



# WHITE COLLAR

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

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from the desk  
of the

## PRESIDENT

### Why Giving to VOTE is a Must!

Our International Union for a number of years has publicly supported the OPEIU's VOTE Program and the AFL-CIO's COPE Program. As most members know, it is not legally possible to use the general funds of a Union to assist political candidates whose aims and goals are favorable to those of the organized labor movement. A Union which gives contributions from its treasury to candidates for federal office is subject to criminal prosecution and its officers face prison terms if the prosecution is successful.

As a consequence, the AFL-CIO founded its Committee on Political Education and asks International Unions to make contributions to it from dollars voluntarily contributed by members. The OPEIU, at the same time, established its Voice of the Electorate (VOTE) which accomplishes the same end. While some of these funds are given directly to political candidates who have shown a direct interest in the OPEIU, more than 90-percent of VOTE monies collected is turned over to the AFL-CIO's COPE Program.

White collar employees are notoriously more conservative and non-political than is true of blue collar workers. Thus, most of the money collected and forwarded to COPE by International Unions has been received from blue collar workers. The OPEIU, through your President, and more recently OPEIU Secretary-Treasurer William Lowe, has continually called for greater participation on the part of OPEIU Local Unions in the United States in our VOTE Program. Unfortunately, as yet a number of our Local Unions have not recognized the imperative need for large scale participation. This is due primarily to the failure of leaders of these Locals to recognize the damage that can be done by politicians to the organized labor movement and those now unorganized, and collective bargaining in particular.

Obviously, if it wasn't for the presence of the AFL-CIO, the only voice representing working people in Washington, the Congress and some Presidents would have enacted legislation more damaging to labor than the laws already on the statute books. The same is true of the various State Legislatures. Despite the work of the AFL-CIO, however, some 19 states have passed laws outlawing the union shop. The above has been said time and time again.

But a recent decision of the U.S. Supreme Court should be an eye-opener for those of our Union who still refuse to recognize the danger that exists to the collective bargaining process. By a 5-4 majority of the U.S. Supreme Court, the door was opened to prosecution of all Unions under federal antitrust laws despite strong precedents and two lower court decisions to the contrary. The dispute in question, which went to the Supreme Court, involved the Plumbers Union and a general contractor in Dallas, Texas—the Connell Construction Company.

This company sought to void an agreement it signed promising not to employ non-union plumbing subcontractors in its work. The agreement was signed after a Local of the Plumbers picketed the job site in order to organize non-union subcontractors in the Dallas area. A Federal District Court ruled that picketing to secure a subcontracting clause is not unlawful. An Appellate Court panel last year took the same position, termed the Local's goal of organizing non-union subcontractors legitimate, and held that the Local's efforts to achieve the goal were immune from antitrust prosecution.

Much to the surprise of everyone, the U.S. Supreme Court decision dealt organized labor a major setback by expanding the circumstances in which Unions can be sued under federal antitrust laws. The Court upheld the right of the Connell Construction Company to sue a Plumbers and Steamfitters Local under the federal antitrust laws. The majority of the Court, headed by Nixon

(Continued on Page 4)

## Buffalo Blue Cross Unit Wins \$3-Million Package

A 24% salary boost plus a cost-of-living allowance were gained by Local 212 in a 33-month agreement covering its 585-member clerical unit at Blue Cross/Blue Shield for Western New York in Buffalo, Business Manager Emil Steck reports.

An initial 6% salary increase takes effect immediately with additional increases to be paid at 5½-month intervals. Other 6% increases will be paid in June 1976 and April 1977, with 2% increases scheduled in January 1976, November 1976 and September 1977.

According to Steck, the total

economic package raises employees' salaries an average of \$1.61 an-hour over the life of the agreement and will cost the company more than \$3-millions.

The agreement provides full rather than half-holidays on the days before Christmas and New Years and includes an employer-paid dental plan. In addition, the contract calls for improvements in hospitalization, surgical, major medical and prescription drug plans.

Federal mediator George O'Keefe, who participated in the negotiations, says the contract also contains language changes

in about 50 or 60 different areas including technological displacement and subcontracting. He adds that the employer agreed to investigate a flexitime program.

Noting that other health plans have such programs, O'Keefe says that there's a possibility that the employer would institute flexitime on a trial basis.

The new agreement runs to April 25, 1978. OPEIU Vice President Bill Adams assisted in the final phases of the negotiations.

## New NLRB Ruling Aids Organizing Aimed at Employers Refusing to Bargain

Employers illegally blocking union organizing drives may find their unfair labor practices costlier under a new National Labor Relations Board ruling.

In a 4-to-1 decision the NLRB ruled that remedial orders against employers found guilty of refusing to recognize or bargain with a union take effect on the date the unfair labor practices began.

Previously, the bargaining remedy order took effect on the date of the board's decision, allowing employers to profit by continuing their unfair labor practices during lengthy NLRB proceedings and court appeals.

The new policy ruling came in a case involving a wholesale grocery firm in Albany, N.Y., and a union which tried to organize the firm's warehouse employees. In effect, the decision revises the remedial procedures specified in the NLRB's Steel-Fab ruling issued a year ago.

Citing deficiencies in the past date-of-decision remedial bargaining order, the board said:

**"In some instances, this left unremedied an employer's unilateral changes in working conditions made after a union had established its majority status. This led to the unwanted**

**result that an employer, by committing serious unfair labor practices, could delay the holding of an election indefinitely . . . and insure himself a substantial period of time until the board issued a remedial order, during which he would not have to deal with a union."**

Signing the majority decision were NLRB Chairman Betty Southard Murphy and Board Members John A. Penello and Howard Jenkins, Jr. Member John H. Fanning concurred and Ralph E. Kennedy dissented.

## Kaiser Reopener Yields Solid Gains Adds 10% Pay Boost, Shift Rate and Longevity Increases

A 10% across-the-board wage increase or a minimum of 40¢ an hour, a 5¢ increase to 30¢ an hour in the shift differential and a 5¢ an hour longevity increase for employees with 10 or more years of service, in addition to other im-

provements were gained by Local 443 for its bargaining unit at Kaiser Hospitals Foundation in San Diego, Cal., Regional Director John Kinnick reports.

He said these gains highlight a reopener in the final year of a three-year contract. In addi-

tion, the employer agreed to designate one full-time bilingual (Spanish-English) employee for each shift at the medical center to provide 24-hour, seven-day coverage with a similar arrangement for each clinic facility during its hours of operation.

Effective October 1, the agreement provides that those so designated shall receive a \$5 premium per day period in addition to their regular pay.

It was also agreed to advance the LVN classification to a position midway between Grades 3 and 4, and to make a job study of aide-orderly and linen room attendants with any improvements to be retroactive to July 1, 1975.

The dental plan was improved to a maximum payment of \$750 per case and coverage was expanded to dependent children up to age 19.

### The Union Bank in Tacoma Signs Initial OPEIU Pact

An initial contract, calling for a union shop and dues checkoff, has been signed by Local 23 for its new bargaining unit at The Union Bank in Tacoma, Wash., Business Manager Frank E. Fennerty, Jr., reports.

It provides for minimum starting monthly salaries of \$515 in the lowest office grade and \$730 in the top classification; eight paid holidays; two

weeks vacation after one year; three after five, and four after 10 years.

Sick leave of 12 days per year is cumulative to 60 days; three days bereavement leave, and maternity leave not to exceed six months. The employer agreed to pay in full for medical, dental and vision care insurance. The initial two-year contract runs to July 1, 1977.



## WHITE COLLAR

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

HOWARD COUGHLIN  
President

WILLIAM A. LOWE  
Secretary-Treasurer

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

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## AFL-CIO Sees Deeper Slump

At its recent meeting in Chicago, the AFL-CIO Executive Council warned that there is a "very real danger of a deeper, more serious recession in the near future" caused by:

- The Federal Reserve Board's reimposition of a tight money policy with interest rates increasing.

- Another great grain giveaway to the Soviet Union which will boost already intolerably high food prices and shorten domestic supplies.

- Runaway fuel prices resulting from the Administration's energy policy and the crude oil price increases planned by the Arab-dominated cartel.

- Failure of the Administration to lift housing construction out of a depression.

- Insufficient governmental actions to stimulate a genuine recovery and put America back to work.

- Continued weak consumer purchasing power and low consumer confidence from economic uncertainty.

"In short, the future is bleak," the Council notes, "What is needed is substantive government action, not optimistic, groundless press releases. The Administration must abandon economic policies designed to benefit giant corporations and banks at the expense of the American people.

"The Congress must not fear the veto. It must continue to enact programs that will put Americans back to work and turn the economy around quickly from the precipice of another economic calamity."

Letters from OPEIU members to their Representatives and Senators, urging support for organized labor's program to put America back to work, could help stimulate action now so badly needed on the part of the Congress.

## Do You Have a Dental Plan?

Despite the economic slump, there has been a sharp increase in dental health insurance plans as a union-negotiated, company-paid benefit, according to American Dental Association President L. M. Kennedy.

Dr. Kennedy estimates that "by 1980 over 75% of the population will have some form of dental coverage." A recent ADA survey disclosed that "all" of the nation's 500 largest corporations expect to get a push for dental insurance from their unions in upcoming negotiations.

While the majority of OPEIU contracts now call for dental plan coverage paid for by the employer, some bargaining units have overlooked negotiating this fringe benefit for members. When such contracts come up for renewal, negotiating committees should make sure that an employer-paid dental plan is on the agenda.

## An Appeal to Nonunion Women

We call the attention of our members to the appeal made by the president of the Danish Office Workers' Union for women to play a greater part in the trade union movement. (Story on page 4).

Compared with the United States, Denmark is a very tiny country where office employees can be numbered in the tens of thousands whereas in North America they can be numbered in tens of millions. Yet, the Danish Office Workers' Union has 120,000 women members, 70% of whom are under 30 years of age.

Membership in the OPEIU in the U.S. and Canada still hovers slightly under the 100,000 mark, thus the Danish Office Workers' Union makes ours a pygmy by comparison when one gives a moment's thought to the office forces involved.

Were U.S. and Canadian office workers as union-conscious as their Danish counterparts, the OPEIU could have a membership totaling in the millions. It points up the need for greater educational efforts in North America, especially among younger women office workers.

This is a task every OPEIU member can perform by talking up the benefits of union membership to friends or acquaintances in unorganized offices. Better still, when you have read *WHITE COLLAR* please pass it along to someone still outside our Union. Unless the seed is sown, there can be no harvest. It's something to think about.

## Solzhenitsyn

# Soviet Dissident Warns the West On Dangers of Detente With U.S.S.R.

Soviet dissident Aleksandr Solzhenitsyn, Nobel prize-winning Russian author, made an emotional plea to the West to stop "giving up, giving up," to Communism and to adopt a firm stand for human freedom.

It was Solzhenitsyn's first speech in the U.S. following his arrest and deportation from Soviet Russia last year. He was the guest of honor at a dinner sponsored by the AFL-CIO in Washington, D.C., attended by 2,400 unionists, government officials and representatives of the religious and academic communities.

His second speech was given in New York, attended by 1,000, and sponsored by the N.Y. State Federation of Labor. Some of the points he made in the two speeches should interest our members because both were inadequately reported in the media.

Deploring 30 years of concessions by the West to Communism, Solzhenitsyn declared that "power with continual retreat is no power at all." Identifying himself with his trade union audience, he pointed out that during his eight years in Soviet slave labor camps he worked as a laborer, bricklayer and smelter.

He then traced the history of Communism from the October 1918 revolution, with the shooting of workers in Petrograd seeking to organize an independent factory committee, the crushing of strikes in 1921 and the killing of more strikers in 1923, down to the present.

"Strikes for better pay or better working conditions were viewed as counter-revolutionary," he said. "After the revolution, there was never such a thing as a free trade union. He warmly praised "the American Labor Movement that has never been blinded to mistake slavery for freedom."

Deploring the "strange and surprising alliance" between "our Communist leaders and your capitalists," Solzhenitsyn traced the "continuous and steady support by the businessmen of the West of the Soviet Communist leaders," adding: "Their clumsy and awkward economy, which could never overcome its own difficulties by itself, is continually getting material and technological assistance."

He said that only recently the Soviet government was extremely interested in acquiring technological technology after it was exhibited in Moscow, "and your businessmen were willing to sell it. Only when a few sober voices here raised an uproar against it was this deal blocked. . . . This is something which is almost incomprehensible to the human mind—that burning greed for profit which goes beyond all reason, all self-control, all conscience, only to get money."



Aleksandr Solzhenitsyn

"And the Communist leaders respect only firmness and have contempt and laugh at persons who continually give in to them."

"Communism has never concealed the fact that it rejects all absolute concepts of morality. It scoffs at any consideration of 'good' or 'evil' as indisputable categories. Communism regards morality to be relative, to be a class matter. Depending on circumstances and the political situation, any act, including murder, even the killing of thousands, could be good or could be bad. It all depends upon class ideology."

Commenting on Angela Davis, Solzhenitsyn said: "Although she didn't have a rough time in this country, she came to recuperate in Soviet resorts. When Soviet dissidents, including some from Czechoslovakia, asked her if she could help those who are being persecuted by the state, she replied: 'They deserve what they get. Let them remain in prison. That is the face of Communism. That's the heart of Communism for you.'"

## Amoco Unit Gains 20.5% Wage Hike in New Pact

Wage gains totaling 20½% were gained by Local 423 in a two-year contract renegotiated for its office unit at the American Oil Company's refinery in Whiting, Indiana, Local 423 President Gerald C. Kalmas reports.

It calls for a 12½% increase in the first year, 1½% distributed as merit increases retroactive to February 24, and 11% as an across-the-board general increase for all employees, retroactive to March 6.

In the second year, salary increases will total 8%, with 7%

Declaring that two processes are occurring in the world today. Solzhenitsyn said: "One is a process of spiritual liberation in the U.S.S.R. and in the other Communist countries. The second is the assistance being extended by the West to the Communist rulers, a process of concessions, of detente, yielding whole countries."

Describing the Soviet totalitarian system as "inefficient," he said that without the low interest loans and technological know-how from the West it should be allowed to stand on its own feet for 10 to 15 years. "Then we will see what it looks like. . . . When the Soviet economy will no longer be able to deal with everything, it will have to reduce its military preparations. It will have to abandon the useless space effort and it will have to feed and clothe its own people. And the system will be forced to relax."

"We are slaves, but we are striving for freedom. You, however, were born free. If so, why do you help our slave owners?"

"The leaders who created your country never said—'let slavery reign right next door, and we will enter into detente with this slavery, so long as it doesn't come over to us'."

"A concentration of world evil, of hatred for humanity, is taking place and it is fully determined to destroy your society. Must you wait until it comes with a crowbar to break through your borders, until the young men of America have to fall defending the borders of your continent?"

Copies of a special issue of the **FREE TRADE UNION NEWS**, carrying the full texts of both addresses, are available on request in the following languages: English, Russian, German, French, Spanish and Portuguese from Room 809, 815-16th Street, N.W., Washington, D.C. 20006.

to be applied to general increases and 1% to be distributed in merit increases on the anniversary date.

In the final contract year, it sets a minimum monthly starting rate of \$557 in the lowest office grade, rising to an \$813 maximum. In the top classification, it calls for a minimum monthly starting rate of \$1,093, rising to a \$1,773 maximum.

The OPEIU negotiating team comprised President Kalmas and Vice President Harold Silverman. The new pact runs to March 7, 1977.



# White Collar Unions Step Up Growth

## Public Employees Boost Membership; Women Still Lag

Membership in labor unions and other employee associations based in the U.S. climbed to 24.2 million last year, up 4.8% from 23.1 million in 1972, according to the U.S. Department of Labor.

The increase was the largest two-year gain reported by the department since it began including associations, which aren't strictly regarded as unions, in its totals in 1968.

White-collar membership of all unions and associations continued to grow, so that 24.3% of all union and association members were white-collar in

1974, up from 22.6% in 1972 and 21.8% in 1970. But membership of women remained stable at about 24.9% of all members, the same as in 1972 and up only 1% from 1970.

Those groups defined by the government as "labor unions" in the narrowest sense accounted for 21.6 million of the 24.2 million total, and recorded their greatest two-year growth since the 1966-68 period. The unions gained 700,000 new members, or a 3.4% increase, between 1972 and 1974.

Associations reported 2.6 million members in 1974, up

about 400,000 members, or 17.5% from their 1972 total of 2.2 million.

A key factor in the increase was a continuing flow of state and local government employees into the various groups. In 1974, unions reported 447,000 more members who worked for the government, 18% more than in 1972.

The AFL-CIO, the nation's biggest labor federation, represented 78% of all union members in 1974, little changed from the 79% it included in 1972 and the 77% it had in 1970.

## HEW Revives Plan to Penalize Strikers Department May Deny Welfare Benefits in Labor Disputes

The Ford Administration has reopened an old labor-management dispute by proposing regulations that would deny welfare payments to striking workers.

The proposal was revived without public announcement by Casper W. Weinberger on his last day as Secretary of Health, Education & Welfare.

The regulation would bar benefits, under the Aid to Families with Dependent Children program, to the family of any father excluded by state law from drawing unemployment compensation. Only New York and Rhode Island pay jobless benefits to strikers.

The idea has been advocated for years by the U.S. Chamber of Commerce and the National Association of Manufacturers, who contend that welfare payments give unions an unfair economic advantage in labor disputes.

It is strongly opposed by organized labor and George Meany, president of the AFL-CIO, who say that children and non-strikers would be harmed.

"It is our position that welfare benefits should be available to citizens who are demonstrably in need without regard to the cause," Meany said in a telegram to the new H.E.W. Secre-

tary F. David Mathews, adding: "We firmly oppose the concept of punishing children because their father is exercising the legal right to strike."

After public comment is closed on September 8, the department can make it final at any time after that date.

The Administration earlier had taken a more moderate position in the controversy, and in 1973 allowed states to determine whether they would pay welfare benefits to strikers' families which average \$292 a month. Payments are made on the basis of the number of family members.

## School Unit Scores in New Agreement Major Fringe Benefits, 11% Pay Hike Won in Twin Cities

An 11% across-the-board increase in addition to other fringe benefit improvements were gained in a new one-year contract renegotiated by Twin Cities Local 12 for its bargaining unit at Independent School District 832, Business Manager H. R. Markusen reports.

He says the new agreement calls for a starting monthly salary of \$496 in the lowest grade, rising to a \$662 maximum, and

a \$578 rate in the top grade rising to a \$746 maximum.

The School District agreed to pay \$180 coverage annually for full-time single employees and \$422 for family coverage in a medical-hospital plan; \$5,000 worth of paid life insurance, and \$36 per annum toward a long-term AD&D program. Benefit under the latter plan for employees becoming disabled, because of accident or sickness,

after 90 days will be two-thirds of base salary to a \$1,500 per month maximum up to age 65.

Other new features are a maternity clause, another providing up to six months' leave in the case of child adoption, and leaves for those who need such to transact personal business during working hours.

## Medical Technologists Win \$3,500 Each in New Pact

Across-the-board wage gains totaling some \$3,500 per individual, in addition to other improved fringe benefits, were gained in a new two-year contract renegotiated by Oakland Local 29 for its unit of 250 technologists at Associated Hospitals in the Bay Area, Regional Director John Kinnick reports.

The contract, reached after several months of negotiations and the help of federal mediators, covers technologists at Alta Bates, Herrick, Peralta, Children's, Providence and Merritt Hospitals. The average monthly settlement is \$95 or 55¢ an hour, in the first year, and \$97, or 56¢ an hour, in the second.

As of February 1, 1976, the lowest rate in the agreement will be \$881 per month and the highest \$1,721. On that date,

the new pact calls for five weeks' vacation after 10 years (was 15).

On April 4, 1976, Martin Luther King Commemoration Day becomes an additional paid holiday, and on July 1 next year a 20% improvement in the Pension Plan takes effect. Health-welfare coverage was vastly improved effective July 1, 1975, with sick leave cumulative to 72 days (was 60).

The negotiating team comprised John Kinnick, Local 29 trustee; Gary Spedowski and Roberta Hipolito (Merrick); Deborah Golden and Carolyn Stern (Alta Bates); Billie Bell (Peralta); Bob Dawson and Mas Kyono (Providence); Jacqueline Lum, Marian Franklin and Janet Serni (Herrick), and Irene Torngren and Edward Ramones (Children's).

## Madison School Unit Hits Jackpot Wins Shorter Week, Other Big Gains in Second Contract

A reduced workweek to 38 3/4 from 40, across-board wage boosts of 6 1/2% in each year plus a new longevity pay plan, were among the gains made by Madison, Wis., Local 39 for its bargaining unit of secretaries and clericals at Middleton School District, Midwest Organizing Council Representative Vern Paul reports.

He says the new longevity clause will result in a wage increase of 13% for many employees in the first year, and as much as 30% in the second year over the previous contract.

The probationary period was reduced to three months. Management agreed to a dues check-off, contractual recognition of stewards with super seniority for the chief steward, and recognition of a grievance committee.

## OPEIU Canada Membership Shows Gain of 34% in Year

Canada Director Romeo Corbeil reports that OPEIU membership there, based on per capita payments, in June 1975, totaled 18,211, a net increase of 4,686 or 34%, over the 13,525 total reported at the International Convention in June 1974.

If all the potential members organized, but not yet paying dues, were included, he said the total would be 20,612, an increase of 7,087 new members or a 52% gain for Canada since the June 1974 convention.

## Wide Gains Over Two Years Won by Madison G&E Unit

Wage boosts ranging from approximately 13.5% in the lowest office grade to 16.7% in the top classification, an extra holiday, improved vacations and health-welfare benefits, were gained by Local 39 in a two-year contract renewal for its bargaining unit at Madison Gas & Electric Company in Madison, Wisc.

Midwest Council Representative Vern Paul reports that in the final contract year it sets a starting minimum of \$139.60 per week for beginners and \$278 for those in the top grade. Shift differentials were increased to 13¢ for the first, and 18¢ for the second. Premium pay for Sunday work was raised to 65¢

an hour. The new pact calls for the day after Thanksgiving as an additional paid holiday. Vacations were liberalized to provide four weeks after 16 years (was 17), and five after 23 years (was 24).

The major medical plan was increased from \$50,000 to unlimited, and a provision added to cover x-ray and laboratory expenses up to \$100 for each calendar year.

The OPEIU bargaining team was headed by Rowland Hughes as chairman, and included as members Robert Angell, Iva Farmer, John Statz and Roland Hegge. Alternates were Noel Hayden and Don McCord.

## EDP Employees Discover Joining OPEIU Pays Off

Wage boosts averaging 21% in one year, a 35-hour workweek with flexitime, and an improved vacation schedule were won in an initial contract negotiated by Local 15 for its new 40-member bargaining unit at Central Data Systems (B.C. Central Credit Union), in Vancouver, B.C., President-Business Manager Bill Swanson reports.

He lists pre-union wage rates for the electronic data personnel with the minimum-maximum monthly scales under the initial agreement as follows:

	Pre-union	March 1, 1975	January 1, 1976
Keypuncher Operator	\$ 600	\$ 682-\$ 830	\$ 712-\$ 860
Computer Operator	\$ 780	886- 1,077	916- 1,107
Programmer	\$1,137	1,262- 1,610	1,292- 1,640

The new vacation schedule calls for three weeks after one year; four after five; five after ten, and six after 15.



**SIGN NEW CONTRACT:** Smiling faces reflect happiness with second contract renegotiated by Local 39 with Middleton School District in Madison, Wisc. Front row from left are School Board Spokesman Don Dean, Betty Redmond and Rita Goucher, unit negotiating committee members. In rear row (from left) are: John Woeste, School Board; Bonnie Hanson and Louise Franck, unit committee members, and Vern Paul, Midwest Council Representative. Another committee alternate, Pam Van Slyke, was absent when picture was taken.



# OPEIU Scores For Municipal Unit Ups Pay 18% With Big Benefits in Initial Pact

An 18% across-the-board wage boost, a new health-welfare plan paid for by the employer for employees and their dependents and an agreement to implement a pension plan, highlight an initial two-year contract negotiated by Portland's Local 11 for its new unit of municipal employees in the City of Woodland, Washington.

The agreement calls for a 9½% wage boost retroactive to March 1 last, with another 8½% increase to take effect next January 1 when the rate in the lowest grade will rise to \$576 per month (was \$485 before the contract). It sets a rate

of \$1,039 per month in the top classification, compared with an \$875 pre-union rate).

The pact further provides eight paid holidays; 12 days vacation after one year; 13 after three; 14 after four, and 15 days after five years. After 10 years of service, employees will be entitled to 16 days, with one additional day for each two years of service up to 18 when employees will become eligible for four weeks vacation.

Employees will be entitled to sick leave of one day per month cumulative to 60 days. The employer agreed to provide

group medical coverage for employees, paying the full costs, and to contribute \$10 per month, effective July 1 last, for an employee to enroll his or her dependents. Next March 1, the dependent contribution will be increased to \$18 with a \$48 maximum for coverage of employees and dependents.

The initial agreement also provides for a union shop with dues checkoff.

The OPEIU negotiating team consisted of Sec.-Treas. Walter Englebert, Steward Gary Tivey and International Representative Gary D. Kirkland.

# Giving to Vote is a Must!

(Continued from Page 1)

appointees Chief Justice Burger and Justices Harry Blackmun, William Rehnquist and Lewis Powell—and joined by Justice Byron White—upset all previous Supreme Court precedents which heretofore had held that only concerted activities of unions and employers may be antitrust violations, and found that the simple goal of seeking to organize through the picket line is an antitrust violation.

This means that the Union involved, and any other Union successfully sued in the future, will be subject to punitive penalties which may involve the entire treasuries of those Unions and possibly a good portion of future dues collected. This could very well jeopardize the very existence of such Unions.

Robert J. Connerton, General Counsel for the Laborers International Union, in speaking of the present U.S. Supreme Court, stated: "It is going to rule against the labor movement every time it gets the chance." We agree with Mr. Connerton, particularly if present Justice Douglas retires or dies and is replaced by another conservative of the type of the Nixon appointees.

If a Union can be subjected to antitrust penalties because it insisted that subcontractors be union, what is to prevent this conservative Court from holding that OPEIU contracts which prohibit subcontracting are also antitrust violations? For that matter, what is to prevent this same Court from holding that contracts which require employees to be members of unions are not also antitrust violations?

If the Supreme Court can do to organized labor what the Congress refused to do, just consider what the Congress can do if organized labor is not active in the political field. If OPEIU members think about these possibilities for just a few minutes, it should not take long for them to realize that voluntary contributions to our VOTE Program are a must. Only through the militant—watchdog—alert presence of the AFL-CIO in the Congress and in the legislative halls of the 50 states will the collective bargaining process survive. Giving to VOTE is a must!

## Tacoma Unit Wins 15% Pay Boost

### New Dental Plan Among Benefit Gains at Kitsap

A 15% across-the-board wage boost in the first year, with step increases each six months up to six years, an additional holiday and a new dental plan were among the gains made in a new two-year contract renegotiated by Tacoma Local 23 for its 30-member office unit at Kitsap Physicians Service in Bremerton, Wash.

Business Representative Frank E. Fennerty, Jr., reports that effective July 1, 1976, employees will also get the actual

percentage increase as a cost-of-living allowance based on the Consumer Price Index.

The new pact sets a starting scale of \$561 per month in the lowest grade, rising to a \$587 maximum, and a \$649 rate in the top grade rising to an \$808 maximum.

Columbus Day now becomes a paid holiday. Sick leave may be accrued to 50 days with 50% paid upon termination or retirement. The health-welfare plan was improved to provide

family dental coverage effective July 1, 1976. Travel pay was increased to 15½¢ per mile.

The negotiating committee comprised Fennerty, Patsy Beusch, Executive Board member; Shop Steward Sharon Ballew, Valerie Jurinski and Kris Randall.

## Gives Reasons Why Women Shy Away From Unionism

Max Harvøe, president of Denmark's Office Workers' Union (HK), in an interview with a Danish newspaper, made a strong appeal to women to play their full part in trade unions. HK has 120,000 women members, of whom 35,000 are part-timers and some 70% are under 30 years of age.

Harvøe listed two major problems: one is that too many women workers stay outside the labor movement; the other, that women in the unions do not believe in their own strength.

"It is evident," he said, "that we are faced with very conservative attitudes. Within the family, very often only the husband is unionized and there is a feeling that his union membership covers the needs of the whole family. The working woman, however, should not be dragged into the union; she should feel the need for unionization for herself.

"Among the young members of HK one can see the importance which influence-conscious and self-assured women can have within the trade union movement."

## Insurance Firm's Agreement Wipes Out Wage Inequities

Wage inequity adjustments ranging as high as \$61 per month in addition to a 5%

Named as defendants are John F. Meystrik, Director of the Missouri Division of Personnel; Edward A. Godar, its Director of Personnel, and Harold E. Cox, Viven Link and Lynn Twitty, members of its Advisory Board. Since all funds to pay Division Employees' salaries come from the federal government rather than the state, the suit also names as defendants U.S. Secretary of Labor John T. Dunlop and U.S. Treasury Sec. William E. Simon.

Plaintiffs are Local 511 President Edmond P. Ryan, of Kansas City, Mo.; Vice President Richard Frazier, of St. Louis; Sec.-Treas. John E. Weir, of Independence, and Rec.-Sec. David L. Charley, of Kansas City, Mo.

across-the-board increase were gained by Local 19 for its insurance bargaining unit in a one-year contract renegotiated with the Title Guarantee & Trust Company, in Toledo, Ohio, International Representative John W. Richards reports.

The new pact establishes a union shop, requiring new employees to become members after successfully completing the probationary period. It calls for a wage increase of at least 5% for employees promoted to a higher classification, and for a 10% wage boost when an employee is requested to perform in a higher grade for two consecutive days or for five days in a month.

It also stipulates that an employee involuntarily assigned to an equal or lower rated classification shall continue to receive his or her regular rate.

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



Shown signing contract (from left) are: Valerie Jurinski, Kris Randall, KPS Manager Merrill Wallace, and Patsy Beusch.

## City Hall Employees Gain in Muskegon Heights Pact

Annual salaries of 21 City Hall employees in Muskegon Heights, Mich., were boosted \$877.50 in a new one-year agreement negotiated for them by Local 487, International Representative John W. Richards reports. The first across-the-board increase of \$487.50 took effect last July 1, with a second \$390 boost scheduled for January 1, 1976.

He says the day before Christmas is now a full holiday

(was one-half day), and unused sick leave can be converted into one-half day's pay for each day up to a 100-day total (was 80 days). Job classifications and temporary upgradings were clarified by language changes.

Richards was assisted in the negotiations by a unit bargaining committee comprising Erma Ivory, Rosalind McBride and Lee Gerencer.

## New Missouri Local 511 Files Suit for Equal Pay

Local 511, whose members comprise employees of the Missouri Division of Employment Security (Unemployment Office), has filed suit against state and federal officials to increase the salaries of the division's employees.

Filed in Cole County Circuit

Court, the suit seeks to enforce the provision of a state law which calls for salaries paid to Missouri Employment Security employees to be "comparable" to those paid such employees in other states whose size and volume of operations are similar.

## U.S. Price Index

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

1974	
July	148.0
August	149.9
September	151.7
October	153.0
November	154.3
December	155.4
1975	
January	156.1
February	157.2
March	157.8
April	158.6
May	159.3
June	160.6
July	162.3

## Canadian Price Index

Statistics Canada  
Base 1961=100

1974	
July	168.0
August	169.6
September	170.8
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	186.6