



# WHITE COLLAR

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

No. 344

JUNE, 1975

17

## New Mexico Bank Unit Votes 9-to-1 for OPEIU

Clerical employees at Grant County Bank in Silver City, New Mexico, in a National Labor Relations Board election voted overwhelmingly by a nine-to-one margin for representation by the OPEIU.

The campaign among the Silver City bank employees was directed by Local 62 President Charles P. Hogeboom of Santa Rita, N.M. International Representative Joe McGee presented the union case at the NLRB hearing.

In ordering the Grant County Bank election, NLRB Regional Director Milo V. Price included tellers, business machine operators, bookkeepers, collectors and secretaries in the bargaining unit. He rejected the employer's contention that there is uncertainty as to whether NLRB's retail jurisdictional standards should apply to banks and as to what constitutes the specific dollar volume of income necessary for that jurisdiction.

In issuing the election order, Price said: "In cases involving banking institutions, the board has relied on commerce facts pertaining to both their gross volume and the inflow or outflow of their funds across state lines. The Board has held that the impact on commerce of banks and other financial institutions may be measured by either the retail or nonretail standard . . ."

International Representative Brian Fahlman reports that he has organized a 22-member office unit at Greer & Partners, a large law firm in Vancouver, B.C.

International Representative Gene Dwyer reports that he has organized a 35-member unit among employees of the Department of Public Works, Jackson, N.J., who voted in a Public Employee Relations Commission election for Local 142 of Jersey City to represent them as bargaining agent.

## NLRB Issues Guidelines for Hospital Organizing

The National Labor Relations Board has issued guidelines for formation of collective bargaining units by employees of nonprofit hospitals and nursing homes.

In its rulings which involved eight different representation cases, the board said:

- Registered nurses are entitled to join a bargaining unit separate from other professional employees.

- Technical employees, "those whose specialized training, skills, education and job requirements establish a community of interest not shared by other service and maintenance employees," also may bargain separately. This includes technicians in the fields of x-ray, respiratory care, infant care, laboratories, psychiatric care, operating rooms, orthopedics and licensed practical nurses.

### Business Clericals Separate

- Clerical workers in business offices are entitled to a separate bargaining unit, but clerical workers employed in hospital wards are grouped in service and maintenance units.

- Service and maintenance employees are treated as separate bargaining units. These workers include nurses' aides and orderlies, employees in dietary care, coffee shops, house-keeping cafeterias, store rooms, boiler rooms, morgue assistants, pharmacy aides, dark room work and EEG and EKG technicians.

In keeping with the congressional stricture, the board turned down a separate unit for telephone switchboard operators, rejected a separate unit for stationary engineers who maintain boilers and perform maintenance chores, and refused to establish a unit of "patient care" employees consisting of nursing assistants, occupational and recreational therapists and ward secretaries.

### RN's "Distinct Interests"

Nonetheless, a three-member majority—including the board's new chairman, Betty Southard Murphy, and members John Fanning and Howard Jenkins, Jr.—declared that registered nurses have "distinct interests" that justify a separate bargaining unit.

In a footnote to that decision, the majority declared they would consider a unit of all professional employees appropriate, excluding registered nurses, if such a unit had been sought by a labor union. However, they added they weren't considering the question of whether a bargaining unit could be composed solely of physicians, residents or interns on a hospital staff.

The guidelines, which could be a crucial factor in union organizing among hospital employees, indicate that unions won't be able to try to organize narrow groups of workers. In organizing drives, they often try to single out a small, easily identified group, while employers often argue that bargaining units cover large numbers of people which sometimes makes organizing more difficult.

Union activity in hospitals and nursing homes has grown rapidly since Congress last year amended the National Labor Relations Act to cover private, nonprofit, health-care institutions. Profit-making institutions were already covered.

## Social Security Benefits Go Up 8% in July Checks

An 8% increase in benefits for 35 million Social Security recipients was announced by the U.S. Department of Health, Education & Welfare which says the higher benefit will be included in July checks.

This means an extra \$16 per month to the average retired male worker over 65, now receiving \$184 monthly, and \$27 to the average over-65 couple's check now totaling \$314.

The current minimum will now become \$93.80 for male workers over 65, and current maximum will rise to \$316.30. The average disabled worker's monthly benefits will be \$224, a \$17 increase.

In Supplemental Security Income, individual maximum monthly benefits will be increased \$11.70 to \$157.70, and a couple's maximum monthly payment will increase \$17.60 to \$236.60.

The increases take effect in June for Social Security recipients and in July for Supplemental Security Income recipients.

Under the law, Social Security and S.S.I. benefits are increased automatically when the Consumer Price Index rises by 3% or more over a given period. The 8% increase represents the difference between the average monthly CPI of the second 1974 quarter and the first quarter of 1975.

## Banking Feels No Pain; Not True of Employees

Layoffs are widespread in most industries but it's not hard to guess what industry is feeling relatively few pains.

Charles H. Fletcher of the American Bankers Association reports that banks are continuing to hire and the bank work force has grown from one million in January 1972 to more than 1.2 million in November 1974.

There's one catch: most banks are not unionized and the pay is low.

### OPEIU TO MARK WOMEN'S YEAR

See story on Page 3 and editorial on Page 2 on international observance of Women's Year.

## OPEIU Charge Against Firm Upheld

### NLRB Judge Finds Kroehler Violated Labor Law

A union may bargain about existing benefits for employees after they unionize but an employer "cannot take them away from employees unilaterally" and ignore the collective bargaining process.

This was the ruling by Administrative Law Judge Ivar H. Peterson upholding Local 482's charges of unfair labor practices against Kroehler Mfg. Co., furniture makers of Charlotte, N.C., following a National Labor Relations Board hearing in Gastonia.

The ruling supplements a previous NLRB decision that an employer also may not threaten to withdraw benefits before an election to gain collective bargaining rights.

Peterson ordered the company to reinstate fringe benefits unilaterally withheld from its office employees at the Charlotte plant after they unionized, to make them whole for any losses suffered as a result, and to bargain collectively before any other changes are made in working conditions.

Representing the OPEIU were International Representative Dan McShain and Local 482 members Dianna Camari-

ato, Karen McGuirt, Judy Morrow and Cindy Long. They testified that following certification of the unit on October 17 last the first bargaining session was held on November 13 when Norman Chimenti, company director of industrial relations, informed them that on the next Monday all employee benefits would be suspended.

These included excused absenteeism and tardiness for which a point system would be installed; absence for medical or dental appointments which previously existed, as well as pay eliminated for three holidays—Thanksgiving, Christmas and New Year's Day.

Judy Morrow, a negotiating committee member employed by Kroehler for 6½ years, corroborated the testimony of other witnesses. She added, however, that Chimenti stated that "all benefits were being suspended because there was no contract to support them."

Linda Helms, another witness, testified that her supervisor told her when she was hired that the company gave sick leave and leave whenever it was necessary to take a child to a doctor, and also gave paid holi-

days on Thanksgiving and Christmas. She said that she was ill in November for two days, went to her doctor, but even though she had a doctor's certificate she was not paid for the two days.

NLRB counsel said that under the new company program if an employee accumulated six absences he or she could be terminated although in the past permission was given for absenteeism, tardiness or leaving early. He said that, in his view, an employee may bargain about existing benefits but that an employer cannot "take them away from employees unilaterally."

He added that the elimination of well-established privileges at the outset of bargaining "clearly frustrates the statutory objectives of collective bargaining and constitutes a flagrant violation of the Act."

He ordered Kroehler to post a notice for 60 days announcing that it was reinstating holiday pay for employees; withdraw its absentee control program and restore its past practice of compensating employees for leave taken for sickness or medical

(Continued on Page 3)



## 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

POSTMASTERS, ATTENTION. Change of address Form 3579 should be addressed to Office and Professional Employees International Union, 815 15th 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.  
Reproduction by the Labor Press of any or all material herein contained is not only permitted, but wholly desirable in the interest of workers' education.

Subscription Price \$1 a Year

## International Women's Year

A special appeal stressing the need for concerted union action throughout the world for equal rights for men and women was adopted recently by the International Federation of Commercial, Clerical and Technical Employees (FIET), of which the OPEIU is an affiliated member.

On the occasion of International Women's Year, designated by the United Nations to be observed in 1975, FIET urged its 152 affiliated unions in 80 countries, which represent nearly eight million workers, to strive for the recognition and implementation of the rights of working women. Included in the FIET program are:

1. The right to education, which would include general education, vocational training, and education for professional careers.
2. The right to work, which would include access to the work force, equal pay for work of equal value with men, vocational guidance, promotional opportunities, protection and safety at the work site, and accident, sickness and pension provisions.

FIET also stresses that greater unionization of women would increase the effectiveness of all unions and also strengthen the efforts for equality. The FIET appeal was developed by a representative group of women trade unionists from Germany, Great Britain, Austria, Sweden and the United States.

The OPEIU heartily endorses the aims and objectives outlined in the program for the due observance of International Women's Year. As we have repeatedly pointed out in our editorial columns, the most rapid way for women to advance to true equality is by joining the union of their choice in far greater numbers.

## Dollars and Sense of Unionism

More than \$55 million was found due to 218,286 workers illegally underpaid under federal wage and hour laws in the last six months of 1974, according to the U.S. Department of Labor.

During the same period, more than \$27.8 million was recovered for 173,520 workers. The recovery money was about \$4.5 million higher than the total sum recovered for almost 130,000 underpaid workers in the same period a year earlier.

Most underpayments resulted from violations of minimum wage and overtime provisions of the Fair Labor Standards Act (FLSA).

Violations of the FLSA equal pay amendments resulted in about \$14.9 million owed to 15,258 underpaid employees, most of them women. These amendments require equal pay for men and women doing substantially equal work in the same establishment.

These figures are eloquent proof that anyone who works needs the protection of a union contract, particularly women. Some employers have no scruples in breaking the law when it comes to short-changing their helpless employees in salaries or wages.

And these same employers for their own unscrupulous reasons are bitterly anti-union when the employees attempt to organize to gain the protection of collective bargaining. Unfortunately, too often employees are turned off when an employer hypocritically "views with alarm" that they will "have to pay union dues."

The above figures show that union dues are a mere pittance compared with the tens of millions of dollars lost annually in wages and overtime by unorganized workers.

## "Get It in Writing"

Canadian foremen at the Chrysler plant in Windsor, Ont., are learning that the only way to deal with a corporation is through a union.

Their attitude was expressed by a spokesman for a newly-formed Windsor Chrysler and Other Personnel Union, who said that Chrysler foremen in Windsor will soon apply to the Ontario Labour Relations Board for certification. Foremen in the U.S. are not protected by the National Labor Relations Act if they try to unionize.

The foremen say that their main objective is "job protection and security." A long-standing complaint of supervisory personnel both in this country and Canada is that they lose seniority in their bargaining unit and the protection of a union when they take promotion to management jobs.

But the last straw came in January when the Chrysler Corporation cut off the foremen's cost-of-living allowance—one more proof that in dealing with most companies all agreements need to be in writing.

## Arbiter Upholds New Haven Local

### Orders K. of C. to Remove Adverse Memos from Steward's File

The Knights of Columbus must remove from the personnel file of Kathy Foley, an OPEIU steward at its national headquarters in New Haven, Conn., two memoranda with adverse notations concerning her work record inserted by a supervisor with whom she had personality conflicts, an arbitrator has ruled.

The case arose when Ms Foley invoked her right under the union contract to inspect the file, after which she grieved on the grounds that the supervisor's comments were "not only discriminatory but inaccurate as well."

International Representative Justin F. Manning, who prepared and presented her case at the hearing, argued that under terms of the contract employees had the right to inspect their personnel files at any time and to grieve if they disagreed with

their content.

He pointed out that in this particular case these adverse comments could well mitigate against promotional opportunities as well as against the possibility of a favorable reference if the employee was seeking employment in another field.

Referring to the contract clause which provides that an employee is entitled to receive a copy of any insertion made in personnel files, the arbiter declared:

"This clause unequivocally requires that material related to discipline when placed in an employee's personnel file must also be furnished to the employee affected thereby. Failure to do so deprives an employee of the ability to know that the employer considers some event sufficiently serious to warrant making it a permanent record perpetually attached to the em-

ployee's work record and history.

"Also, unless the copies are furnished in timely fashion, it can well deprive the employee of the ability to present the opposing or different version or argument for non-inclusion at a time when the issue is fresh and the facts surrounding it are well known. Most importantly, it can seriously blunt the ability of the employee to proceed through the grievance machinery and arbitration, if necessary and desired, to obtain a prompt final determination of the validity of the entry in the file.

"The question to be resolved is whether these memos, which are undoubtedly meant to constitute disciplinary warnings, were warranted and should be permitted to remain in the grievant's personnel file. It is my conclusion that they should not."

## Canada Shipyard Signs Initial Pact

### Wages, Fringe Benefits Boosted at Burrard Dry Dock

Substantial wage and fringe benefit boosts were gained by Vancouver Local 15 in an initial contract negotiated for its new 70-member unit of clericals and technicians with Burrard Dry Dock Company, Ltd., a shipbuilding and repair concern in North Vancouver, B.C.

Business Manager Bill Swanson reports the initial pact sets a minimum monthly starting rate of \$710 in the lowest grade and \$1,543 in the top classification in the second year. It also includes a cost-of-living allowance of one cent an hour for each full 0.3% point rise in the CPI, based on the January 1975 figure and payable July 1,

January 1, 1976 and July 1 in that year.

The agreement establishes a 37½-hour office week, and provides 11 paid holidays; three weeks' vacation after one year; four after 10 (reduced to eight on October 15, 1975); five after 15 years, and six after 20.

The pact contains a unique clause on "moonlighting," which both parties agree is "wrong in principle" and that when this practice affects or conflicts with company business "it shall be cause for reprimand or dismissal."

Both parties also agreed to set up a Committee on Automation which the company will notify six months in advance of

the introduction of any new equipment that will require extensive retraining or will result in the loss of employment.

The agreement provides a union shop, severance pay, pay for bereavement and jury duty, travel allowances and a pension plan. The company agreed to pay 30¢ an hour into a Pension-Welfare Plan to be set up by the Union and accepted for registration by the Department of National Revenue.

The unit negotiating team assisting Swanson comprised Judy Gray, Chris Weaver, Pat Sproule, Sue Prefontaine and John Tulett. The agreement runs to August 14, 1976.

## Pact Renewal Signed For Mining Unit

### Vancouver B.C., Local 15 Nets Big Gains at Utah Mines Ltd.

A contract renewal negotiated by Local 15 for its 60-member clerical and technical unit at Utah Mines Ltd., in Port Hardy, B.C., calls for across-the-board monthly wage boosts ranging from \$101 to \$173 in clerical classifications and from \$141 to \$177 for those in technical grades.

Local 15 Sec.-Treas. Opal Skilling reports that the standard monthly wages in the lowest clerical grade will be \$801 effective July 1, and \$1,373 in the top grade. Monthly rates in the technical category will be \$1,116 in the lowest grade and \$1,402 in the top classification.

The pact calls for a union shop, establishes a 37½-hour workweek with 1½-rate for overtime and double time in excess of 11½ continuous hours. It provides a 15¢ an hour differential for intermediate and afternoon shifts, and 20¢ for the night shift.

The agreement calls for 10 paid holidays annually and a floating holiday for those employed six months or more. Vacations are two weeks after one

year, three after two, and one additional day for each year up to five.

An automation clause calls for prior notice to the union. Those being made redundant entitled to retraining to operate the new equipment or qualify for new positions. Employees terminated because of automation will be entitled to one week's severance pay for each year of service with a four-week maximum.

The company agreed to pay

full cost for group life insurance of \$12,000 for each employee and \$12,000 AD&D; extended health-welfare benefits including dental care for all salaried employees and dependents.

The negotiating committee included Local 15 Business Manager Bill Swanson and Business Representative Bert Mitchell, assisted by unit members Peter Glemnitz and Mrs. A. Glemnitz, D. DeFry, P. Gillis and R. Bates. The contract runs to April 12, 1976.

## White Motor Yields 20%; Adds New Dental Plan

Wage boosts totaling 20% in addition to improved fringe benefits were gained in a new three-year agreement renegotiated by Newark, N.J. Local 32 for its office unit at White Motor Corporation, Business Manager Nick Juliano reports.

He says the new pact, reached with the help of a mediator from the New Jersey State Board of Mediation, calls for an 8% general increase in the first year payable in two 4% steps each six months, and 6% in each of the following two years.

Effective June 1, members became covered under a non-contributory dental plan. Other improvements were made in the areas of extended sick leave, vacations, pension benefits and personal days.





from the desk  
of the  
**PRESIDENT**

Thousands of union members and numerous officers of unions have been receiving mail from the National Right-to-Work Committee seeking contributions and support for the committee's fight against compulsory union membership, popularly known as the union shop. Much of the material sent out by the committee refers to union leaders as "union czars," "arrogant dictators" and "elite rulers."

Despite the fact that the National Right-to-Work Committee has not been able to get any state to pass a law banning the union shop since 1963, the Committee continues to receive millions of dollars primarily from business and businessmen. Last year, it received \$1.3 million from 28,000 contributors, each donating an average of \$45. The National Right-to-Work Legal Defense Foundation, which is closely aligned with the National Right-to-Work Committee, received \$2.2 million from 85,000 contributors, each donating an average of \$25.

The total of \$3.5 million received in 1974 increased slightly from \$3.4 million received in 1973. The 1975 budget calls for a huge increase to \$4.8 million. As a consequence of their increased money support, the "right-to-work" movement moved into its second new headquarters since 1972.

Reed Larson, who heads up the Committee, feels no compunction whatsoever about appealing to union members to support a goal which, if achieved, would weaken, if not destroy, collective bargaining. Al Zack, of the AFL-CIO, is quoted as saying that the whole "right-to-work" operation exists only to make a nice profit for a few individuals, including Mr. Larson. Union officials have publicly noted that Mr. Larson himself says that 84 percent of the Committee's funds come from businesses. It must be obvious to all that the Committee's goal of outlawing the union shop would not only destroy unions, but would also cause union members to lose much in the way of wage and fringe benefit improvements gained through years of collective bargaining.

The Right-to-Work Committee produced a film called "And Women Must Weep" some years back. It was judged so biased against unions that the National Labor Relations Board in the early 1960s refused to certify a number of union-representation elections in plants where employers showed the film. The film depicts a violent strike by "power-abusing union bosses." The Right-to-Work Committee in 1969 also waged a campaign against the United Farm Workers Union.

Recently, it opposed laws which give public employee unions exclusive representation rights, even if a majority of workers vote for it. The Committee also sponsored a seminar in Washington featuring numerous speakers opposed to the idea of any bargaining rights whatsoever for public employees.

One speaker at the seminar was Sylvester Petro, a Wake Forest University law professor and occasional paid advisor to the Right-to-Work Committee. His views on union bargaining are vehement. He declared the 40-year-old National Labor Relations Act to be "a putrid affront to human dignity" and "the most enormous step backward in the history of the Western world." Obviously, the National Right-to-Work Committee's sponsorship of such a speaker is indicative of the true feelings of the Committee itself.

There is a movement afoot to force the committee and its counterpart, the Legal Defense Foundation, to register with the Labor Department in accordance with the terms of the Landrum-Griffin Act which provides that such paid anti-union spokesmen must file reports with the government. Such registration would force the National Right-to-Work Committee to make known names of its supporters.

Reed Larson of the Committee is fighting this movement tooth-and-nail. He considers the pending suit a form of courtroom harassment that unions have mounted against the Committee. Actually, however, this suit does not in any way compare with the actions taken against unions by the committee's Legal Defense Foundation. Businessmen, who have privately supported the committee and the foundation, are loathe to have their support publicized. They, however, are not the slightest bit reluctant to bend the law in order to achieve their goals.

Last summer, for example, Arizona Republican Congressman Sam Steiger sent out a letter on behalf of the committee and the foundation to tens of thousands of U.S. citizens calling for support to abolish the union shop. It was printed on paper bearing a facsimile of the official House of Representatives letterhead.

It is important that members of organized labor know that this well-financed activity is designed to weaken unions, eliminate collective bargaining, and set workers back 40 years before the enactment of the National Labor Relations Act. It is imperative that workers know the National Right-to-Work Committee for the enemy it is!

# OPEIU Urges All its Locals To Observe Women's Year

The United Nations has named 1975 as International Women's Year, the observation of which meets with the fullest support of the OPEIU.

The general goals of International Women's Year are also praiseworthy:

(1) To promote equality of rights and opportunities for men and women.

(2) To ensure full participation of women in international and national life, assuring them freedom of choice and the development of individual potential.

(3) To recognize the contributions and responsibilities of women and their increasingly important role in economic, social, cultural and political advancement.

(4) To increase women's participation in the development and advancement of friendly relations and cooperation among states and in the strengthening of world peace.

Throughout its history, the OPEIU has been in the forefront of the fight to gain equal rights and equal pay for office women doing the same work as men. We are enabled to do this through collective bargaining with their employers wherever women elect to become members of our union.

## 20% Wage Differential

Unfortunately, only a very small percentage of women who work belong to our office union, especially when we remember that today there are some 33 million women in the work force. As a result, women as a group still suffer all kinds of discrimination based on sex.

The President's Council of Economic Advisors estimates that there's a 20% wage differential between men and women because of this sex discrimination. The median annual wage for year-round, full-time workers is \$10,608 for men and \$6,448 for women, and this differential is getting worse.

During the past 20 years, women's earnings have declined from 63.9% to 57.9% of men's earnings. Because the vast majority of women workers has failed to unionize, they remain unprotected against sex discrimination by employers.

They get less promotional opportunities in their jobs, they are laid off more frequently, and they find it much more difficult than men to break into higher paying occupations.

Sex discrimination also probably accounts for the unusual concentration of women in just seven occupations: secretarial, sales, general household, teaching, bookkeeping, waitresses, and nursing. More than one-half are employed in jobs where 70% or more of the work force is composed of women.

This concentration makes it easy for employers to lower pay scales since there is an overabundance of workers. And this adds up to higher unemploy-

ment for women, too. At the end of 1974, the unemployment rate for women was 8.6% against 6.2% for men.

Yet working women have to live with these realities despite the fact that nearly two-thirds of them are providing essential incomes for their families and without those incomes these families would sink below the poverty level as defined by the U.S. Department of Labor.

## OPEIU's Platform for Women

Down through the years the OPEIU has strongly supported the Equal Pay Act and the Civil Rights Act containing an equal employment provision. Many of our union women leaders more recently are actively participating in the Coalition of Labor Union Women at the national, state and local levels.



"If you were a gentleman you'd carry this for me!"

Our union also has been pushing the Equal Rights Amendment to the U.S. Constitution which has now been ratified by 33 states and needs only the approval of five more for adoption. Consequently, we

must make an added effort to impress on state legislatures the urgent need for the passage of this Amendment.

Needless to say, OPEIU women members have repeatedly demonstrated their effectiveness within our ranks as members, as stewards, as officers, in political and legislative activities, in community services, and in other civic functions.

Moreover, at the last OPEIU Convention in Miami Beach, Fla., President Howard Coughlin strongly emphasized our program for the advancement of women workers. He urgently reminded all Local Unions of the need to fully protect female members in their collective bargaining agreements, declaring that they "are legally and morally responsible for contract clauses guaranteeing equal opportunities for promotion, equal protection under health-welfare plans, and the elimination of discriminatory clauses in pension plans."

In planning for the future, he stressed that "it is essential that we think in terms of bringing into our full-time ranks vigorous representatives—both male and female—for expanding our organizational activities."

By observing International Women's Year, our organization will be joining 152 affiliated unions in 80 countries which represent nearly eight million workers striving for the recognition and implementation of the rights of working women throughout the world. (See editorial on page 2).

## BLS Studies Outlook for Computer Workers

The number of workers in computer operations is expected to increase substantially over the 1970-80 period but the rate of growth is expected to be slower than in the sixties, when the number more than quadrupled, according to a study by the U.S. Bureau of Labor Statistics.

It says there were 765,000 such workers by 1970 and that figure is projected to increase to one-million by 1980, a growth of 30 percent. Still, that rate of increase is higher than the approximately 20 percent rate projected for total employment during the same period.

The fastest growth is expected among data-processing machine repairers; their number, about 36,000 in 1970, is projected to double by 1980. About 100,000 workers were employed as systems analysts; that number is expected to grow to 160,000 by 1980.

Because of technological advances, the employment of key-punch operators is expected to fall from 300,000 in 1970 to 235,000 in 1980 as faster and

more efficient methods of data entry replace card-punch equipment. But the employment of computer and peripheral-equipment operators is projected to rise to 275,000 by 1980 from 150,000 in 1970.

Costs of computer manpower represent a major part of the expense in computer use so manufacturers are strongly motivated to incorporate into their hardware functions formerly performed by computer personnel, the study finds.

It adds that some employers consider that on-job training is sufficient for the top jobs (in systems and management work), and that only intelligence and the ability to think logically are essential.

## OPEIU CHARGE UPHOLD

(Continued from Page 1)

reasons; make employees whole for any pay loss suffered as a result of changes made in former practices, and to bargain collectively with the Union before any future changes are made in the terms or conditions of employment.



# AFL-CIO Gives Pledge on Seniority

*Says it Will Oppose All Efforts to Dilute or Destroy System*

The AFL-CIO will support every valid effort to protect workers threatened by the recession but will oppose "any and all efforts to weaken or dilute the seniority system" through legislative action, court decision or administrative faith, an AFL-CIO Executive Council statement says.

The statement reaffirmed the long-held AFL-CIO position that "full employment is the only solution to unemployment and discrimination. And we will not stand idly by while a few would pit worker against worker for the right to be unemployed."

In an effort to limit the economic impact of rising unemployment some unions have negotiated provisions for early retirement, sharing of reduced work during a temporary emergency period and other voluntary agreement, the council noted.

In contrast to this voluntary approach, however, "there have been calls for the destruction of the seniority system and creation of 'phantom seniority' or the imposition of forced work sharing," the council said. Some federal, state and local agencies have suggested their readiness to prescribe regulations for guidelines for such programs, the statement added.

American workers, regardless of race, the council asserted, "do not think it inequitable that the more senior workers are protected in times of layoff." The principle is widely accepted that "the longer service employee has priority in job allocation. Forced work sharing violates that principle."

"It is nothing more than 'poverty-sharing?' By forcing all workers to share the brunt of economic downturn, work-sharing inevitably would tear apart the solidarity necessary to achieve real economic gains for all workers," the statement concluded.

Team which negotiated new contract at Baton Rouge, La., Water Works, recently detailed in White Collar, is shown in lobby of company's building. Front row from left are: OPEIU Committee member Wilson Smith; behind him Ernie Demcheck, FMCS Comm.; OPEIU Regional Director Frank Morton, and company's D. J. Doyle, executive vice-president and Sec.-Treas. Rear row from left: Local 428 Sec.-Treas. George Vanner; OPEIU committee members Clarence Jackson and Ed Harris; Local 428 President Lionel Lee, and company vice-president E. D. Roberts, Jr. Bob Johnson and Wallie Broad, other company officials participating in the negotiations were not present when picture was taken.

## Baton Rouge Contract Negotiators



Team which negotiated new contract at Baton Rouge, La., Water Works, recently detailed in White Collar, is shown in lobby of company's building. Front row from left are: OPEIU Committee member Wilson Smith; behind him Ernie Demcheck, FMCS Comm.; OPEIU Regional Director Frank Morton, and company's D. J. Doyle, executive vice-president and Sec.-Treas. Rear row from left: Local 428 Sec.-Treas. George Vanner; OPEIU committee members Clarence Jackson and Ed Harris; Local 428 President Lionel Lee, and company vice-president E. D. Roberts, Jr. Bob Johnson and Wallie Broad, other company officials participating in the negotiations were not present when picture was taken.

# Munitions Pact Yields 28% Pay Hike

*Fringe Benefits Also Improved at Texarkana Plant*

Across-the-board wage boosts totaling 28%, in addition to greatly improved health-welfare and pension benefits, were gained by Local 303 in a new three-year contract renegotiated for its office unit at Day & Zimmerman, Inc., operators of the Lone Star Army Ammunition Plant in Texarkana, Texas.

Local 303 President Clara Morris reports that the new agreement calls for a 12% general wage hike in the first year, retroactive to April 15, with additional 8% increases on the same date in each of the following two years.

Hospital, surgical benefits for employees and dependents were improved to include semi-private room rate, maximum surgical benefits increased to \$750 from \$500, and major medical coverage raised to \$50,000 from \$25,000.

An added \$50 benefit was applied to labor and x-ray work performed outside a hospital, and the maximum boosted by \$300 for treatment of injuries outside a hospital. Accident and disability benefits were increased to \$75 from \$65 per week.

The pension benefit was also



**CONTRACT SIGNING CEREMONY:** Witnessing signing of new Lone Star pact (from left) are: Local 303 Sec.-Treas. Charles Hicks, Industrial Relations Director of Day & Zimmermann Carl J. Evans affixing signature; Local 303 President Clara Morris and Keith Woods, Local 303 Vice President.

increased by 50%. Life insurance coverage was raised to \$10,000 per individual (was \$7,500), with double indemnity for accidental dismemberment on the basis of 24-hour coverage. All fringe benefits are free of cost to employees, who now pay only \$5.03 per month for hospital-surgical coverage for dependents.

Following signing of the contract, management hosted a luncheon in the cafeteria for the bargaining committee members from the nine unions involved in contract negotiations at the plant.



**Administrative Clerk Harold Cooney** was the first office employee to retire under new Day & Zimmerman contract which boosts pension benefits 50%.

# Quebec Minimum Wage Raised to \$2.60 an Hour

The Quebec minimum wage will go to \$2.60 an hour, an increase of 30¢, effective June 1, Premier Robert Bourassa announced. The Canadian federal minimum wage will be raised to \$2.60 about eight weeks later.

The current minimum wage in Quebec provides three categories: a top rate of \$2.30 for persons 18 years of age and over; \$2.10 for persons under 18, and 30¢ less for hotel and restaurant workers who get tips.

A report prepared by Claude Castonguay, former social affairs minister, presented to the Quebec government in March, recommended a minimum wage of \$2.60 effective May 1; a further increase to \$2.90 on November 1, and to \$3.15 on May 1, 1976.

It also recommended eight statutory paid holidays annually; a minimum lunch break of 40 minutes after five hours' work, and at least two weeks' notice or equivalent pay prior to layoff.

However, the Bourassa announcement didn't mention increases for the under 18 age group, for workers in hotels and restaurants, or extended coverage to all workers as recommended in the Castonguay report.

# Dime Store Chain Learns Dirty Tricks Boomerang

F. W. Woolworth Company has to cough up \$27.40 plus 6% interest per annum to reimburse Milwaukee Local 9 for postage it paid on unsigned authorization cards mailed back to the union during an organizing campaign in December 1973 and February 1974.

The union charged that the five-and-dime chain had restrained and coerced its employees during the organizing campaign at its central accounting office when four supervisors confiscated union literature distributed at employees' work places prior to their starting time, and then mailed back large quantities of unsigned authorization cards.

Administrative Law Judge Anne F. Scheziner upheld Local

9's charge that this conduct violated Sec. 8 (a) (1) of the Act by restraining and coercing its employees from joining the union. She also decided that the company had no rule against such distribution and that in the circumstances the company's contention had "no merit" that it had the "right to mail back" the unsigned authorization cards because the "printed legend thereon so requested."

She further ordered the company to post a notice in its central accounting office declaring that it would "cease and desist" from similar conduct in the future, or in any manner "restrain or coerce our employees in the exercise of their rights guaranteed in the National Labor Relations Act."

# Eugene X. Pelletier, Local 269 President

We regret to announce the death after a long illness of Eugene X. Pelletier, President of Local 269, in Chicopee, Mass., an office he had held for 25 years.

Employed at Spalding Company for 47 years, he had always been active in the Labor Movement and had served as Vice President of the Hampden County Central Labor Council. He was also active in community and labor projects in Springfield, Holyoke, Northampton and the Chicopee area.

Local 269 Sec.-Treas. Gilbert LaValley expressed the feeling of the members in a statement: "Gene Pelletier's death saddens all of us. He was a dedicated and unselfish labor leader, unswerving in his lifelong devotion to those he represented. He was a skilled negotiator with forbearance and fortitude that gained him the admiration of union members and management alike."

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

1974	
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	156.4
1975	
January	156.1
February	157.2
March	157.8
April	158.6

## Canadian Price Index

Statistics Canada  
Base 1961=100

1974	
April	151.9
May	154.6
June	156.7
July	158.0
August	159.6
September	170.6
October	172.2
November	174.1
December	175.8
1975	
January	176.6
February	178.0
March	178.9
April	179.8