10.14
Senior Instrumentman	10.14
Draftsman III	10.14

The Local 378 negotiating team was headed by President Fred Trotter, Business Representative Bob Rennie, and committee members Clive Evans, Grant McConechy, Glen Monkman and Art Offley.

### Honored for Long OPEIU Services



New York Local 205, which represents Wall Street employees at the New York, American and Cotton Exchanges, has instituted a plaque entitled "The Howard Coughlin Award" to honor members for distinguished union services. Receiving the first award is John Waldron (center), who has retired after serving as Recording Secretary of Local 205 for 20 years. At the presentation ceremony were (left) Local 153 Sec.-Treas. John Kelly and (right) Local 205 President John Brady. Inscription reads: "First Annual Howard Coughlin Award—Presented to John Waldron for many years of outstanding and dedicated service as Recording Secretary, United Financial Employees Local 205—1974."

### AFL-CIO Labor Studies Center Opens New 47-Acre Campus

Labor education, which has met with varying degrees of success in the years of labor history, has achieved a new status and new potential with the opening of the campus of the AFL-CIO Labor Studies Center.

On the outskirts of Washington, the 47-acre campus is the base for an impressive physical plant that includes an administration building, classrooms, 44-room residence hall, and dining room. By next summer it will have a total of 110 resident rooms, an auditorium, and extensive outdoor recreational activities.

While labor education centers have grown throughout the country, the Labor Studies Center is the first labor-owned, labor-operated, campus-based labor college serving the AFL-CIO and its 111 international union affiliates.

The Center is a non-profit education corporation funded entirely by the AFL-CIO. It is governed by a board of trustees made up of union officials and public members. AFL-CIO President George Meany is board chairman and Secretary-Treasurer Lane Kirkland fills a similar spot on the board. Walter G. Davis, AFL-CIO education director, is assistant secretary.

Executive director of the Center is Fred K. Hoehler, former education director of the United Steelworkers with healthy academic credentials from the University of Chicago, Pennsylvania and Michigan

State. Assistant Director Russell W. Allen, one-time education director of the AFL-CIO's Industrial Union Department and the Papermakers, has a comparable academic background.

For the last five years under Hoehler's direction the Center has offered programs to prepare trade unionists in such technical areas as labor law, negotiated benefits, arbitration, pensions, collective bargaining techniques and trends, job safety, health and leadership methods.

#### Has Trained 3,000 Unionists

Some 3,000 trade unionists completed 140 courses during its five-year operation in downtown Washington. Hoehler believes that was a critical gearing up for the challenges ahead.

Now, at its new location, the Center is offering an expanded curriculum of one- and two-week institutes, seminars and programs of special interest to leaders and potential leaders of national and international unions. Interested Locals may write the Center, 10,000 New Hampshire Ave., Silver Spring, Md., for full information on its special courses.

The Center has its own expertise staff but reaches out into the labor movement, into the academic community, to foundations or to many other areas to secure the instructors it needs for the courses it conducts.

#### Leadership Training Vital

Implicit in the new directions taken by the Center is the recognition that the trade unions are facing increasing demands



A NEW CHAPTER in labor education was launched with the unprecedented investment of time, money, effort and talent in the AFL-CIO Labor Studies Center, Fred K. Hoehler, center, said on Labor News Conference. Questioning the center's executive director were Harry Conn, left, of Press Associates, Inc., and John V. Reistrup of the Washington Post. The AFL-CIO produced public affairs program is aired Tuesdays on Mutual radio.

for training and for knowledge over a wide spectrum of subjects in a world growing in complexity.

"In an easier day we didn't have to worry about the economy," says Hoehler. "Now we have got to worry about economic theories and the union leader has got to understand them. Legislation affecting the worker has increased by leaps and bounds. And there are matters of technology which a union leader today has to know something about."

"A trade union leader has to know how to administer a rather complicated office. Collective bargaining is still the major role, but now it is more than that."

The Center is also a fountainhead for other labor studies courses around the country, co-sponsoring programs with universities including the University of California at Berkeley,

## Unionized Hotel Clerks Are Best Paid in Nation

A new government survey makes official what has long been known; that New York City front desk employees in hotels are the highest paid in the nation. The study does not mention unionism, but plainly wages are up where there are unions, are highest where unions are strongest, and are down where unions don't exist.

Made by the U.S. Department of Labor last year, the detailed report shows that front desk employees in New York hotels were earning \$3.81 an hour in June, 1973, a rate well above that for their colleagues in all other cities.

The San Francisco scale was closest at \$3.49 an hour, but some cities were way down. In Memphis the rate was \$2.15 and in Houston \$2.23. New York also led in non-front

desk classifications with a \$3.12 an hour average. San Francisco again was next with \$2.91. In Boston and Pittsburgh the average was \$2.18 an hour and in nearby Philadelphia the rate was only \$2.13. At the bottom were Indianapolis, \$1.69, and Atlanta, \$1.76.

Actually, the government figures understate the gap between New York and the rest of the country because they do not take into account premiums paid for overtime and the value of meals and uniforms. These benefits are worth more in New York than elsewhere.

The study makes the point—without stating it—especially strong in regard to hotel white-collar employees who are represented in New York City by Local 153, which is a member of the Hotel Trades Council. In some cities where many classifications of hotel workers are organized, the front desk employees are not.

The government report shows that in such situations the white-collar classifications get fewer and inferior fringe benefits as well as lower wages.

### Credit Unions Grow

Membership in union-sponsored credit unions totaled nearly 934,000 in 1973, according to the Credit Union National Association. CUNA, which has its headquarters in Madison, Wis. and is under contract to OPEIU Local 39, said there are now 886 labor-sponsored credit unions in the U.S. and Canada.

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

### U.S. Price Index

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

1973	
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
November	154.3

### Canadian Price Index

Statistics Canada  
Base 1961=100

1973	
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
November	174.1

### Typist Toughest Job

Journalists visiting the Peoples' Republic of China agreed that the toughest job in all China is that of secretary. The Chinese typewriter can have up to 5,850 characters. If a girl can type 11 words a minute she's skilled.