



WHITE COLLAR

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

No. 341

MARCH, 1975

17

Rules Chicago Blue Cross Rode Roughshod on NLRA

Difficulties met in organizing white collar employees include employer threats that they will lose benefits if they unionize, interrogating them about union activities, enforcing a non-solicitation rule, illegally instituting pay increases and other benefits during a campaign, and dismissing union activists.

Administrative Law Judge Lowell Goerlich found that Blue Cross in Chicago repeatedly violated the NLRA by indulging in all such anti-union tactics. He set aside a September 1973 election, and ordered a new election for its 1,500 clerical employees.

One of the key points in his findings which should be noted by all OPEIU personnel is the following:

"Employer statements to employees, after a collective bargaining request, that he will bargain 'from scratch,' carrying as they do the implication that employers may wind up with less than they already have in the event they exercise their lawful right to bargain collectively, have repeatedly been held to be coercive and in violation of the Act."

AFL-CIO Offers Plan to Revitalize Economy

A six-point action program drawn up by the leaders of organized labor for submission to Congress and President Ford "to put Americans back to work" by immediate, massive emergency measures, was adopted at a special meeting in Washington, D.C., of the AFL-CIO General Board which includes the presidents of all International Unions. A statement issued by the Board declared:

"The country is on the brink of depression. Without emergency action, unemployment will feed on unemployment. Production cutbacks will be spread further. The threat of widespread bankruptcies of businesses and banks will become reality. Therefore, to spare the American people the misery of a depression and to turn the economy around and provide jobs for American workers," the Board urged immediate implementation of the

following six point program:

1. An immediate tax cut of at least \$20-billion, primarily for low and middle-income families, to stimulate the economy through added purchasing power.

2. Immediate government measures to reduce America's dependence on imported oil and establishment of a "fair and equitable system of allocation and rationing." It rejected President Ford's energy proposals on the ground that increased

energy costs "would far exceed his proposed tax reductions for the vast majority of American families."

Instead, the Board urged Congress to enact a quota on oil imports, block the proposed \$3 per barrel duty on imported oil, and government subsidies and depletion allowances for giant international oil companies, adopt a genuine excess profits tax, and establish a petroleum stockpile to guard against future oil embargoes.

3. Immediate reduction of interest rates and allocation of credit for high-priority social and economic activities such as housing, local government facilities and basic industrial expansion. The Board noted that if the U.S. can loan taxpayers' money to the Soviet Union at 6% and 7% interest, it should immediately reduce interest rates to 6% on FHA and VA mortgages.

4. Immediate efforts to create jobs for the unemployed by release of a substantial portion of the \$19-billion in appropriated funds, impounded by the President, for construction of sewer and waste treatment plants, aid to highways, and construction and modernization of hospital facilities.

5. Immediate action to protect existing jobs from unfair foreign competition by establishing quotas on imports of industrial goods in areas where U.S. production has declined in recent months; by export controls on raw materials and other products in domestic short supply, and revocation of tax deferral payments on foreign-earned profits, with regulation of the export of American capital and technology that results in the export of American jobs.

6. Noting that the President's proposal would place a 5% ceiling on mandated cost-of-living adjustments for Social Security, Railroad Retirement and Civil Service and military retirement benefits, and a similar 5% ceiling on pay increase for federal employees required under the Federal Pay Comparability Act, the Board declared that this is "unfair and inequitable," adding:

"On the one hand the President proposes higher prices for just about everything people must buy and, on the other, at-

High Court Limits Right To Interrogate Employees

Attention of OPEIU stewards is directed to a U.S. Supreme Court ruling that limits the right of an employer to informally interrogate an employee without a union representative present.

If an employee "reasonably" feels an "investigatory interview" may result in disciplinary action, then the employer can't deny the worker's request for union representation, the high court said in affirming two National Labor Relations Board decisions.

In a pair of six-to-three rulings, the Supreme Court said such a denial violates the statutory right of employees to act in concert for "mutual aid and protection."

Appeals Court Upholds Union Seniority Rules Minority Groups, Women Not Immune in Layoffs

A U.S. Court of Appeals, seeking to harmonize the seniority provisions of a union contract and the terms of a conciliation agreement negotiated with EEOC, that once hired, minority groups and female workers are controlled by the terms or conditions of employment set forth in the contract and are not entitled to preferential treatment in the event of layoff.

The appeals court reverses a U.S. District Court for New Jersey order which barred white male employees from bumping less senior minority and female employees in the event of layoff if the percentages of women and minorities in the workforce fell 15% below the goal of the affirmative action program.

The district court order of September 23, 1974, directed that 400 proposed layoffs at Jersey Central Power & Light Company, Morristown, N.J., be carried out in this manner to preserve the ratios of minorities and females in the workforce set under the EEOC conciliation agreement.

In filing the action, the company asserted that economic conditions required a substantial cutback in its workforce and that the guidance of the court was necessary to determine whether the union contract or the EEOC agreement would govern the layoff procedure.

The EEOC agreement, obtained from the company and the unions in late 1973, required that at the end of five years the proportion of females and minority group members in the company's workforce would equal the proportion of these groups in the labor market.

The district court determined that the conciliation agreement should prevail. The IBEW locals appealed, arguing that preferential layoff rights for minority groups and women constituted reverse discrimination.

In an opinion by Judge Garth, the appeals court concludes that the union contract and the EEOC agreement are not inconsistent, in that the latter contained no procedure for layoffs. The court explained:

"As such the conciliation agreement sought an increase in the proportion of female and minority group workers by 'hires' and not by 'fires.' It is highly significant to us that the conciliation agreement contains

no overall layoff procedure of seniority system. Moreover, the express terms of the conciliation agreement do not attempt to affect, nor can we interpret them to affect, the layoff provisions of the collective bargaining agreement."

The appeals court states that Title VII reveals no statutory prescription of plant-wide seniority systems. "To the contrary, Title VII authorizes the use of 'bona fide' seniority systems," the court says, adding:

"Congress did not intend the chaotic consequences that would result from declaring unlawful all seniority systems which may disadvantage females and minority group persons."

Some Retiree Groups Seen Anti-Union

AFL-CIO Cautions Union Retirees Against Exploitation

AFL-CIO Director of Social Security Bert Seidman urges older and retired union members to join the National Council of Senior Citizens (NCSC), and learn how it can help them before they get lured into other organizations which "do not serve their best interests."

He points out that NCSC is a federation of older peoples' clubs and individual members supported by the AFL-CIO Executive Council and endorsed by successive Conventions since it was launched in 1961, adding: "it is labor's kind of retiree organization."

He says that NCSC has consistently worked alongside organized labor to improve the quality of life for all Americans while "other senior citizen

groups have often exploited the elderly, subjected them to anti-labor propaganda, and actively opposed labor's legislative program."

In the latter category, he discloses, are the American Association of Retired Persons (AARP) and the National Retired Teachers Association (NRTA), two organizations under joint administration "which oppose labor's program for National Health Security, just as they opposed labor's original plan for Medicare."

"On the state level," Seidman reveals, "we were recently faced with active support for 'right-to-work' legislation by a State Legislative Council of the American Association of Retired Persons."

Seidman discloses that the honorary president of these two organizations is a former New Yorker named Leonard Davis who, with his family, owns controlling interest in Colonial Penn Group, a company which specializes in the writing of health, automobile and life insurance for persons over 55, and which derives most of its business from AARP-NRTA members.

"The exploitation arises from the carefully nurtured 'non-profit image' of AARP-NRTA," he declares. "The retirees believe they are getting objective advice about the best insurance they can buy from the publications of these organizations. They do not know about the exclusive access the insurance

(Continued on page 3)

(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 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.
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

Support AFL-CIO Action Plan

In his message to Congress in January, President Ford's proposals to deal with the current recession, rapidly sliding into a depression, failed to measure up to the developing national economic crisis.

Subsequently, President George Meany summoned the AFL-CIO General Board to meet in Washington to draw up a comprehensive program for submission to Congress and President Ford with a call for immediate, massive emergency action.

Unlike President Ford's proposals providing the biggest benefits for Big Business and the wealthy, organized labor's six-point plan gives top priority to the needs of low and middle-income people, the unemployed and the underprivileged. Highlights of the labor program appear on Page 1.

Since then, the AFL-CIO has prepared for national distribution a brief pamphlet entitled: "Action Program to Put America Back to Work." This should be in the hands of International Representatives as well as all key people in Local Unions. Free copies may be obtained by writing to: AFL-CIO Publications Department, 815 - 16th St., N.W., Washington, D.C. 20006.

Although the existing economic situation calls for emergency action, Congress regrettably shows no sense of urgency. It called a ten-day recess during February and went home. This is not a time to play "party politics" while 7½ million unemployed trod the streets seeking jobs that don't exist.

Only an aroused public can build a fire under the politicians that will compel them to take action. Organized labor has pledged its relentless support to its program "to put America back to work." It has also taken up the cause of those now retired on pensions, on which President Ford asked for a 5% ceiling on mandatory benefit increases to which they are legally entitled.

Now's the time for all union members to rally to the cause by bombarding the President, and members of the House and Senate with letters and resolutions demanding immediate action on the six-point program submitted by organized labor.

Advice For Union Retirees

At the last OPEIU Convention in Miami Beach, Fla., a resolution was adopted and the Constitution amended to encourage all our Locals to form associations for retired members. Yet, when the Executive Board met recently in San Francisco it was deeply disappointed when informed by President Howard Coughlin that few Locals had done anything to implement the resolution with respect to retirees.

This was all the more surprising, he pointed out, because New York Local 153 had a very successful program in operation for its retirees. The Board reemphasized 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."

With this in mind, we call the attention of all members to the statement by AFL-CIO Social Security Director Bert Seidman in this issue. Although the AFL-CIO actively sponsors and endorses the National Council for Senior Citizens (NCSC), he reveals that many union members—unaware of this—are enticed into joining other senior citizen groups which exploit them commercially.

He cites particularly the American Association of Retired Persons (AARP), and the National Retired Teachers Association (NRTA), which hook many older union members with the bait that they provide "non-profit" low-cost auto, hospital and other kinds of insurance.

But the AARP-NRTA organizations, in their own financial statements for last year, listed receipts from the Colonial Penn Group of \$5.8 million for "administrative expenses" plus additional sums for advertising space in their publications. Thus, it's easy to see why these organizations favor the commercial insurance approach to national health care.

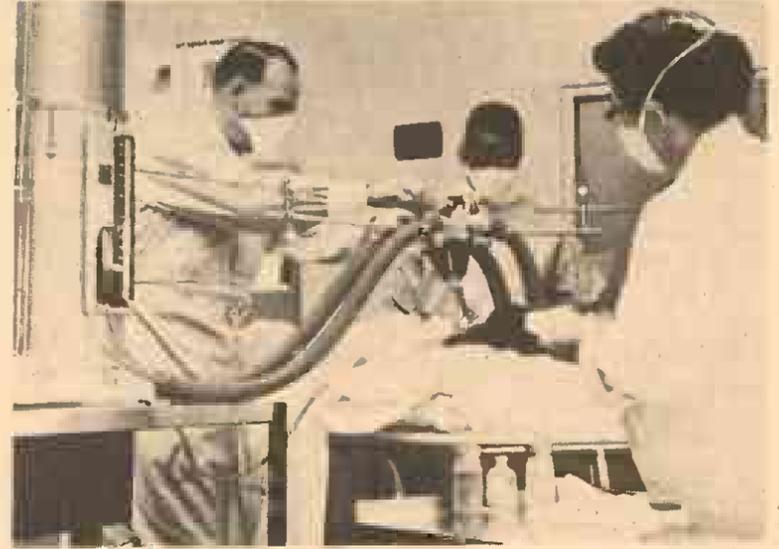
We sincerely hope that all our Locals, especially large ones, will now recognize how important it is to implement retiree programs, and to work with the National Council for Senior Citizens in all matters relating to older and retired union members.

OPEIU Joins City of Hope Drive Supports Fund Appeal for Medical Research Center

The City of Hope in Duarte, Calif., a labor-supported medical treatment and research center, for 61 years has demonstrated that free medical care for working people can be made available.

Hundreds of original discoveries have emerged from its hospitals and clinics to date, the latest being a blood preservative which actually doubles the storage time of blood—a factor vital to Blood Banks in every community because of a shortage of blood for transfusions due to the shutdown of plants in the current recession.

Another recent result from its medical research holds promise



BREATHING TEST: Respirometers and other complex equipment in City of Hope pulmonary function laboratory pinpoint diagnosis and guide treatment of chest diseases.

BARGAIN PERFUMES HELP RAISE FUNDS

Two fine quality perfumes, union-labeled "Chante" and "Ariste," beautifully packaged and designed to retail for about \$7.50 in the better stores, are available for \$3 per vial to OPEIU members participating in the City of Hope campaign.

Perfume is always a welcome gift for women at any time. These two items add zest to the drive and should help OPEIU members to achieve a remarkable success in their efforts to support the union-sponsored medical center.

for potential victims of emphysema, the fastest growing lung disease in America today. A new test developed by the City of Hope makes it possible to screen out potential victims. Thousands of lives may be saved through this preventive measure.

The City of Hope, pressed by an urgent need to enlarge its medical complex and expand its program has embarked on a "New Horizons" project. A new hospital wing now nearing completion will provide a partial answer to these problems. These new facilities will allow for expansion of present research programs so desperately needed to

step up the assault on killer diseases.

OPEIU members, afflicted with ailments treated at the City of Hope, are eligible for free patient care. Admission procedures are simple and may be obtained from the City of Hope Labor Council Office, 927 Filbert St., Philadelphia, Pa. 19107. Its phone number is: (215) 923-3213.

This year the OPEIU is joining hands with other trade unions in supporting the City of Hope's fund-raising drive against catastrophic ailments that threaten working people. Please send your contribution to the above address.

Japanese Union Heads Visit OPEIU Bank Employees Over There Are 70% Unionized

Of the 500,000 bank employees in Japan, 350,000 or 70% are unionized, three top leaders of Japanese bank unions revealed during a visit to OPEIU headquarters. They also disclosed that banks are Japan's most highly computerized industry, commercial banks there having increased their business volume by 67% in the past five years while adding only 8% more employees.

The delegation was in this country on a study tour under the auspices of the U.S. Department of Labor. It included Toshio Gonda, Secretary-General of the Taisei Mutual Bank Workers' Union; Hiroshi Kono, President of the Fukushima Mutual Bank Workers' Union, and Setsuo Tsuchida, President of the Taiko Mutual Bank Labor Union.

They were greeted by Direc-



Hiroshi Kono



Toshio Gonda



Setsuo Tsuchida



Akira Tomioka

tor of Organization Art Lewandowski, who discussed the OPEIU's activities on behalf of professionals, and the problems

encountered in organizing American bank employees.

The Japanese bank union leaders expressed amazement at the low pay of bank employees in this country. They said they had an impression, prior to their arrival here, that American bank employees were "so highly paid and enjoyed such superior working conditions that they felt unionism was unnecessary."

They declared that Japanese bank employees regard their unions as "vital" because they are thus "enabled to have a voice in negotiating wages and improving working conditions." They said they found it "difficult to understand the apathy of American bank employees toward unionism."

Other members of the delegation were Masanao Hasegawa, President of the Shizouka Branch of the Japan Railway Workers' Union; Takeshi Sakakibara, Organizing Director of the Toyota Workers' Union; Takeomi Shibata, Research Director, Fukuyama Steel Workers Union; Yasumitsu Suda, Wage Director, Yamazaki Baking Workers Union; Shigeo Murakoshi, Finance Director, Oda-kyu Commercial Workers Union, and Akira Tomioka, official interpreter.

Lewandowski presented each member of the delegation with OPEIU lapel buttons and tie clasps after the two-hour exchange of views ended.

Wall Street Ice Breaker Union Shop Won in Cotton Exchange Pact

An 18% wage boost with a cost-of-living allowance if the New York CPI tops 10%, together with a union shop gained for the first time in Wall Street, highlight a new two-year agreement renegotiated with the N.Y. Cotton Exchange by Local 205, President John Brady reports.

He says the new pact calls for a 10% wage increase in the

first year and 8% in the second.

Other gains are improved vacations, 15-minute extra breaks, and terminology changes in language covering automation. The employer agreed to contribute towards the Local's drug prescription plan, and to liberalize major medical coverage without limit on hospitalization. The new pact provides a maternity benefit of \$325 for doctors.



from the desk
of the
PRESIDENT

Urges Congress to Study Social Security System

In my column in "White Collar" in February 1974, I described the findings of Mary J. Wilson, a research analyst with the Boston based firm of David L. Babson & Co., with respect to Social Security.

I described the increases in benefits of 20% before the 1972 election which followed increases of 10% in 1971, 15% in 1969 and 10% in 1967. In effect, benefits were increased some 85% by 1974 over 1966 compared with a 38% rise in the cost of living in the same period.

I said that no one begrudges Social Security recipients these increases; indeed, no segment of the population is more in need of increased income than those receiving Social Security benefits.

I pointed out that Congress had placed Social Security on a "pay as you go" basis to the extent that reserves currently totalling \$37-billion represented only nine months of benefits. In 1940, 145.8 wage earners made up the benefits paid to each Social Security recipient. In 1972, 2.9 workers were responsible for the benefits received by each recipient. This resulted from the change in the original idea of pensions for those over 65 to a broad based fringe benefit plan whereby beneficiaries included survivors, disability retirees and numerous others. We are certainly in agreement with the inclusion of these beneficiaries.

Actuarial Data Ignored

However, as I stated in February 1974, Congress completely ignored the need for a soundly administered Social Security system developed from actuarial data which will guarantee benefits for workers' life-times. Congress appeared to depend on the constantly increasing gross national product and a constantly increasing work force, and did not take into consideration the possibility of a lower birth rate and a slack economy which resulted in layoffs not previously contemplated.

The Social Security Advisory Council, created by the Congress to study the Social Security system, recently made its findings and recommendations which must be shocking to all who read them. This panel raised the possibility of ultimately extending the Social Security retirement age from 65 to 68 in order to save additional funds as workers pay more into the Social Security Trust Fund and draw less from it in benefits.

The Advisory Council made some additional recommendations which include a jump to \$24,000 from the current \$14,100 in the amount of annual Social Security earnings subject to Social Security taxes starting in January 1976. This would result in an increase of almost 70% in Social Security taxes paid by middle and upper income workers. The Social Security Fund would receive approximately \$6-billion more in increased contributions to the Fund.

Long Range Consequence

Of greater long range consequence, the Council proposes that future benefit levels rise only as rapidly as wages increase rather than the current gauge which is based on a cost-of-living formula. The Advisory Panel would leave untouched benefit increases based on prices for those who have already retired. It would permit benefits for those still working to increase only as fast as average earnings. This, the Council contends, would make the system far less sensitive to inflationary swings in the economy.

The Council's proposal to increase the retirement age to 68 would be accomplished by increasing the retirement age by one month a year until age 68 was reached. Thus, workers would pay longer into the trust fund and draw less from it in benefits. In addition, the Panel proposes that increases be instituted in the Social Security tax rate which will include an immediate 2/10 of one-percent on both employer and employees. The Council recommended that a ceiling of 7% on Social Security and Disability Taxes paid by the self-employed be removed so that this rate can continue to rise at 1 1/2 times more than charged other employees. It further recommends that Social Security coverage be extended to other groups, such as state and federal workers.

We have no way of knowing whether or not the Panel is correct in its recommendations. We do feel, however, that the Congress should make every effort to insure that the Social Security system is actuarially sound and that workers' benefits will be available upon retirement.

Coast Co-Op Unit Wins Hefty Gains

50c an Hour Hike, Plus COLA, Feature Local 29 Pact

Across-the-board wage boosts of 50¢ an hour, plus cost-of-living allowances in addition to longevity increases, were gained by Oakland Local 29 in a new one-year agreement renegotiated for its 84-member unit at the Co-Op of Berkeley, Vice President John B. Kinnick reports.

He says the wage increase became effective November 1, 1974, with a 10¢ per hour COLA payable on January 1, 1975. For each of the remaining three quarters, the COLA

allowance will be paid on the basis of 1¢ an hour for each 0.3 point rise in the Consumer Price Index.

The Co-Op agreed to pay on May 1, 1975, a longevity premium of 15¢ an hour to employees at the top of their classification for two years, and an additional 5¢ to those at classification tops for 10 years.

Classifications covered by this provision are education assistants, Kiddie Korral attendants and assistants, home economists

and maintenance personnel. Education assistants assigned to more than one center are also entitled to a \$10 per week premium.

Sick leave was increased by the addition of two days for a 50 day total, with accumulated sick leave to be paid if an employee is laid-off. The new pact also includes severance pay for any employees with five years seniority who are permanently laid-off, based on one week's pay for each year of service.

Bargaining Inspires New U.S. Stamp

Will Commemorate Union Work as Social Force

The U.S. Postal Service is currently printing a postage stamp to commemorate collective bargaining as a social force that has helped stabilize labor-management relations throughout the nation.

In disclosing that the stamp is in production and that the date and place of its issuance will shortly be announced, the U.S.P.S. called attention to the fact that collective bargaining is "almost as old as the United States."

The first reported instance of bargaining, it noted, was in 1799 when the Philadelphia Cordwainers—an old-fashioned name for shoemakers—refused a wage cut and were locked out.

A committee representing both sides met and resolved the differences in that dispute.

A more clear-cut example of bargaining occurred in 1809 when journeymen printers in New York submitted wage demands in writing which were subsequently settled by a joint committee.

Federal concern with labor-management relations was demonstrated by enactment of the Clayton Act in 1914 which held that labor organizations were not illegal combinations in restraint of trade as they had been held to be by the courts under the Sherman Anti-Trust Act.

Samuel Gompers, president

of the American Federation of Labor, described the act as "the most important and comprehensive measure ever enacted touching on the freedom of workers."

Other landmark federal legislation enacted since then includes: The Railroad Labor Act of 1926; the National Labor Relations Act of 1935, and President Kennedy's Executive Order No. 10988 of 1962, which opened the door for union recognition and bargaining by federal employees.

The stamps will become available for public purchase at post offices throughout the nation in the very near future, according to postal officials.

Coast Laundries Pact Gains \$1,900

C.O.L., New Pension Plan Also Won in Local 29 Contract

Wage gains totaling nearly \$1,900 per individual over two years, supplemented by a cost-of-living escalator clause and a new pension plan, highlight a master agreement renegotiated by Oakland Local 29 for office employees in eight California laundries operated by the Laundry Owners Association of Alameda County, and two independents known as Marshall Steel and Coshell Laundries.

The pact calls for a 30¢ an hour wage boost in each of the two years. In addition, employees will be entitled to a cost-of-

living allowance of 1¢ an hour for each 1/2-point rise in the Consumer Price Index in excess of eight points as of March 1, 1975, payable each quarter thereafter to March 31, 1976.

The agreement sets a minimum base pay of \$158 per week in the lowest office grade in the second year, rising to a \$162 maximum, and a \$168.40 minimum rising to \$172.40 in the top grade.

Effective April 1, 1974, the employer association agreed to contribute 33¢ an hour for each employee into the Western

States OPEIU Pension Fund and to increase the contribution to 38¢ an hour on April 1, 1975.

Upon request, employees in future will be entitled to three hours off with pay on Good Friday. The new pact runs to April 1, 1976.

AFL-CIO Offers Plan

(Continued from page 1)

tempts to deny retirees and federal employees that to which they are legally entitled. Therefore, the AFL-CIO will vigorously oppose the President's proposed ceiling in the Congress."

The AFL-CIO General Board's statement concluded: "We pledge to our members, our fellow workers and our fellow citizens that we will not relent in our support of this program to put America back to work."

Some Retiree Groups

(Continued from page 1)

carriers have to their membership rolls, nor the heavy financial stakes these organizations have in maintaining the profitable operations of the insurance carriers."

Seidman says that information on how unions can begin to work with NCSC can be obtained from William R. Hutton, Executive Director, National Council of Senior Citizens, 1511 K Street, N.W., Washington, D.C. 20005.

HEALTH CARE ELSEWHERE AND HERE: WHAT NATIONAL PROGRAMS PAY FOR

The United States is the only industrialized nation in the world that does not have a national system of health care for its people. The Health Security bill is the only national health program that will add a row of "yesses" for the U.S. in the chart below:

COUNTRY	PHYSICIANS' BILLS FOR HOME AND OFFICE CALLS	HOSPITAL AND SURGICAL FEES; LAB COSTS	CONVALESCENT AND NURSING-HOME CARE	PRESCRIBED DRUGS AND MEDICINES	EYEGLASSES, AND OTHER MEDICAL APPLIANCES	DENTISTS' BILLS FOR ORDINARY DENTAL CARE	DENTAL PLATES AND BRIDGES
AUSTRIA	YES ✓	YES ✓	YES ✓	YES ✓	YES ✓	YES ✓	YES ✓
BRITAIN	YES ✓	YES ✓	YES ✓	YES ✓	YES ✓	YES ✓	YES ✓
CANADA	YES ✓	YES ✓	YES ✓	YES ✓	YES ✓	YES ✓	YES ✓
DENMARK	YES ✓	YES ✓	YES ✓	YES ✓	YES ✓	YES ✓	YES ✓
FRANCE	YES ✓	YES ✓	YES ✓	YES ✓	YES ✓	YES ✓	YES ✓
ITALY	YES ✓	YES ✓	YES ✓	YES ✓	YES ✓	YES ✓	YES ✓
JAPAN	YES ✓	YES ✓	YES ✓	YES ✓	YES ✓	YES ✓	YES ✓
NETHERLANDS	YES ✓	YES ✓	YES ✓	YES ✓	YES ✓	YES ✓	YES ✓
SOVIET UNION	YES ✓	YES ✓	YES ✓	YES ✓	YES ✓	YES ✓	YES ✓
SWEDEN	YES ✓	YES ✓	YES ✓	YES ✓	YES ✓	YES ✓	YES ✓
WEST GERMANY	YES ✓	YES ✓	YES ✓	YES ✓	YES ✓	YES ✓	YES ✓
UNITED STATES	ONLY POOR & AGED*	ONLY POOR & AGED*	ONLY POOR & AGED*	POOR ONLY	POOR ONLY	POOR ONLY	NO

* Fees paid in part by patients; † in public hospitals; ‡ Free if under income of skilled worker... partial payment of doctor's fees if over.—Copyright CNHI 1975.

Non-Union Auto Clericals Learn Unionism DOES Pay

Non-union white collar employees at American Motors and Chrysler are now learning, regretfully, that the "free ride" is over and that a union card is really worthwhile.

American Motors has told its 7,500 non-union salaried employees that until further notice it is freezing their quarterly cost-of-living allowances, delaying implementation of a new dental plan, and discontinuing merit increases.

Meanwhile, Chrysler also announced that it has discontinued indefinitely the c-o-l allowances

for some 18,000 non-union salaried employees. In addition, the company is planning to suspend its employee stock purchase plan, subject to approval of the Internal Revenue Service.

Union employees' COLA payments are guaranteed by the company's contract with the plant union, a Chrysler spokesman explained, while non-union employees receive these allowances "at the company's discretion." In other words, what a company gives employees it also can take away if they don't have a contract.



HONOR RETIRING EXECUTIVE: Local 123, Bridgeport, Conn., and the Steel Workers Plant Union took tables for a dinner to honor William Mulvihill on his retirement as Director of Labor & Industrial Relations for Jenkins Bros. after 40 years. Both unions have had a long history of amicable relations with the company. From left are: Local 123 Sec.-Treas. Ed Arkison, International Representative Justin F. and Mrs. Manning, Local 123 President John and Mrs. Jaconette, Mr. Cicero and wife, Dorothy, Local 123 Rec.-Sec., and Ed Demovick, Local 123 Executive Board Member at Large. Manning and the company's President were the speakers.

Milwaukee Bank Contract Boosts Clerical Pay by 18%

Across-the-board wage gains totaling 18% were achieved by Local 9 in a renegotiated two-year contract for its office unit at the Midland National Bank (Welfare & Pension Fund Div.) in Milwaukee, Wisc.

Business Manager Ed Kubicki reports that it calls for a 10% wage boost in the first year, effective on January 1 last, with another 8% to take effect on January 1, 1976.

In the second contract year, it sets a minimum starting weekly rate of \$146 in the lowest office grade (file clerk), rising to \$154 after six months. In the top grade of secretary-bookkeeper the starting rate will be \$201.50, rising to \$209.75 weekly after six months.

N. J. Public Employees Gain Greater Bargaining Rights

Several bargaining rights previously denied by the courts and expanded areas of negotiability are included in a major revision of the New Jersey Public Employees Relations Act which has been signed by Gov. Brendan Byrne.

The legislation restores the concept that "everything" is negotiable that affects the terms and conditions of employment, subject to review by the Public Employees Relations Commission (PERC) and appeal to the courts. Existing laws governing pensions may limit the scope of bargaining on such matters, though.

Major effect of the revised act is the setting aside of some court decisions which gave priority to other laws affecting employment conditions over nego-

tiated agreements. A second major gain provides for PERC hearings on unfair labor practice charges under regulations to be developed by the commission.

PERC is empowered to set time-tables for negotiations so contracts can be arrived at before budgets are adopted. Fact-finding costs, previously borne by the parties involved will now be absorbed by the State.

Also, PERC-sponsored educational courses at Rutgers, the State University, in future will cover public employees and their representatives. Previously, only the employer was covered.

Please give to the City of Hope Fund Drive!



SIGNING NEW PACT: Seated from left signing new Struthers Wells in Warren, Pa., recently reported in White Collar, are Robert Stewart, company's chief negotiator, and Local 186 President Mrs. Eleanor Swanson. Standing from left are Local 186 Sec.-Treas. Mrs. Margaret Stino, Local 186 Vice President Annette Yasurek, and Ray Martin, company Personnel Manager.

International Paper Pact Boosts Pay 10% Per Year

Across-the-board wage boosts of 10% annually were gained in a renegotiated 30-month master agreement between eight OPEIU Locals representing office and clerical employees at the International Paper Company (Southern Kraft Div.), Vice President J. Oscar Bloodworth reports.

The new agreement replaces one due to expire on May 31, 1976, which is now extended for one year to May 31, 1977. Retroactive to November 1 last, it also provided a 10% general increase on the 1973 wage rates for the remainder of the 1974 contract year, with similar increases on the 1975 and 1976 anniversary dates.

Effective June 1, 1976, the new agreement sets a monthly

minimum scale of \$873 in the lowest office grade, rising to a \$953 maximum. In the top classification it calls for a \$1,442 starting monthly minimum rising to a \$1,581 maximum.

The new agreement covers office employees at eight company mills in Camden and Pine Bluff, Ark.; Bastrop and Springhill, La.; Panama City, Fla.; Kreole, Miss.; Mobile, Ala., and Georgetown, S.C.

The OPEIU negotiating team included Ruth B. Sawyer, Local 71; A. W. Halley, Local 80; Carolyn Stegall, Local 209; Wofford G. Boyd, Local 233; Carroll Formby, Local 411; Narlis Mosley, Local 419; Robert Traniell, Local 420, and Walter W. Hull, Local 430.

Office Unit Wins 19% Raise At Brown Paper Company

Wage gains totaling 19% over two years with the right to seek a cost-of-living adjustment if the Consumer Price Index exceeds that level during the life of the agreement, plus improved fringe benefits, highlight a new agreement renegotiated by Local 247 for its office unit at Brown Paper Company in Holyoke, Mass.

International Representative Justin F. Manning reports that the pact calls for a 5% across-the-board wage boost retroactive to February 11, a 7% increase effective September 2, and another 7% raise effective September 1, 1975.

On the latter date, the starting minimum rate for those with three months of continuous serv-

ice will be \$118.28, and \$134.88 for those with 18 months service.

Other gains are an additional paid holiday making the annual total 10; improved vacations and more liberalized sick leave provisions. Health-Welfare benefits were also improved. Next year pension benefits will be increased to \$5 per month times years of service at the normal retirement (non-mandatory) age of 65.

The OPEIU negotiating team assisting Manning included Local 247 Vice President Rita Sarad, Sec.-Treas. Helen McDonnell and Euclid Tanguay. The new agreement runs to September 1, 1976.

Initial Pact at Taxi Firm Wins Hefty Wage Raises

Wage gains ranging from 60¢ to \$1 per hour over pre-union scales were gained by Local 15 in an initial contract for its new unit of office and clerical employees at Advance Cabs Ltd., in Vancouver, B.C.

Business Representative Barry Hodson says that the initial agreement, which runs for 17 months, provides a 60¢ hourly increase for clerks, 80¢ for dispatchers, and \$1 for telephone operators.

It also calls for two additional paid holidays, vacation improvements, one day sick leave per month, severance pay and jury service differential pay. Steward Archie Trotter assisted Hodson in the negotiations.

Pledges Support for U. S. Reserves

President Howard Coughlin affirmed the OPEIU's recognition of the nation's need for strong Guard and Reserve forces by signing a statement of support for this program.

The statement is a pledge whereby employers agree to encourage the participation of eligible employees in Guard and Reserve programs. More than half of the American labor force is covered by these statements.

In signing, employers agree that employees' job or career opportunities will not be limited or reduced because of service in Guard or Reserve units; that leaves of absence will be granted for military training without sacrifice of vacation time, and that this policy be publicized throughout the organization.

Rights Amendment Gains

The National Organization of Women says that preliminary results of an "election watch" on the Equal Rights Amendment shows that voters elected governors and state legislators favorable to it, and defeated candidates opposed to the issue. The proposed amendment, hacked by organized labor, has been approved by 33 states and needs only five more for ratification.

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	
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	154.8
December	156.4
1975	
January	156.1

Canadian Price Index

Statistics Canada
Base 1961=100

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
1975	
January	176.6