



WHITE COLLAR

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

No. 348

NOVEMBER, 1975

17



*from the desk
of the*

PRESIDENT

Joe Finley's Book Details Full History of the OPEIU

The history of the Office & Professional Employees International Union, as compiled by Joseph E. Finley, is now available in both hard cover and paper back editions. As authorized by the Executive Board of the International Union, Joseph E. Finley, who has served as an attorney for the OPEIU for almost 25 years and is part of our history, delved into the records of our organization and produced what we believe to be an accurate portrayal of its genesis and growth.

Joe Finley, while known as OPEIU's General Counsel to most of our Local Unions, has also done considerable writing over the years. In addition to Yale Law School, Joe is a graduate of the University of Missouri School of Journalism and is the author of "The Corrupt Kingdom" published in 1973. Joe is also the author of numerous short stories under various pseudonyms.

The official announcement of the publication of "White Collar Union," the story of the OPEIU and Its People, was sent to each Local Union of the OPEIU on April 25, 1975. At that time, we were aware of much of the work accomplished by Joe Finley in preparation for the final manuscript. However, many of us who have been active in the white collar field, both before and after our organization was chartered, were unaware of the details of the formation and the growth of a number of our Local Unions throughout the United States and Canada. The final product, "White Collar Union," is a tribute to the work accomplished by Joe Finley in hunting down the various stories which went with the chartering and growth of a large number of our Local Unions in both countries.

While most who are familiar with our Union know that we were chartered by the American Federation of Labor in 1945, few know that many of our Local Unions, as directly affiliated charters of the American Federation of Labor, existed for 30 to 40 years prior to 1945. I think all who read "White Collar Union," and our membership in particular, will find this history to be both interesting and informative. The difficulties in attempting to form Unions of white collar workers long before the passage of the National Labor Relations Act are outlined in detail.

Those who pioneered in the white collar field in those years were indeed motivated by a sincere desire to improve the conditions of white collar workers who, at that time, were among the lowest paid workers in the nation. In the early years, even the organized labor movement did not look with any degree of optimism at the possibility of the unionization of office, clerical and professional employees.

The work accomplished by retired Vice Presidents George Firth, Ed Springman and Sarah Keenan is spelled out in detail. The difficulties encountered by our early leaders, including Paul R. Hutchings, our first President, and J. Howard Hicks, our first Secretary-Treasurer, make interesting reading for those of our members unfamiliar with the trials and tribulations encountered by our founders.

Author Finley has reproduced a letter from AFL President William Green which called a conference of representatives of all directly affiliated Local Unions of office and clerical workers at the Palmer House in Chicago on July 28, 1942. This conference resulted in the formation of a Council which was the direct predecessor of our International Charter in 1945. The book contains a picture of the Charter Grant on January 8, 1945 which includes William Green, President of the American Federation of Labor, one of your present Officers and 11 previous officers of the OPEIU.

The book also contains a picture of the founding Convention held in January 1945 in Cincinnati, Ohio. An event of historic

(Continued on page 4)

NLRB Upsets Election Tally Rules Book Publisher Unfair, Must Bargain

NLRB Administrative Law Judge Henry L. Jalette has upheld unfair labor practice charges brought by Local 153 against G. P. Putnam's Sons, Inc., New York City book publishers, during an organizing campaign last January. He overturned the election result in which office employees had voted 29 to 20 against the union, ordered the company to bargain collectively, and to reinstate with back pay six employees who had been fired for union activity.

Jalette found that the company also granted employees additional holidays to discourage union support, threatened employees with plant closure and loss of career opportunities if they voted for union representation, and illegally interrogated employees about their union sympathies.

The ALJ noted that the

Board is empowered to issue a bargaining order when an employer's unfair labor practices are "of such a nature that their coercive effects cannot be eliminated by the application of traditional remedies, with the result that a fair and reliable election cannot be had." He added:

"In the instant case, the company's unfair labor practices were pervasive. They included the discharge of two of the most prominent supporters of the union, and the threat by Putnam's president to discharge yet another active supporter. They reflected an animus against the union so strong that an entire department was abolished in name to justify the discharge of four other employees. The discharge of employees because of their union activities had consistently been viewed by the Board as a serious unfair labor practice, the

effects of which are not easily dissipated.

"Not content to rely on the coercive effects of such discharges, the company further frustrated the election process of the Board by granting benefits to employees which then reminded, and in future will continue to remind, employees that the company is the source of their benefits.

"In my judgment, the company's conduct precludes the holding of a fair rerun election and if employees' sentiment was once expressed through (authorization) cards it requires protection by a bargaining order."

Finding that Local 153 had valid authorization cards for a majority of the employees in the bargaining unit, Jalette ordered the company to bargain with the union.

OPEIU Wins \$27,520 for 21 in Unit New Haven Arbiters Rule Against K. of C. in Two Disputes

In separate cases, grievances filed by Local 329 in behalf of 21 unit members against the Knights of Columbus, an insurance agency in New Haven, Conn., two arbitrators upheld the Union on charges that the employer had violated its contract by an improper promotion in one instance, and by failure to upgrade 20 others whose work entitled them to higher grades. The 21 employees won \$27,520 in back pay.

The first case, heard by Arbitrator Martin Rose, involved the promotion of a junior employee to the position of Scanner Operator over 11 other applications with greater seniority. The arbitrator ruled that the position award be nullified since it violated the contract; that the job vacancy be reposted with the more senior employee thus promoted to be awarded back pay to December 4, 1974.

In accordance with the ruling, management reposted the job vacancy, awarded it to Patricia Edwards, the grievant, who received a total of \$540 in back pay for 45 weeks at the rate of \$12 per week.

In the second case, Arbitrator Robert Stutz again upheld Local 329 that the grievants' work entitled them to higher grades than those in which they were slotted. As a result of his decision, three employees were promoted from Grade 7 to Grade 8 with pay increases of

\$21 weekly retroactive to June 18, 1974, a total of 62 weeks. For those, the back pay total was \$3,906.

He ruled also that nine other employees be promoted to Grade 7 from Grade 6, entitling them to weekly pay raises of \$12 retroactive 62 weeks, for a total of \$6,706. He ordered eight other employees promoted from Grade 6 to Grade 8, with pay increases of \$33 per week

retroactive for 62 weeks, this award totaling \$16,368.

International Representative Justin F. Manning prepared and presented both cases for Local 329, assisted by its officers Claire Pluff, Kathy Foley, Regina Svendsen and Ray O'Connor. He notes that over the past 20 years, Local 329 has won approximately 85% of its grievances filed in behalf of unit members against this employer.

OPEIU Adds 150 More in 4 Bargaining Units

In addition to gaining NLRB recognition as bargaining agent for 65 office employees at G. P. Putnam's Sons, Inc., New York book publishing firm, after being upheld on unfair labor practice charges against that employer, Local 153 also became bargaining agent for a unit of approximately 60 employees at the National Bureau of Economic Research, Inc.

In an NLRB-conducted election, the employees who were already organized in an independent association, voted for affiliation with Local 153 by an overwhelming majority of 4-to-1. Business Representative Mike Goodwin led the campaign.

NBER, Inc., analyzes and reports statistical information on a scientific and impartial basis.

These reports are distributed through numerous publications, many of which are subscribers to the service.

International Representative Algimiro Diaz Ayala reports that in Puerto Rico he won a unit of 30 office employees at Santa Rita Farm in an election held by the NLRB, the vote being 8-to-1 for OPEIU representation.

International Representative Brian Fahlman reports that Local 15 has organized a 22-member office unit at Park & Tilford Distilleries, Ltd., in Vancouver, B.C.

Office women airing work gripes advised by legislator: "Don't Agonize, Organize." See story on Page 2.

WHITE COLLAR

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

HOWARD COUGHLIN

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WILLIAM A. LOWE

Secretary-Treasurer

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

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CLC Vice President Calls For International Unionism

Shirley Carr, Executive Vice President of the Canadian Labour Congress, addressed the Eleventh Constitutional Convention of the AFL-CIO in San Francisco in her capacity as fraternal delegate representing the Canadian Labour Congress. During the course of her remarks, Vice President Carr said:

"The critics of international unions forget that there are sound historical reasons behind the growth of international unions. The truth of the matter is that when U.S. corporations fled to Canada to escape their obligations to the working people of your country, and to exploit Canada's low wage area during the decades following the First World War, it was the labour unions in the United States which followed these corporations north. They pursued these runaway firms and compelled them to meet their social responsibilities in their new setting.

In brief, international unions exist on the North American Continent for sound historical reasons which many in Canada find it convenient to ignore. These people are unwittingly playing into the hands of the international corporations in their call for an end to international trade union co-operation. International corporations demand an international union structure—just as multinational corporations now demand a multinational union structure. The one necessarily calls for the other.

"In the United States in recent years, the nationalistic appeal has served to strengthen the hand of protectionism and isolationism.

"In the face of the present accelerating unemployment rate and job losses in the United States, this trend is perhaps understandable. But again, this is the type of trend which the OECD foresaw as leading to divisiveness and the destruction of international co-operation—not only between nations, but between trade unions nationally as well. Again, if we agree that trade union organizations must co-ordinate and harmonize their operations to a greater degree than we have hitherto known, it must be equally agreed that policies which have the effect of endangering this recognized need are not in the best interests of working people.

"The trade union movements of our two countries pioneered international unionism. The challenge for the future is for us now to go forward and to pioneer in the field of multinational trade unionism. It is not the time for either of us to retreat into a narrow and parochial nationalism which, in the end, will spell the doom of our past efforts at co-operation. The corporate community must never be given the satisfaction that such an event would afford to them."

We wholeheartedly agree with Sister Carr whose speech to the AFL-CIO Convention was well made and well received.

U.S. Study Pinpoints How Unions Benefit Employees

What collective bargaining gains for union members is reflected in a new report by the U.S. Bureau of Labor Statistics which reveals a dramatic differential in wages and fringe benefits earned by workers in union establishments above their non-union counterparts.

The biennial report, prepared by the BLS Office of Wages & Industrial Relations, shows union workers drew an average compensation rate of \$5.83 an hour in 1972 compared to \$3.53 for non-union workers.

Unionized workers received an average of 36¢ an hour for paid leave while non-union workers got 13¢. For private pension plans, unionized workers received an average of 23¢ an hour, non-union workers got 5¢.

For life-insurance and health benefit programs, the union worker received an average of 37¢, compared to 13¢ for the non-union employee.

Compensation for workers in both manufacturing and non-manufacturing was higher in establishments in which the majority was covered by collective bargaining agreements than in those in which none or a minority was covered, the BLS noted.

N.Y. Office Women Air Work Gripes

Legislator Advises: "Don't Agonize; Organize!"

As many female office workers in New York City see themselves, they are underpaid, subjected to employment exploitation and sexual harassment, often prohibited from joining unions or receiving overtime pay, rarely accorded respect, locked out of promotions and discriminated against because they're black, Hispanic, too old or too young.

About 280 secretaries, typists, stenographers, receptionists, bookkeepers and administrative assistants recently filled a Y.M.C.A. auditorium for a speakout. Their voices were loud and angry as they described their lot to a panel of six officials of Federal, state and city employment-rights agencies.

The hearing was an outgrowth of a survey conducted recently in which 15,000 questionnaires

were distributed to discover how women viewed their working conditions. Preliminary returns indicate widespread dissatisfaction among women office workers.

The testimony by 14 witnesses—seven spoke anonymously for fear of retribution by employers—corroborated the survey findings. Each woman addressed herself to a different form of inequity.

One told how she had been ordered by a gentleman to get him some coffee. She refused, feeling that was not her job as a secretary. It turned out that he was a Vice President. "Twenty minutes later, he told me I would have to leave my job by noon that day," she disclosed.

Another related how she had been dismissed from one job when she refused to have dinner

with a boss who had been separated from his wife. "Another I worked for," she said, "would remove some of his clothes—his socks, shoes, shirt—when I came into his office."

The panel members urged the women to seek redress through government agencies, but Assemblyman Seymour Posner, chairman of the New York State Assembly Labor Committee, told the women:

"The answers are not in new legislation or in raising the consciousness of your employer. You're not about to do that. You must do what the coal miners, the hospital workers, the teachers did: Organize. Don't agonize, organize; that's the only answer."

This union has been constantly advising women office workers for years to do just that.

Wall St. Unit Wins 18% Wage Hike

American Exchange Also Yields First COLA

Wage boosts totaling 18% plus a new cost-of-living escalator, in addition to more liberal vacations and other fringe benefit improvements were won by Local 205 in a new two-year agreement renegotiated for its bargaining unit at the American Stock Exchange, according to President John Brady.

He says the new pact calls for a 12% general increase in the first year, with a further 6% across-the-board raise in the second year, in addition to the COLA based on the BLS Consumer Price Index for the New York area.

The new agreement provides more liberal vacations, calling for four weeks after 12 years of seniority (was 14), and five weeks after 23 years (was 25).

The maternity benefit was raised to \$880 to cover all costs (was \$330), while major medical was increased to \$50,000



SIGN NEW AGREEMENT: Members of Local 205's negotiating team are shown with officers of the American Stock Exchange after signing new two-year agreement. From left are Joe Tomosulo, Ron Croce and Rey De Francisco, Local 205 committee members; Joe Gulich, Jim Neil, Exchange President Paul Kolton, and Bob Dill, negotiators for management; Local 205 President John Brady, Vice President Bernie Molnar, and committee member Tom McNamara.

from the previous \$15,000 figure.

The new agreement includes an improved automation clause, providing up to \$400 for re-

training (was \$150). It also calls for special payments in certain areas of the American Stock Exchange as well as free emergency room care.

Maine Unit Bests Employer Wins First Dispute With I.P.&P. on Upgrading

A dispute over upgradings of certain office positions brought to arbitration by Local 442 in Jay, Maine, with the International Paper Company, resulted in a victory when the arbiter ruled in favor of the Union in the first grievance it ever filed since the bargaining unit was organized seven years ago.

The union contended that the upgrading of certain positions within the bargaining unit was an arbitrable matter. On the other hand, the company claimed that the upgrading of rates for these classifications was a contractual matter that had been finalized during collective bargaining and, therefore, the Union was foreclosed from seeking further increases through the grievance procedure during the life of the contract.

The Union argued that its request for upgradings, when not agreed to by the employer, constituted a dispute which should be handled properly under the contract's clause covering complaints or disputes.

In upholding the Union's position, Arbitrator Arnold M. Zack held that the Union's claim of post-negotiation job

changes did indeed raise the claim of inequity and, as such, should be processed through the full range of the grievance and arbitration procedure to determine the merits of these changes.

International Representative Justin F. Manning prepared and presented the case for Local 442, assisted by President Roy Waitt and past-President Ron Deane.

How to Get the OPEIU Message To Those Still Unorganized

Each one of us can offer a ray of hope to the unorganized in these days by telling them what the OPEIU has accomplished and is accomplishing for its members. This is the educational process that must precede successful organizing and, in this respect, each member can participate actively each month by passing along our Union publication to some individual still outside union ranks in the white-collar field.

Delegates Attending North Central OPEIU Educational Conference



Approximately 100 delegates from the North Central Region attended the Educational Conference held at the Midway Motor Lodge in La Crosse, Wisconsin. Above group poses for picture beside the swimming pool.

Texas Gen. Dynamics Unit Signs 37-Month Contract

A new 37-month agreement renegotiated by Local 277 for its office unit at General Dynamics in Fort Worth, Texas, raises the maximum in the lowest grade to \$5.03 an hour and to \$7.13 an hour in the top classification, plus cost-of-living adjustments, President - Business Manager J. B. Moss reports.

The first increase of 3%, added to a wage catch-up of 46¢ an hour, became effective September 22. Additional increases of 3% become effective on the two anniversary dates in 1976 and 1977. The shift differential was increased to 25¢ an hour.

Moreover, he says, a 61¢ an hour COLA in the old contract was frozen into base pay and the cost-of-living formula was

improved to provide one cent for each 0.3 increase in the CPI with adjustments to be made on a six-month basis.

Three additional holidays were negotiated in the new agreement which will provide a mini-vacation in the second and third years during the week of Christmas and New Year's. Several jobs in the bargaining unit were also upgraded.

Substantial improvements were gained in pension and insurance coverage, retirement benefits were increased for affected employees, and new dental and prescription drug plans added. Sick leave accumulation was extended to 55 days.

The new agreement runs to October 29, 1977.

Olin Unit Wins Big in New Pact \$30 per week Wage Boost Gained in 1st Year

A \$30 per week wage boost retroactive to July 1 plus another 4% to take effect November 3, and an additional 10% to become effective next May 3, highlight a new two-year agreement renegotiated by Local 87 for its office unit at Olin Corporation, chemical firm at Lake Charles, La.

Local 87 Business Manager Jim Compton reports that in the final year of the contract the starting rate for the lowest office classification will be \$5.23 an hour. In the top classification of maintenance clerk, the starting rate will be \$9.24 an hour.

In addition to the above, he says that reclassifications of office employees into higher groups provides a seven-year wage schedule with annual raises. This change, he notes, will result in pay increases as high as \$83 per week for some employees.

Fringe benefit gains include a tenth holiday, the day after Thanksgiving; maternity leave with accrual of seniority and normal sick leave; hospital insurance improved to \$50 for room and \$750 maximum services, and maximum payment increased to \$20,000.

AD&D was increased to \$190 from \$150, and retirement plan benefits raised to \$10.50 per month times years of service (was \$9). Life insurance coverage was boosted to \$19,000 per individual. All benefits are at no additional cost to the employees.

7.8 Million Jobless

Some 7.8 million workers were "officially" unemployed in September, and this figure doesn't include those who have given up looking or who are working reduced hours, according to the U.S. Department of Labor.

McDonnell received a congratulatory letter from International President Howard Coughlin praising her long service to the OPEIU and her dedication to the white collar union movement.

We wish these two stalwart union members many long and happy years in their retirement.



SIGNING CONTRACT: Seated is Olin Works Manager Steve Cupach signing new contract. Standing from left are Joel Robbins, OPEIU committeeman, Mrs. Velda Barrett, OPEIU committeewoman; Business Representative Leo Bourgeois, Local 87 Business Manager Jim Compton, and Fred Smallwood, Olin Industrial Relations Manager.

Two OPEIU Veterans Retire



RETIREEES CONGRATULATED: Offering their best wishes to the two OPEIU members who retired (from left) are: Philip K. Vance, Brown Company comptroller; Local 247 Vice President Rita Sarad, Helen Dudley and Helen McDonnell, and Charles L. Kirkpatrick, Brown Company Vice President and General Manager. Standing in back are Personnel Manager Joseph Ofarcik and International Representative Justin F. Manning.

Fellow employees held a retirement party in Holyoke, Mass., for Helen McDonnell, Sec.-Treas. of Local 247, who had served the Brown Company for 50 years, and Helen Dudley, another OPEIU member, who had been with the company for 33 years.

Sister McDonnell was the first

and only Local 247 Secretary-Treasurer since she helped organize the Brown Company's office force 25 years ago. Local 247 also represents the office employees at National Blank Company in Holyoke. Local 345 represents Brown Company office employees in Berlin, N.H. Upon her retirement, Sister

Employees on U.S. Juries Gain Rights in Senate Bill

Responding to an age-old complaint by organized labor that union members are prevented from performing one of their democratic duties and privileges—serving on all kinds of juries—the U.S. Senate passed a bill that increases daily fees for federal jurors to \$25 from \$20. Even more important it:

1. Requires employers not only to reemploy employees after their jury duty, no matter how extended, but also to reemploy them at their former seniority status and pay, and
2. Requires employers to classify workers on jury duty as on furlough or leave-of-absence for purposes of insurance and other benefits.

And to top it off, the Senate bill specifies that a worker may not be fired, except for cause, for at least one full year after returning from jury duty.

AFL-CIO Invites Unions to Observe Bicentennial

All AFL-CIO unions will be asked to demonstrate their job skills, their products and union history in connection with the nation's Bicentennial celebration next year by participating in observances on local, state and national levels.

In the nation's capital much of the union activity will center on the Mall, the large grassy

expanse between the Capitol and the Washington Monument.

Individual unions will be asked to participate for at least five days and invited to continue for another five days if they wish. Emphasis will be on contemporary workers but the historical traditions of the labor organizations will also be given attention.

Educational Materials Available For Members

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

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

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

AFL-CIO Publication

Write: Pamphlet Division
AFL-CIO Department of Publications
815 16th Street, N.W.
Washington, D.C. 20006
(Order by number as well as title.)

Community Services and Consumer Information

42. *Working Together . . . The key to jobs for the handicapped (Revised)*—11 pp.

Published: June 1973. Price: 10¢ per copy; \$7.50 for 100. Labor's program for effective cooperation to aid the mentally and physically handicapped and to insure them equal opportunity in employment.

47. *Consumer, Beware! (Revised)*—22 pp.

Published: July 1968. Price: 15¢ per copy; \$13.50 for 100. A popularly-written pamphlet about hidden high costs in some forms of installment buying.

52. *What Every Worker Should Know About Alcoholism (Revised)*—Leaflet.

Published: March 1967. Price: 3¢ per copy; \$2.50 for 100. A discussion of the disease of alcoholism, and the means and facilities available to help those afflicted.

56. *AFL-CIO Song Book "Sing Out Together."*

Prepared by the AFL-CIO Department of Education. Revised 1974.

65. *Services for the Unemployed*—Leaflet.

Published: March 1967. Price: 5¢ per copy; \$4.00 for 100. The union's role in helping organize community assistance for the unemployed outlining the various avenues open to help meet the crisis of joblessness.

140. *Debt Counseling*—Leaflet.

Published: March 1967. Price: 5¢ per copy; \$4.00 for 100. A look at money management problems and the union's role in helping set up counselling services in the community and generally educating on consumer problems.

144. *Adjusting to Automation*—36 pp.

Published: January 1969. Price: 40¢ per copy; \$35.00 for 100. A guide to the major collective bargaining advances designed to humanize the impact of spreading automation and technological change. Seven aspects of the problem are examined and analyzed and specific developments are detailed.

145. *Security in Time of Need*—32 pp.

Published: March 1974. Price: 30¢ per copy; \$25.00 for 100. A primer and analysis of the entire scope of social insurance and welfare programs in the United States and labor's concrete suggestions as to the steps that must now be taken for those who depend on the system for survival.

147. *Drug Abuse*—Leaflet.

Published: December 1969. Price: 3¢ per copy; \$2.50 for 100. A concise and factual discussion of the nation's drug problem, its characteristics and what unions can do to help their members and the community at large.

149. *The Occupational Safety and Health Act*—31 pp.

Published: September 1971. Price: Up to 100 free; over 100, 25¢ per copy; \$200 per 1,000. A guide to the Occupational Safety and Health Act—what it covers, how it works, how to use it including basic data on where and how to file complaints, as well as sample forms, and charts on adopting standards, review and enforcement.

(To Be Continued)

Joe Finley's Book Details

(Continued from page 1)

significance and interest to all admirers of former President Harry S. Truman is evidenced in a picture of our International Officers pinning a union badge on President Truman and making him an honorary member of our International Union at our Kansas City Convention in 1962. The work of Henderson B. Douglas, who served as Director of Organization from 1953 until his death in 1968, is also outlined.

Our Local Unions have sent in a large number of orders for the hard cover and paper back editions to Secretary-Treasurer Bill Lowe at our Washington office. Readers will find this book most interesting. The OPEIU, after a very shaky start with a small membership, now stands almost 100,000 strong and is larger than two-thirds of the nation's labor organizations. We urge you to read "White Collar Union" and pass it along to your fellow organized and unorganized friends. The hard covers can be obtained through the OPEIU at \$6.00 per copy and the paper backs at \$1.55 per copy, plus shipping charges.

Goodby—at last

Upon retiring from an office job he had held for 25 years in Colchester, England, and after being presented with a gold watch by management, Bert Goodchild delivered this speech to assembled well-wishers.

"This is the happiest day of my life, because I won't have to come here again. I want no memories of this place. I've had enough. Conditions where I work are disgraceful. I'm glad to be leaving."

Gould Batteries Unit Wins 41.6% in 3-Year Pact

A package of wage gains and fringe benefits valued at 41.6% over three years was wrapped up in a new contract renegotiated by Local 311 for its bargaining unit at Gould National Batteries in Kankakee, Ill., Vice President Billie D. Adams reports.

It calls for a 50¢ across-the-board hourly increase in the first year, 45¢ in the second, and 42¢ in the third. In the final year, the new pact sets a starting hourly rate of \$4.38 in the lowest office classification rising to a \$4.78 maximum, and \$5.13 in the top grade rising to a \$5.63 maximum. Fringe benefits are valued at 11¢ an hour.

Included is a new holiday bringing the annual total to 11, as well as more liberal vacations. Several changes were made in contract language.

Health-welfare coverage was beefed up to provide \$100,000 major medical coverage, increased maternity benefits and for lab and diagnostic x-rays, and an improved A.D.&D.

The pension plan was liberalized to provide vesting after 10 years with no age limit, together with early retirement, disability pension benefit and a supplement to Medicare.

The OPEIU negotiating team assisting Adams included Local 311 President Stan Wright, Kathy Compton, Judy Kerouac, Jean Graham and Audrey Cook.

Professional Unions Moving Fast Ahead

The fast-growing Council of Unions for Professional Employees will take a "visible profile" before government agencies and will try to improve the lot working life" of women and increase their union participation.

The young professional council, organized less than eight years ago, represents a million workers in various professional sectors. Its membership has grown 20% since 1973. The OPEIU is a member of the council.

Portland YWCA Unit Makes Gains In New Three-Year Agreement

Wage gains totaling 90¢ an hour over three years plus a cost-of-living allowance were won by Local 11 for its office unit at the Young Women's Christian Association in Portland, Ore.

The new contract calls for raises of 40¢ an hour across-the-board in the first year, 25¢ in the second, and another 25¢ in the third, bringing the weekly wage scale in the lower grade to \$123.60 in the final year, and \$145.60 in the upper grade.

The COLA to be applied to hourly rates calls for 1¢ an hour for each 3¢ CPI rise, effective October 1, 1976, based on the difference between the CPI figure for September 1, 1975, and that for August 31, 1976.

The employer agreed to pay \$19.64 a month per employee for coverage under the Blue Cross or Kaiser Foundation Health Plan, and to contribute 10¢ an hour to the OPEIU's Western States Pension Plan in addition to the savings and security plan already in existence.

200 OPEIU Members Eligible to Attend CLUW Convention

Over 200 OPEIU members have joined the Coalition of Labor Union Women (CLUW) since its founding in March 1974, and are eligible to attend this year's convention to be held at Cobo Hall, Detroit, December 5 to 7.

Major focus of the weekend confab will be on the adoption of a national constitution. OPEIU has long recognized and applauded the contributions of women to the labor movement and urges all eligible members to participate. Coupon below is for their convenience:

clip and mail: OPEIU, 265 West 14 St., N.Y., N.Y. 10011

- I plan to attend the CLUW Constitutional Convention.
- I would like to join CLUW. Please send information.

Name _____

Address _____

Local Union _____

Employers Liable For Office Parties, Says Court Ruling

The California Supreme Court ruled that an employer who sponsors or allows office drinking parties is responsible for the injury or death of a worker resulting from intoxication.

The unanimous opinion said the family of a Los Angeles workman, who became drunk at an office party and was killed when he drove into a railroad signal pole on his way home, is entitled to death benefits under workmen's compensation.

The Workmen's Compensation Appeals Board refused to grant death benefits to his widow who appealed to the supreme court.

The court said that because the company authorized and encouraged afterwork gatherings, this indicated that they benefited the company and, consequently, the workman was still functioning within the scope of his employment.

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	
September	161.7
October	163.0
November	164.3
December	155.4
1975	
January	166.1
February	167.2
March	167.8
April	168.6
May	169.3
June	169.6
July	162.3
August	162.8

Canadian Price Index

Statistics Canada
Base 1961=100

1974	
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
May	181.3
June	184.0
July	186.5
August	188.4