from the desk of the

PRESIDENT

One-Sided System of Justice

Certain newspapers and magazines would have the public think that organized labor is too powerful and is responsible for many of the ills in our nation today. These media point out the size of the organized labor movement, but generally neglect to add that almost four out of five workers in the United States today are unorganized. The same media would have you believe that business is over-regulated and that businessmen as a whole are treated unfairly by the government as compared to the “favored” treatment accorded organized labor leaders.

A recent article in The Wall Street Journal points out the fact that the opposite is true. Top officers of numerous corporations have been found guilty of unlawful use of company funds for political purposes and have generally been let off with a slap on the wrist. On the other hand, one labor leader was found guilty of making illegal contributions to politicians running for office and was not only found guilty but given the maximum sentence of three years in jail to deter “others in a position of trust.”

Some years ago I had the privilege of attending an off-the-record meeting with former U.S. Supreme Court Justice Arthur Goldberg. In discussing capital punishment, Justice Goldberg stated that never in the history of this country has a wealthy man been executed. The policy of one type of justice for those who represent money as opposed to those who are without money is still being carried on today.

Northrop Corporation, the Ashland Oil Company and Phillips Petroleum Company were all found guilty of creating and illegally disbursing corporate slush fund for political purposes. They were not subjected to jail sentences and all three men today are continuing to run Northrop, Ashland and Phillips. The Wall Street Journal writer said that men of this stature might be assumed to have personal standards that would rule out illegality, particularly when it consists of efforts to subvert the American political process.

The Wall Street Journal article expressed surprise that the Boards of Directors of the three companies not only condoned the actions of their executive officers but issued expressions of support for the wrong-doers. Directors of two companies even sought to excuse the illegality of their actions by arguing that such practices were widespread or that they did not know that these laws were being enforced.

Obviously, when the public and particularly the younger generation sees a one-sided system of justice or lack of it, the moral character of our nation must decline. A Harris Poll noted that the number of Americans expressing a great deal of confidence in business leaders has dropped from 55% to 27% between 1966 and 1973.

The use of slush funds for illegal political purposes was not confined to Northrop, Ashland Oil and Phillips Petroleum. Companies known to have made illegal contributions of corporate funds to President Nixon’s 1972 campaign included some of America’s largest such as Gulf Oil Corporation, Goodyear Tire and Rubber, Braniff Airways, American Airlines, and Minnesota Mining and Manufacturing Company. One of the most curious and the political contributions through a bank in Switzerland.

Most of the businessmen who have been accused and found guilty of making illegal political contributions have not only gotten off with nothing more than light fines and admonitions, but still head up their respective companies. George M. Steinbrenner 3rd is still Chairman of American Shipbuilding, despite the fact that he was found guilty. Orin E. Atkins is still Chairman of the Board of Ashland Oil Company and is paid a salary of $314,000 a year. Harding L. Lawrence, despite his guilty plea, is still Chairman of the Board of Braniff International. Thomas V. Jones remains the

(Continued on page 2)

$5-Million Packet Gained By 1,500 at N.J. Blue Cross

Employer Attempt to Cut Benefits Backfires

The Blue Cross/Blue Shield of New Jersey, court-admittedly the best of any in the nation for such units, was further impaired by the recent agreement that gained Newark Local 32’s 1,500 unit members an extra $5-million in wages and fringe benefits over the life of the 44-month agreement.

Negotiated wage increases of 11% to 13% in each year will raise the average pay rate for the group from $5.24 to more than $7 an hour by September, 1978, when the agreement expires.

The new contract which contains the longest existing sick leave plan (up to 200 days a year for employees with five or more years of service), provides 14 paid holidays, four personal days and up to five weeks vacation after 25 years of service, was further enriched by a new flextime schedule in selected departments.

It contains improvements in clauses covering promotions, transfers, job bidding and layoffs, while retaining restraints on management doing bargaining unit work, subcontracting and assignment of mandatory overtime.

In fringe benefit areas, life insurance was raised to $5,000 per individual. Insurance coverage for hospital-medical expenses was greatly improved, as well as that for disability and the Dental Plan. It was also agreed that present and future retirees will receive major medical coverage.

Sales, service and field claim representatives, who use their own cars on company business, will be entitled to a 15c mileage allowance. The employer also agreed to pay 90% of liability and collision insurance premiums.

On the contract’s anniversary date, the parties will meet again to evaluate the gasoline

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White House Fellowships

Offered to Union Applicants

Outstanding individuals between the ages of 23 and 35, associated with organized labor, are invited by the President’s Commission on White House Fellowships to apply for select internships as special assistants to the Vice President and to members of the Cabinet and of the President’s principal staff.

Each year, these fellowships are awarded to between 14 and 20 high-achieving individuals. Purpose of the program is two-fold: to bring into federal government the vigor of youth, and to provide the private sector with individuals who have a thorough understanding of working knowledge of government processes at the federal level.

A brochure describing the program, together with an application form or any additional information, may be obtained by contacting the President’s Commission on White House Fellowships, Washington, D.C., 20415. Phone (202) 382-4661.

Initial Pact Wins 40% Wage Gain

Vancouver, B.C. Strike Ends in Victory

A shorter workweek with pay raises approximating 40% gain over the pre-union scales, three weeks vacation after one year plus major advances in health-welfare and other fringe benefits were won by Local 378 in an initial one-year agreement for its new 1,800-member office unit at the Insurance Corporation of British Columbia, in Vancouver, B.C., which administers automobile insurance for the province.

Local 378 President Fred Trotter reports that the settlement was reached after a 15-week strike in which the new union members stood firm, their only income being strike benefits paid by Local 378, supplemented by an additional $268,000 from the International Union’s Strike Benefit Fund.

The settlement calls for an initial 15% wage boost (or $100 a month minimum-boost) effective to June 1, 1974, another 8% retroactive to November 1, 1974, a further 6% retroactive to September 1, 1975, and an additional 6% to take effect March 1, 1976.

On that date, office pay in the lowest grade will be $660 per month, compared with the $476 pre-union scale which existed on June 1, 1974. Trotter revealed that the company offered only a 15% increase after the strike had lasted 12 weeks but the employees rejected this offer by an overwhelming 85.5% vote, insisting on a “fair first contract.”

Agreement was finally reached after the Insurance Commission made recommenda-

(Continued on page 3)

Veterans’ Day Reverts to November 11 in 1978

The House of Representatives by a vote of 410 to 6 passed a bill to return observance of Vet-

(Continued on page 2)
Until this year, strikes by professionals and white collar employees were rare events. But a new militancy is emerging among this type of worker, especially among professionals who until recently regarded unionism as beneath their dignity.

Inflationary pressure has no respect for dignity so doctors, nurses, teachers and other white collar groups no longer hesitate to walk out as the only way to find a solution for their grievances when other means fail.

In Toronto, Canada, 330 unionized nuclear scientists—most holding four and five university degrees—staged a walkout that tied up $6-billion worth of atomic power projects in that country.

In this issue, President Howard Couglin reveals that so far this year strikes have cost the OPEIU's Strike Benefit Fund roughly $750,000 since January sent by 6,000 union members forced to withhold their labor by recalcitrant managers.

Significantly, the disputes in most cases were not over pay or economic issues, but revolved around unions' unilateral attempts to exact benefits that had been won through collective bargaining down through the years.

The growth in white collar strikes this year reflects the changing temper of this class of employee. They are no longer willing to be pushed around by arbitrary management resorting to outdated tactics in labor relations. The new white collar worker won't stand for it any more.

Both office men and women, as well as professionals, are now ready to fight for their rights. They realize that in Unity There's Strength, and without that strength gained through unionism and collective bargaining they are helpless in the hands of big employers or large corporations.

Unwelcome as strikes are both to members and their Union, nevertheless they prove that when white collar employees are unionized then and only then do they fully realize their own strength.

Fighting Unionism Is Costly

A Chicago management consultant calculates that the average employer spends $124 per employee to fight union representation during the course of an election run by the National Labor Relations Board.

Even if management wins, consultant Woodruff Imberman figures legal costs, productivity lapses, and lost worker and supervisor time while the union is their "organizing drive," he notes, "Is hard to stomach and is quite expensive."

The $124 cost total is reached by adding an estimated $19 a worker to hire special legal talent; $27 for worker pay and overhead during captive audience anti-union meetings; $58 for an average 8% dip in productivity while campaigning goes on; and $20 in executive pay for fighting the union.

The estimates assume a four-week campaign in an average-sized U.S. town with $24 an hour in wages and fringe benefits. For larger plants with over 1,000 employees, the cost is less—about $102 per worker.

Non-union employees should give the above figures some thought, keeping firmly in mind that it's their legal right to join a union and enjoy the benefits of collective bargaining. For example, the average anti-union employer will spend $12,400 in an effort to keep the union out if he has an office force of 100 employees. He spends $1,000 for legal talent to find loopholes to delay the representation election to deprive his non-union employees of their legal rights. Why?

Because the anti-union employer knows only too well that when collective bargaining is duly installed in an office, his costs in wages and fringe benefits will run far higher and his profits will be that much lower.

Consequently, the anti-union employer gambles that if he can give his employees a "paternalistic snow-job" that he is their "friend" while the union is their "enemy," interested only in collectivizing dues, he has much to gain and nothing to lose.

On the other hand, by voting for management in an NLRB election the non-union employee actually is voting against his own best interests.

White Collar Militancy

The First Women's Bank in New York is expected to open its doors for business this month after several delays, due to the recession and remodeling of its premises in the Ritz Tower Hotel on East 57th Street.

Its president is Madeline McWhinney who had been the Federal Reserve Bank of New York's first female assistant vice president. It will be the first of many others planned in cities across the nation.

One of the primary reasons for establishment of women's banks is that they have found that women have been held back from executive jobs due to lack of opportunity for training and promotions, three steps ahead in the new industries.

While there are a good many women's associations for savings and loans and for credit unions scattered across the country, at present there are no women's banks giving full banking services.

But following the New York lead there are now at least seven other women's banks in various stages of organization, with two planning to open next month in Los Angeles and San Diego.

A women's group in Greenwich, Conn., would like to open a bank this fall. One in San Francisco has April as its target. Another in Washington, D.C., is about to apply for a charter and hopes to be ready for customers next summer. A Seattle group also hopes to make it around the same time.

A Scottie group has not yet applied but is ready to do so, and in several other cities there is also talk of organizing women's banks.

Curiously, not all this new activity has been inspired entirely by feminism. In Los Angeles, the group organizing the First Women's Bank of California reveal that a man is going to be president and chief executive officer.

In Greenwich, the women who are organizing the First Women's Bank & Trust Company cannot be considered a feminist group either. It's strictly a business venture," one said. Although this is one of the women's banks which disavows feminism, it has only one man among its 14 organizers, and is counting on having a woman as president.

It plans to have other women on the boards and in executive positions.

So far, nothing has been heard from any of the proposed women's banks on what labor policies they will follow in hiring rank-and-file staffs, whether they will copy the policies of existing banks or allow their new staffs to unionize and negotiate decent wage scales and promotions.

If the new women's banks do plan to operate with unionized staffs, a public announcement of this policy would reflect a new enlightened attitude that would have a powerful appeal to new depositors among both men and women trade union members and labor organizations.

But, if they don't, the latter will conclude that these women bank organizers are merely capitalizing on the present popularity of the feminist movement. And, if those now active in the labor movement also will become disillusioned and, undoubtedly, will draw a similar conclusion.

Organized labor will watch this new banking development with deep interest because it gives these women pioneers a golden opportunity to set a new trend in this anti-union industry heretofore entirely dominated by reactionary male bankers.

Women's Bank Opening in N.Y. City

Seven Others Planned Elsewhere; Will They Go Union?

Washington, D.C. Local 2 Wins COPE Trophy

Local 2 members worked 1,516 volunteer hours for COPE, the highest number for any group in the Greater Washington Central Labor Council. Local 2's First Vice President Margareta Crampoton volun-

At award ceremony from left are Maryland State & D.C., AFL-CIO COPE Director Ed Lamen, WAD Director Patricia Steelt, President Bob Petersen, Greater Washington Central Labor Council, holding trophy; Local 2 First Vice President Margareta Crampton, and President Nick Fernano, Maryland State & D.C., AFL-CIO.

October, 1975
Insurance Company Pickets at Entrance to Office in Vancouver, B.C.

Initial Pact Wins 40% Wage Gain

(Continued from page 1)

However, Trotter explains, both management and these employees were willing to try out the three-day week although the Union Negotiating Committee had strong reservations on the increase of daily work over eight hours, and the fact that the majority would have to work Saturdays. Job classifications and evaluations will be dumped by a four-member Joint Union-Management Committee with equal representation. This committee will work out the life of the agreement with the employer paying the full costs.

Further benefits in the vacation clause, which provides three weeks after one year, were negotiated at the time because the majority of the employers had two years or less of service.

The corporation also agreed to bear the full cost of coverage under the Medical Plan, Extended Health Benefit Plan, Dental Plan (70% and 50% co-insurance) and the Group Life Insurance Plan, equal to one year's salary for the individual, plus the cost of the Short-Term Disability Plan providing up to 15 weeks pay for any illness paid at the rate of 100% and 75% of pay based on service.

On the other hand, the Union will be responsible for initiating and maintaining a Long-Term Disability Plan to become effective when benefits expire under the Short-Term Plan. The employer will administer this plan, with employees paying full premium costs.

Trotter notes that this was "a long and, at times, a bitter dispute." Although ICBC is a Crown corporation, it used many strike tactics as a result of which the B.C. Federation of Labour early in the dispute branded the corporation's service as "hot.

Despite these pressures, he says that the 1,000 unit members remained "strong and determined" to gain their objective of a fair first contract. He noted that "even though the vast majority never had an union experience before, no more than five new bargaining units organized in various parts of the country, according to latest reports from the field.

Regional Director J. Oscar Bloodworth says that Local 367 won a 40-member office unit at Armour Foods in Memphis, Tenn. The campaign was led by Local 367 officers Rhonda Boynt, Pat Parker and Anne Lea Murphy.

International Representative Gary Kirkland reports that Local 100 in Pasco, Wash., organized a 60-member office unit at Bovee Meat Co.'s construction company, winning the election by a 2-to-1 margin.

Local 42 President Mabel Holleran reports that three smaller office bargaining units have been organized in Detroit, two of which were credit unions. They are Michigan-Columbus Credit Union and Clark Credit Union of Jackson. The other included the office staff of the Postal Workers of America in Detroit.

OPEU Strike Fund Paid Out $750,000 Since Start of Year

The OPEU Strike Benefit Fund has distributed some $750,000 in payments to 6,000 members in the U.S. and Canada forced into strike situations by recalcitrant employers since January, 1975, with Canadian members receiving 38% of the total, President Howard Coughlin reveals.

Although four major strikes, in terms of people involved and duration, accounted for the bulk of the disbursements numerous other small units received weekly benefits which enabled the strikers to withstand the shutdown until an equitable settlement was obtained, he explains, adding:

"Without the help of the Strike Fund, some of these strikes might have been lost. There would have been greater incalculations of strike-breaking and, in most cases, the final settlement would not have been as favorable to the employees."

He notes that Blue Cross/Blue Shield strikes in Newark, N.J., and Buffalo, N.Y., were caused by employer attempts to massacre existing agreements, and that the Insurance Corporation of British Columbia strike was resorted to in order to obtain a fair initial contract. The Electric Boat strike in New London, Conn., came about because of the employer's efforts to change drastically long established rules, he disclosed.

Other OPEU strikers had equally valid reasons for "hitting the bricks," he said, emphasizing that in every case all possible avenues for resolving the difficulties, short of a strike, were exhausted. In no case was there a scintilla of evidence that a strike was caused by unreasonable demands of the Union, or as a result of irresponsible actions by the leadership.

Below are listed some of the principal bargaining units involved in strike activity and the payments they received from the OPEU Strike Benefit Fund:

Local | Bargaining Unit | Received
---|---|---
378 | British Columbia Insurance Corp., Vancouver, B.C. | $2,650,510
32 | Blue Cross/Blue Shield, Newark, N.J. | 200,000
106 | Electric Boat Div., Gen Dynamics, New London | 160,000
212 | Blue Cross/Blue Shield, Buffalo, N.Y. | 50,620
3 | No. California RCIA Pension Fund, San Francisco | 1,764
57 | Dominion Stores, Ltd., Montreal, Montreal | 7,604
15 | Two Strikes in Vancouver, B.C. area, Canada | 6,990
61 | American Standard Corp., Louisville, Ky. | 4,360
29 | Two Strikes in Oakland, California | 3,840
471 | Brownsville General Hospital, Redstone, Pa. | 3,652

$5-Million Packet Gained by 1,500 at N.J. Blue Cross

(Continued from page 1)

price situation and readjust the mileage allowance at that time, if warranted. But the gains did not come easily.

Had it not been for the militancy of the 1,500 dedicated members of Local 32 who endured a lengthy and costly strike, the final agreement would have been a hollow shell. The strike was precipitated on June 5 by Blue Cross/Blue Shield management which unilaterally imposed a program that would have wiped out previous contract gains. This would have:

- Permitted management and supervisory employees to perform bargaining unit work at will.
- Denied grievants access to arbitration.
- Allowed subcontracting whenever management found it necessary.
- Imposed a stringent absente control program that would have resulted in mass firings or disciplinary action against employees illegitimately.
- Penalized those legitimate ly ill by withholding sick leave benefits for the first two days, and reducing all sick leave accumulation of 90%.

Forced to strike in order to maintain standards gained through 35 years of collective bargaining, Local 32 members persevered with unyielding solidarity through the long hot summer. Their determination attitude in refusing to compromise on any major issues finally convinced management that it could not win.

After numerous bargaining sessions, the final one lasting 29 hours around-the-clock, a new agreement was hammered out which retained the key provisions of the expired contract and incorporated the improved wage and fringe benefits in the new one.

At a meeting on August 29, more than 1,300 employees by an almost unanimous vote ratified the new settlement and returned to work on September 2. Prior to the strike, the Local 32 negotiating team of Lida Ronches, Arlene Aquilini, Esther Hooks, Kevin Krikorian, Philip Piseco, Ralph Walsh, Robert Hausman and John Ronches was headed by Business Manager Nicholas Illiano.

After visiting the picket line in the third week of the strike, Director of Organization Art Lewandowski was assigned to assist Local 32 in an effort to bring about an equitable settlement of the strike. The International Union's Strike Benefit Fund distributed more than $520,000 to the embattled strikers which helped to maintain their spirits and solidarity.

Local 32 was also assisted by International Representatives Fitzmaurice, Manning, Dwyer and Porcaro in their strike activities, while Business Representatives from New York Local 153, one of the largest union locals anywhere and the largest white collar local in the nation, crossed the Hudson River to demonstrate their moral support by walking the picket line with the New Jersey Blue Cross/Blue Shield employees.
Sift Big Business Bribery Abroad
Senate Finds Millions Spent on Political Gifts

For some years multinational corporations have been sifting American workers for jobs that the American people are now beginning to get a picture of some of the "ethics" of the multinational corporation.

One of the most revealing was the admission by the Chairman of Gulf Oil Corp., before the Senate Foreign Relations Subcommittee on Multinational Corporations, that his company paid $15.5 million in foreign bribery and technical fees to local political parties in South Korea, Bolivia and other countries as a cost of doing business.

Gulf's Bob Dorsey said a payment of $1 million was made in 1966 and $3 million in 1970 to Korean President Park Chung Hee's ruling Democratic Repub-

lican Party prior to national elections.

Dorsey also admitted that Gulf paid $460,000 to former Bolivian President Rene Barri-

citos. His political party then contributed $23,000 of the money, through a Brinco bank, for a "public education pro-

gram" to finance Arab propag-

ganda in the U.S.

The latest development gives new dimensions to the multi-

tinational corporation and international politics which has included:

- United Brands Company admitted paying $1.25 million to Honduran officials.
- Northrop Corporation, a defense contractor, being charged by the Securities and

Exchange Commission with dis-

busing $150 million abroad in "sales and commissions" without adequate records.
- Mobil and Exxon admitting making political contributions exceeding $5 million in Italy. Al-

though these payments may be legal, the ethics are still in question.
- More developments are prom-

ised as the Senate Multination-

als Subcommittee continues its investigations on a measure that would prohibit bribery of foreign

officials.

(See Coughlin's column for comment on the impeachment of a labor leader while big busi-

ness tycoons go free for making similar [illegible] political contributions.)

Large Gains Made in Two Paper Pacts
Nekoosa Edwards, IP&P Agree to Big Pay Boosts

A package of wage boosts and fringe benefits, estimated at 23.94% over two years and valued at more than $686,000, was won by Local 95 for its 225-member unit at Nekoosa Edwards Paper Co. in Wisconsin Rapids, Wis., Interna-

tional Representative Mike Coghlin reports.

The agreement calls for a 10% wage increase across-the-board in each of the two years, and in the second year a bonus in recognition of more than two years service was won by Local 378 for its 412-member unit in Wisconsin.

The retirement plan was upgraded to provide vesting after 10 years. Benefits in the first year were increased to $8 per month times years of service (was $7), with a further boost to $9 scheduled for the second year.

In the first year, major medical coverage is increased to a lifetime maximum (was $25,000) with the family

Vancouver, B.C. Unit Scores Big Gains in New Pact with Inland Natural Gas Company

Wage gains ranging from $178 to $246 per month with a new pact that the unit negotiated in a new two-year contract renegotiated by Local 378 for its unit of office and technical employees at Inland Natural Gas Company in Vancouver, B.C.

Local 378 President Fred Trottier reports that the new pact sets a starting minimum unit rate of $675 in the lowest office grade, rising to $810 maximum. In the top classification it calls for a starting monthly rate of $1,289, rising to a $1,567 maximum.

Effective December 1, a COLA will take effect providing 3% at each hour for one point in the second year, with an additional 3% in the third year. The COLA is in excess of 2% for the period April 1, 1975, to Sept. 30, 1975, with the March 1975 index of 168.5 as the base. This could add approximately $38 extra to monthly pay scales.

The vacation schedule was liberalized to provide four weeks after eight years' service (was

New Vancouver, B.C., Unit Wins Big Initial Packet

Wage gains ranging from more than $1,000 per year in the lowest classification to $2,700 in the second year, plus $350 each as settlement pay to cover the period of negotiations were won by Local 15 for its new bargaining unit at Farano Ltd., Vancouver, B.C., in a

initial one-year agreement.

Business Representative Bert Mitchell reports that the pact calls for a 37½-hour week, 11

paid holidays and double rates for overtime. It includes two weeks' vacation after one year, and four after five years. Under the new agreement they may request five weeks' vacation in the first through third years. The pact also liberalizes the bereavement leave provision to include step-

parents.

Both parties agreed to main-

tain the benefits of the present health-wage-plan, the employ-

ee and union contributions to the plan, and the additional benefits. The pact provides for improvements in the dental plan and a proposed new non-discrimination clause and liberalizes the bereavement leave provision to include step-

parents.

The agreement also provides a health-wage-plan, including dental coverage, with the em-

ployee paying 75% of the pro-

visions and the employees 25%.

Fired for ‘Misconduct,’ Wins Award for $11,500

June Bollinger of Bakersfield, Cal., a member of Los Angeles Local 30, won a negotiated settlement of $11,500 and her pension when the Union brought her to arbitration after she was discharged by her employer, Local 743 of the Carpenters, for alleged "misconduct.

Employed there for 19 years, Arbitrator Joseph E. Gentile after hearing the case presented by Local 30 Business Representative Bill Roberts ruled that she was not guilty of any misconduct on all issues raised by the employer Union which fired her two years ago.

After winning the case, Local 30 had to file a Petition for Con-

firmation of the Award in California Superior Court when the employer Union fired her again. The arbitrator's ruling. Mean-

while, Roberts was able to negotiate the $11,500 settlement with her former employer who forwarded her a check.

Big Pay Hike
Won at Utility

A 15.8% general wage in-

crease in addition to other im-

proved fringe benefits were gained by Portland Local 11 for its some 100-member bargain-

ing unit in a one-year agreement renegotiated with Public Utility District No. 1 of Clark County, Washington, electricity supplier.

Local 11 Sec-Treas. Stuart W. Croaby reports that the new agreement sets a starting mini-

mum rate of $595 per month in the lowest grade, rising to a $867 maximum, and a starting $1,573 in the top grade, rising to a $1,736 maximum.

It also provides a 20% wage in-

crease ranging from $10 per month for those with more than 10 years of service to $25 per month for those with 25 or more years seniority.

The new agreement changes Memorial and Veterans holidays to the last Monday in May and the fourth Monday in October, and revises the maternity leave section to reflect changes in federal and state law.

It adds a new non-discrimination clause and liberalizes the bereavement leave provision to include step-

parents.

Both parties agreed to main-
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