



WHITE COLLAR

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

No. 360

DECEMBER, 1976

17

Christmas Greetings

As 1976 departs we will welcome a new administration in the U.S.A., more friendly to organized labor in the New Year, and in Canada we look forward to success in union efforts there to end wage controls by government.

On these hopeful notes, we wish each and all our members in both countries, active and retired, as well as OPEIU field representatives and staff employees at the International and Local levels, our sincerest greetings for a joyous Christmas and a brighter and more prosperous New Year.

Howard Coughlin
International President

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Secretary-Treasurer

Arthur P. Lewandowski
Director of Organization

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OPEIU Locals Set to Join Councils

Formation of OPEIU Regional Councils to provide better services for members and stimulate new organizing activities throughout the nation, by uniting the resources of smaller and larger Locals, is developing growing momentum, according to Director of Organization Art Lewandowski.

He reveals that two new Councils, already in the formative stages, are likely to become operative early in the New Year, adding that "the concept was given a powerful thrust by the Executive Board at its last meeting when it urged all OPEIU Locals to give careful study to the proposal."

The Board cited the outstanding success scored by OPEIU Councils in Canada which have greatly increased membership there in a com-

paratively short time. Canada now has three Councils in operation.

One is the Central Ontario Council comprising most OPEIU Locals in that province; the second is the Eastern Canada Council numbering some 40 Locals, and the third is the Mid-Canada Council consisting of Locals in Central Canada and the Lakehead region.

The Canadian experience with Councils has been so successful that the first all-national Conference held in Toronto placed on its agenda for future consideration the question of making it mandatory for Locals to join a Council where one exists.

Implementing the Board's action, Lewandowski said that forming additional OPEIU

(Continued on Page 3)

P.I.E. Truck Unit Scores in Pact Oakland Office Group Gains in Benefits, Pay

Wage gains totaling \$1.65 an hour plus two cost-of-living adjustments, with improved health-welfare and pension benefits, a tenth holiday and more liberal vacations were won by Oakland 29 for its 158-member office bargaining unit in a new three-year contract renegotiated with Pacific Intermountain Express for employees at its general office.

Sr. Business Representative Dick Delaney says the agreement calls for a 65¢ across-the-board wage increase in the first year, and 50¢ in each of the following two years. First-year pay hikes will increase salaries from a range of \$4.40 to \$5.56 an hour in the lowest classification to \$6.76 and \$7.25 in the top grade.

He says there will be two uncapped cost-of-living adjustments, an increase of one cent for each 0.4 rise in the 1957-59 CPI on October 1, 1977, and an adjustment of one cent for each 0.3 rise in the 1967 CPI

on October 1, 1978.

Employer contributions to OPEIU's Western States Pension Fund will be increased 7½¢ an hour in each contract year, with similar contributions paid into the health-welfare fund in the first two years. In the third year, employer contributions to the latter fund will be 5¢ an hour.

A tenth paid holiday (floating), and five weeks' vacation after 20 years were added to the contract which runs to October 1, 1978.

During the negotiations non-economic issues, including subcontracting and bargaining unit inclusions, created an impasse. The subcontracting issue was resolved with language identical to that found in the Teamsters' agreement. The other issue was resolved by a clarification of work jurisdiction and an agreement that "four or five" employees previously excluded from the unit would be included.

Little Rock Bakery Unit Wins \$1.12 Hourly Raise in New Pact

Wage gains totaling \$1.12 an hour over two years were won in a new contract renegotiated by Local 105 for its bargaining unit of office employees at ITT-Continental Baking Company in Little Rock, Ark., International Representative Bill Kirby reports.

He says the agreement calls for a 50¢ an hour boost, retroactive to May 8; 7¢ across-the-board on November 11 last;

40¢ next May 8, 1977, and another 15¢ across-the-board on April 2, 1978.

The company also agreed to assume additional costs of insurance coverage that may occur during the life of the agreement. Another gain liberalized bereavement leave. Language changes were made to provide greater seniority protection.

AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS

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|---|--|--|
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815 SIXTEENTH STREET, N.W.
WASHINGTON, D.C. 20008
(202) 637-5000

November 4, 1976

Mr. Howard Coughlin, President
Office and Professional Employees
International Union
265 West Fourteenth Street, Suite 610
New York, New York 10011

Dear Sir and Brother:

There is no question in my mind that the tremendous effort put forth by the labor movement made possible the Carter presidential victory and the excellent results in U.S. House and Senate contests.

Certainly, a key element on COPE's successful political program was the outstanding cooperation and help from International Unions. Our International Unions, in general, assigned more manpower than ever before. In their journals, International Unions provided more widespread and better coverage of the COPE-supported candidates than we have ever had. They helped COPE financially to the limit of their capabilities.

These factors were extremely important in aiding the COPE program and our endorsed candidates.

I want to thank you and congratulate you personally for your own union's contribution and express to you my great pride in the performance of our entire labor movement.

With all good wishes, I am

Sincerely and fraternally,

President

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

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Request From Research Dept.

The OPEIU's International Constitution requires that all Locals send two copies of each new contract negotiated to our Research Department in New York, at 265 West 14th St., with the R-3 Form filled out with details of wage and other gains made, for publication in *White Collar*.

This is the duty of Recording Secretaries of each Local, or where there is a paid staff, of the Business Representative servicing bargaining units.

However, too many Locals fail to observe the requirement so that we can not keep our Research files up-to-date. They completely overlook the importance of this rule, important for the following reasons:

1. We continually get requests from the field from Locals having a contract with a company, which is also under contract with another Local elsewhere, and wish to compare one with the other.

2. Unorganized office employees, who seek to unionize, ask what the OPEIU has accomplished for its members in a similar industry. We need current contracts to reply.

3. We analyze these contracts so we can later suggest possible improvements that may be made in future renegotiations.

Our International staff is limited, but the work involved is steadily increasing with the union's growth, so keeping up-to-date files is a growing problem. It involves checking them repeatedly and then writing to Locals, an expensive and time-consuming process in these inflationary days of skyrocketing costs.

Communication is a two-way street, but we cannot give Locals better service unless they cooperate by sending us current contracts (with the R-3 Form) as soon as they become available.

We urgently request all concerned to cooperate wholeheartedly with our Research Department which is required to handle several thousand contracts negotiated by some 250 Locals, large and small, in this country and Canada.

Plan Future VOTE Drive Now

The election of the Carter-Mondale ticket on November 2 underlines anew the importance of political action and OPEIU's fund-raising program for VOTE. After studying the records of the Nixon-Ford administrations, our Executive Board unanimously endorsed the winning candidates and urged OPEIU members to support them.

Despite the fact that the majority of Americans favored Jimmy Carter, nevertheless the switch of just a few thousand voters in two states could have won an Electoral College majority for the Ford-Dole ticket. Thus, we would have to endure another four years of reactionary policies initiated by Nixon and continued by Ford.

Moreover, a President holds the power to fill vacancies on the U.S. Supreme Court and other administrative bodies whose decisions can be devastating for the average wage-earner, particularly when a majority with an anti-labor bias prevails. The result has been decisions favoring wealth and corporations at the expense of the average citizens.

We feel that the incoming Carter administration, with strong Democratic majorities in the House and Senate, is now enabled to enact measures providing jobs for the jobless, a national health program, and the repeal of Section 14(b) of the Taft-Hartley Act, permitting open shops in some 20 states to discourage unionism.

Although some public apathy was apparent in the recent election, it's obvious that organized labor helped swing the balance in key states, even though a few candidates friendly to labor were defeated.

Two years from now, new elections will be held for all House seats and one-third of the Senate. We must continue to fight for political candidates with pro-labor records—once again as in the past. And we must raise funds again for VOTE at that time.

However, our VOTE appeal can be fully effective only when every Local becomes equally involved in setting up the machinery in advance. The time is now. Members won't contribute unless someone contacts them in person. Without that personal contact no fund-raising drive can be really successful.

Bank Unit Wins 25.5% Pay Hike

Montreal Pact Reached After Long Bargaining

After 10 months of difficult negotiations, Local 434 and Montreal City and District Bank reached a new two-year agreement yielding 25½% across-the-board salary boosts for the bank's 900 employees in the bargaining unit.

Local 434 President Yvon C. Rivard says it calls for a 17½% increase in the first

year, retroactive to January 1, 1976, with a further increase of 8% on January 1, 1977. The settlement is subject to approval by the Canadian Anti-Inflation Board.

He says the new agreement also renews a memorandum of understanding that there will be no staff reduction by attrition unless an employe accepts three months' severance pay;

no reduction of salary or benefits, no subcontracting, and job elimination from the lower grades.

Both parties also agreed to maintain the present high standard of motivation. The Local 434 negotiating team was assisted by Canadian Director Roméo Corbeil and Council Representative Marc Boulard.



BANK NEGOTIATING TEAMS: From left are Local 434 Directors Jean Jacques Brunet, Rolland Bosse, Vice President Monique Giroux, Canadian Director Romeo Corbeil, Local 434 President Yvon C. Rivard; bank management negotiators Jacques Julien, Jean DuBois and Gilles Beausoleil; Local 434 Business Representative Michel Longre, and Serge Bombardier, Local 434 Director.

Canada Unions Protest Wage Freeze

Million Workers in One-Day Strike to End Controls

Canada's first national day of protest succeeded even beyond organized labour's expectations when an estimated 1,054,000 workers stayed off the job to let the government know they want wage controls lifted immediately.

In more than 100 communities from the Atlantic to the Pacific coasts, workers, old-age pensioners, the unemployed and other victims of the government's anti-inflation programmes took part in parades and demonstrations to let Prime Minister Trudeau know how they felt.

They marched in the worst weather—snow, rain, wind, gale warnings and temperatures eight degrees below normal in most parts of the country.

It was, as rally speakers

described it, "the Canadian trade union movement's greatest hour." CLC President Joe Morris told 10,000 demonstrators in Toronto:

"Today is a day like no other in the history of Canada. Today, as you demonstrate in your thousands in this National Day of Protest to voice your strenuous opposition to a system of controls that has made working people the scapegoat for inflation, you are making history.

"Today marks the first anniversary of one full year of struggle to protect the ordinary people of Canada from the injustice of these wage controls. From the beginning, we have stood solidly in opposition, facing the powers of the provincial governments, the fed-

eral government, and the corporate community."

Just about every occupation and trade union was represented among the people who walked off their jobs for the day across the country.

While the British Columbia Labour Relations Board, in a test case, ruled that the workers' action was a legal political protest, the Ontario Labour Relations Board declared the protest to be an illegal work stoppage.

Morris criticized the Ontario decision as "clear proof that there are two standards of justice in Canada." The B.C. board had recognized "the freedoms inherent in a democratic society," he said, but the Ontario board "had denied workers . . . access to those freedoms." He added:

"It is only in exercising the right to dissent that unions have come to learn that the rights of private property supersede their rights as workers and free citizens to protest against unjust laws and arbitrary governments."

Fast Growing Jobs

Employment of credit managers and urban planners is expected to increase faster than the average for all occupations through 1985, according to the latest edition of "Occupational Outlook Handbook," published by the U.S. Department of Labor.

It expects about 4,500 annual openings for credit managers, and says that in the category of urban planners the best opportunities will be for graduates with advanced degrees.

Stewards Awarded Certificates



TRAINING PAYS OFF: OPEIU stewards who recently attended a two-day training seminar in New London, Conn., were later presented with certificates by Vice President Marie Metcalf (standing at left front row) and Local 106 President Ray Winklebleck (standing at right). Seated are Stewards Louise Panciera, Joseph Quattromani and James Macaione. Standing from left are Stewards George Alger, Dave Magin, Claude Patterson, Dave Sullivan and Gerald Katrich. Local 106 represents employees at General Dynamics and Groton Shipbuilders' Credit Union.

Delegates Who Attended Tacoma Conference



Photo shows delegates from Locals in Western states posing between sessions at the OPEIU Educational Conference at the Sea-Tac Motor Inn in Tacoma, Wash., where Local 23 acted as host.

Teledyne Unit Scores Big in New Pay, Benefits Pact

Wage gains totaling \$3,120 per individual with a cost-of-living adjustment, together with greatly improved fringe benefits, highlight a new three-year contract renegotiated by Milwaukee's Local 500 (Chapter 9) for its office bargaining unit at Teledyne Corp., a metal forming concern in Elkhart, Ind.

OPEIU Vice President Bill Adams says that it calls for across-the-board wage boosts of 25¢ an hour in each of the first two years, with a 20¢ increase in the third year. The COLA calls for a 1¢ per hour increase for each 0.4 point rise in the CPI based on the 1967 BLS figure.

New Year's Eve was gained as an additional paid holiday, bringing the annual total to 12. Vacations were liberalized to provide three weeks after six years of service, and four weeks after 12, increasing vacation pay substantially.

Major medical was increased

to \$20,000 from \$10,000 and the \$25 deductible was eliminated. Pension benefits were almost doubled and now call for \$11 per month times years of service, compared with \$6 per month in the previous agreement. AD&D benefits were increased to \$100 per week from the previous \$85, and life insurance coverage per individual was raised to \$4,000, against the previous \$2,000.

Other gains call for the night shift premium to be paid on holidays, and day rates to be raised 8½¢ per hour in one department and 7½¢ in another. The bargaining committee gained super-seniority, and unexcused hours per quarter were raised to 32 from 20.

The company agreed to pay the service charge when glasses are ordered from an employee's own optometrist, and also to a new clause whereby non-bargaining personnel are prohibited from performing work of unit members.

AFL-CIO Offers U.S.-Made Watches to Union Members

The AFL-CIO announces a new discount program that provides American-made union-label L.E.D. digital watches to meet the demand for gifts, awards, prizes or individual use.

Three models are available in yellowtone and silvertone. They range in price from \$36.50 to \$49.50. They are solid state with no moving

parts; have mini-computer accuracy; bright easy-to-read numerals, with a single command button operation.

Individuals or Locals wishing to buy these union-made watches can get full information by writing Union Label & Service Trades Dept., AFL-CIO, 815-16th St., N.W., Washington, D.C. 20006, or call (202) 628-2131.

CLUW OK's J. P. Stevens Boycott

The national executive board of the Coalition of Labor Union Women (CLUW) at a meeting in Memphis, Tenn., noting that more than 40% of the work force at J. P. Stevens textile company are women, endorsed a consumer boycott of the firm and denounced its anti-union activities.

The boycott covers all sheets, table cloths and other products

manufactured by the Stevens company under its own name or other brand and store names.

The CLUW board said ultimate victory for the Stevens textile workers is of vital importance to everyone in the labor movement, pointing out that these workers have been trying for 13 years to obtain collective bargaining representation.

Sees Unions Key to Women's Rights OPEIU Canada Member Says They're Shy At Bargaining

Failure of women trade unionists to serve on bargaining committees has institutionalized discrimination against them even in union contracts, Vivian Zachon, representing Montreal Local 57, told the first CLC Conference of Women Trade Unionists held in Ottawa, Canada.

"Recently one of our OPEIU groups, numbering 75 members, half of whom are women, elected a totally male bargaining committee. Women had been nominated but declined to stand for election to the committee," she disclosed in a panel discussion on negotiating equal pay for women.

"To implement the principles we are fighting for," she continued, "the primary step for women is to work on the bargaining committees and fight for proposed changes in the labour agreement. We must be more energetic in using the mechanism of collective bargaining to obtain women's rights.

"For instance, when daycare is raised as a subject for collective bargaining, we should not let it be dropped for lack



Vivian Zachon

of interest. Speaking out on discrimination faced by women will not be enough, since trade unions continue to negotiate discriminatory benefit plans, separate pay scales for men and women workers, and percentage wage increases that widen the gap in salaries.

"Union bargaining committees need to enforce the principle of equal pay for work of equal value—as passed by the International Labour Organization in 1952 and ratified by Canada in 1972—by striving to eliminate any reference to

jobs being the same or similar.

"If there is a dispute as to the value of a job let it be judged through the grievance machinery on such criteria as skill, effort and responsibility. A related problem in regard to similar, or the same work, is in the language of seniority clauses.

"Many agreements are structured on departmental seniority. If the contract is so worded that it is necessary to have work experience in the same or a similar job in order to fill a vacancy, there is implicit departmental seniority, even if the agreement spells out seniority as bargaining unit-wide.

"With departmental seniority, an employee laid off in one department would have no opportunity to bump into another department. So we might find a woman with 10 years' seniority being laid off whereas a man with far less seniority in another department could continue to work. Seniority clauses, in order to represent women's interests, too, must clearly provide for bargaining unit-wide seniority," she said.

OPEIU Locals Set to Join Councils

(Continued from Page 1)

Councils in this country was given top priority at all Educational Conferences during the spring and fall where Local delegates were strongly urged to adopt this new approach and form Regional Councils.

He cited the following advantages that would accrue to Locals who become Council members: (1) greater service to members in contract negotiations and grievance handling, and (2) the ability to develop and exploit new organizing leads among unorganized white collar employees where such activities are now non-existent.

Now that OPEIU membership is hovering around the 100,000 mark, Lewandowski said that as the Council concept becomes more widely adopted

throughout the nation, this could provide another half-dozen or more Council representatives to augment the efforts of the International's field staff, particularly in new organizing.

"As in Canada," he pointed out, "it would stimulate the growth of smaller Locals which, heretofore, through lack of facilities and resources are now unable to follow up on new organizing leads in their areas."

In the Central Region comprising Wisconsin, Minnesota and Illinois, he revealed that there is intense interest in the Council concept. At a meeting held in Milwaukee, attended by delegates from 14 Wisconsin Locals and chaired by OPEIU Vice President Bill Adams with International Representative Mike Walker participating, a go-ahead signal was given.

It was agreed to work out all the details for submission to the respective Locals so that the plan could be set in operation. He said plans are afoot to organize another Council in the Pennsylvania-Ohio area.

The subject of organizing OPEIU Councils was discussed in great detail at the annual meeting of Staff Representatives held in Chicago last April, Lewandowski added, disclosing that an entire session was devoted to it at the Northeast Educational Conference held in New York City last month.

He said two Councils already exist in this country. One is the Midwest Council covering two states, and the other is the TVA Council servicing employees of the Tennessee Valley Authority in seven states.



from the desk
of the
PRESIDENT

Taft-Hartley 14(b) Must Go!

President-elect Jimmy Carter is committed to sign a repealer of Section 14(b) into law if it is passed by the Congress of the United States. Section 14(b) of the Taft-Hartley Act, as you know, allows individual states in the United States to pass so-called "right-to-work" laws which prohibit union security provisions in labor-management contracts.

As a consequence, 20 states in the United States, mostly in the South, have adopted these laws primarily to keep workers from being organized. By virtue of the enactment of such laws, which inhibit unionism, the average earnings of workers in those states are the lowest in the nation.

For a number of years now, those so-called "right-to-work" states, appropriately called "right-to-work-for-less" states, have been encouraging companies from the Northeastern, Midwestern and Western areas to move to the so-called Sun Belt to take advantage of low taxes, low wages and prohibitions against union security clauses which result in protection against unionism.

The right-to-work-for-less states in the last ten years have been the recipients of large increases in the number of jobs, due primarily to the movement from non-right-to-work areas to right-to-work-for-less areas.

New York State, which is a free union state, lost 213,600 manufacturing jobs between the years of 1964 and 1974 while North Carolina, which is a right-to-work-for-less state, had a net increase of 213,600 jobs. The Sun Belt right-to-work-for-less states enjoyed large increases in manufacturing jobs ranging from 34 percent to 81 percent.

States like New York, Massachusetts, Maryland and Hawaii suffered a loss in manufacturing jobs, while Maine, New Jersey, Connecticut, Pennsylvania, West Virginia, Rhode Island, Michigan and Illinois showed increases ranging only from one to eight percent. Wages in right-to-work-for-less states are for the most part substandard as compared to higher than standard wages in free union states.

The employer forces pushing for right-to-work laws throughout the United States do so under the guise of the free right of an individual to join or not join a union. Their real goal, however, is to cripple organized labor and turn back the clock to a time when labor was unable to bargain collectively for wages, hours and working conditions. Organized labor is anathema to the right-to-work-for-less forces in the United States.

Unfortunately, the people of the United States have not really analyzed this issue. In the United States unions, when certified to represent a unit of workers, have what is commonly known as sole collective bargaining rights. In effect, the union has the legal obligation thereafter to bargain for all of these workers even if some in the collective bargaining unit refuse to join the union. If, after a collective bargaining contract is signed, the union leadership does not seek to represent an employee who refuses to join the union, the union becomes legally liable for damages if the non-union individual brings an action against the union in the National Labor Relations Board or the Courts.

This sole collective bargaining right is different from many countries in Europe where, for example, the Socialist union represents the Socialist workers in a particular company. The Communist union represents the Communists in that same company. The Christian union represents the Christians in that same company, etc.

In order to eliminate the possibility of having more than one union represent workers in the same collective bargaining unit, those who drafted the National Labor Relations Act established the sole collective bargaining idea. Therefore when a union is designated by a majority of workers as the sole collective bargaining agency, it follows that it should legally have the right to ask an employer to sign a union security clause which would call for dues payments by all workers in that collective bargaining unit or the equivalent of agency fees, thus giving to the union not only the legal obligation to bargain for all workers but also a method to provide financing for such representation. Lawyers' fees, arbitration costs and legal suits, which must be paid for by the union on behalf of the members for whom it must legally bargain, can only be compensated as a result of dues payments or agency fees.

Those who oppose union security clauses would have you believe that an employer is obligated to sign a contract containing a union security clause in non-right-to-work-for-less states. They would also have you believe that you must be a

16% + COLA Won by Ladish Units

Milwaukee Firm Also Yields Larger Fringe Benefits

Across-the-board wage boosts of 16% in addition to merit increases, plus cost-of-living adjustments and greatly improved fringe benefits, were gained in a new three-year contract renegotiated by Milwaukee Local 500 for its unit of office and plant clericals at Ladish Company.

International Representative Mike Walker reports that it calls for a general increase of 7% in the first year; 5% in the second, and 4% in the third. The COLA will be paid each six months on the basis of 1¢ an hour for each 0.5 rise in the BLS index (1967=100).

Moreover, he noted, there will be additional increases of 20¢ each five months to minimums and expanded automatic progression ranges for office and plant clericals. Four office classifications were upgraded. They included billing and order processing clerks, and keypunch operators.

During the first year, life insurance coverage for current and prospective retirees are increased from the present \$1,000 to \$1,500. The company agreed to provide also a dental plan for eligible employees and their dependents.

Other first year gains are a tuition refund program of 80% toward tuition and lab fees for employees with one or more years of continuous service up to a \$500 maximum for each employee per calendar year.

In the second year, the maximum rates in grades 3 through 7 will be increased by 5% for office and plant clericals, with rate maximums in grades 8 through 11 raised an additional 10¢ after the 5% general increase.

The vacation clause was liberalized to provide five weeks for those with more than 25 years' service.

In the third year, group life



HAPPY NEGOTIATORS: Smiling happily with the new Ladish Co. contract they renegotiated, the successful team seated (from left) are: Bob Maciolek, Delores Seminaro, John Gurinian, Barbara A. Davitz, and George Nemeth. Standing from left are: Jim Vokes, International Representative Mike Walker, Don Pradarelli, and Barbara Danowski.

and AD&D coverage was increased to \$4,000 for each employee with under three years' service (was \$3,000), and to \$9,000 for those with more than 10 years (was \$8,000).

Pension benefits will be increased to \$9 per month times years of service (was \$8) to a maximum of 30 years. These new benefits shall apply after March 27, 1978, becoming effective on April 1.

The company agreed to an additional floating holiday, bringing the annual total to 12, and during the term of the contract to pay the increasing cost of premiums for hospital-surgical, major medical, dental, group life and AD&D insurance.

The wage adjustments in each year will have a compounding effect on vacation pay, holiday pay, overtime earnings as well as military leave, jury duty, bereavement pay and wage dividends. The agreement runs to April 1, 1979.

member of the union before you can be hired by an employer. This is not true. The employer has the sole right to hire in the United States. The union has no control whatsoever over the employer's hiring policy. In addition, the employer does not have to agree to union security unless the employer, too, feels that a union security clause is in his best interests.

After the Ford Company was organized in the late 30s during the depression, Henry Ford agreed to the union shop. His explanation was very simple. He said that he did not want his employees arguing over whether or not they should pay dues to a union after he signed a union contract. He said, in effect, that he wanted their attention centered solely on the construction of Ford automobiles. He believed in the union shop, and so do most liberal employers. In effect, when a union and employer agree jointly on wages, hours and working conditions, including a union security clause, they are not violating any laws, moral or legal. They are simply being realistic in providing a better atmosphere for the production of the service or product they are selling.

Section 14(b) of the Taft-Hartley Act which allows states to enact right-to-work laws in the United States must be repealed if equality of working conditions throughout our country is to prevail. Through the elimination of Section 14(b), unfair low wage competition in right-to-work-for-less states will be abolished. While President-elect Carter is facing Herculean tasks of combatting unemployment and inflation, and these problems should be given high priority, we cannot allow too much time to pass before tackling the subject of repeal of Section 14(b) of the Taft-Hartley Act.

If you move, send your old and new address, including zip code and social security or social insurance number 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

| | | |
|------|-----------|-------|
| 1975 | October | 164.6 |
| | November | 165.6 |
| | December | 166.3 |
| 1976 | January | 166.7 |
| | February | 167.1 |
| | March | 167.6 |
| | April | 168.2 |
| | May | 169.2 |
| | June | 170.1 |
| | July | 171.1 |
| | August | 171.9 |
| | September | 172.6 |
| | October | 173.3 |

Canadian Price Index

Statistics Canada
* New Base 1971=100

| | | |
|------|-----------|-------|
| 1975 | October | 142.8 |
| | November | 144.1 |
| | December | 144.3 |
| 1976 | January | 145.1 |
| | February | 145.6 |
| | March | 146.2 |
| | April | 146.8 |
| | May | 148.0 |
| | June | 148.7 |
| | July | 149.3 |
| | August | 150.0 |
| | September | 150.7 |
| | October | 151.7 |