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 ease 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

William A. Lowe
Secretary-Treasurer

Arthur P. Lewandowski
Director of Organization

VICE PRESIDENTS

Billie D. Adams
J. Oscar Bloodworth
John P. Cahill

Romeo Cordell
John Kelly
Gary D. Kirkland
Harvey R. Markusen
Fred A. Tretter

VICE PRESIDENTS EMERITUS

George F. Firth
Edward P. Springman

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-care and vacation benefits, a final settlement for 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 $5.36 an hour to 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 25¢ an hour in each contract year, with similar contributions paid into the health-welfare and pension benefits, a first-year contract negotiated with Pacific Intermountain Express for employees at its general office.

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 $5.36 an hour to 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.

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 comparatively 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)

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, 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.

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 comparatively 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)

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, 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.

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 comparatively 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)

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, 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.
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 25.5% across-the-board salary boosts for the bank’s 900 employees in the bargaining unit.

Local 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 employee accepts three months’ severance pay, no reduction of salary or benefits, no subcontracting, and job protection in the event of demerger and employee participation in any new corporation.

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

Plan Future VOTE Drive Now

The election of the Carter-Mondale ticket on November 2 underscores anew the importance of political action and OPEIU’s fund-raising program for VOTE. After studying the records of the Nixon-Ford administration, 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 under the upcoming 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 its jurisdiction. 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.

Stewards Awarded Certificates

TRAVELING 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 Mercier (standing at left front row) and Local 106 President Ray Winklebleck (standing at right). Seated are Stewards Louise Panciera, Joseph Quatramoni and James Macaione. Standing from left are Stewards George Algys, Dave Maguin, Claude Patterson, Dave Sullivan and Gerald Katrich. Local 106 represents employees at General Dynamics and Groton Shipbuilders’ Credit Union.

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 1,554,000 workers stayed off the job to let the government know they want wage controls lifted.

In more than 100 communities from the Atlantic to the Pacific coast, workers, older age pensioners, the unemployed and other victims of the government’s anti-inflation program 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 injustices of these wage controls. From the beginning, we have stood solidly in opposition, facing the powers of the provincial governments, the federal 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.

On this occasion, the 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.

Greene condemned 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 and employees the rights of freedom.” 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 unfair 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 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.
Delegates Who Attended Tacoma Conference

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 Milwau-kee's Local 500 (Chapter 9) for its operating 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 $85 per hour each of the first two years, with a 2% 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 new call for $81 per month times years of service, compared with 36 per month in the previous agreement. ADD 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 1/2% in one department and 7½% in another. The bargaining com-mittee was given super-seniority and unexcused hours per quar-ter 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-bargain-ing personnel are prohibited from performing work of unit members.

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 Zochon, representing Montreal Local 57, told the first CLC Conference of Women Trade Unionists held in Ottawa, Can-ada.

"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 com-mittee," she disclosed in a panel discussion on negotiation equal pay for women.

"To implement the prin-ciples 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 getting the mechanism of collective bar-gaining to obtain women's rights."

"For instance, when day-care is raised as a subject for collective bargaining, we should not let it be dropped for lack 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 per-centage wage increases that widen the gap in salaries."

"Union bargaining commit-tees need to enforce the prin-ciple of equal pay for work of equal value — as passed by the International Labour Organiza-tion 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 it let be judged through the grievance machinery on such criteria as skill, effort and responsibility. A relaxed problem in regard to similar, or the same work, is in the language of seniority clauses.

"Many agreements are struc-tured 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 departmen-tal seniority, even if the agreement spells out seniority as bargaining unit-wide.

"With departmental senior-ity, 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. Senior-ity clauses to reflect women's interests, too, must clearly provide for bargaining unit-wide seniority," she said.

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

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

Three models are available in yellowstone and silver-tone. They range in price from $36.50 to $49.50. They are solid state with moving computer parts, have mini-computer accuracy, bright easy-to-read numerals, with a single command button operation.

Individuals or locals wish-ing 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.

The national executive board of the Coalition of Labor Union Women (CLUW) at a meeting in Memphis, Tenn., noted 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 shoes, table clothes and other products manufactured by the Stevens company under its own name or other brand or store names. The CLUW board said ultimate victory for the Stevens textile workers is of vital im-portance to everyone in the labor movement, pointing out that these workers have been trying for 13 years to obtain collective bargaining representation.

CLUW's Stevens Boycott (Continued from Page 1)

OPEIU Locals Set to Join Councils

Councils in this country were given top priority at all Educa-tional 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 negotia-tions 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 growing throughout the nation, this could provide another half-dozen or more Council repre-sentatives to augment the efforts of the International's field staff, particularly in new organizing.

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

In the Central Region compr-ising 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 opera-tion. He said plans are to organize another Council in the Pennsylva-nia-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 de-voted 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 serving 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, together with those states which have union security clauses which result in protection against unionism, 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 unionization which result in greater business success.

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 man-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, 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 the most 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 usually been 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 see the employer 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 worker is designated in the majority of workers as the sole collective bargaining agency, it follows that it should legally have the right to an employer to sign a union security clause which would call for dues payments by all workers in that collective bargaining unit. Since the employee who receives the 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 are the main function of 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 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 union security unless the employer, too, feels that a union security clause is in his best interest.

After the Ford Company was organized in the late 30's 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 the union or 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 that 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 combating unemployment and inflation, and these problems should be given high priority, we cannot allow too much time to pass before taking the subject of repeal of Section 14(b) of the Taft-Hartley Act.

Happy Negotiators: Smiling happily with the new Labor Co. contract they renegotiated, the successful team from left are: Bob Maciolek, Delores Seminario, John Guruian, Barbara A. Davitz, and George Nemeth. Standing from left are: Jim Vokes, International Representative Mike Walker, Don Pradarelli, and Barbara Danowski.

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.
1516 16th St., N.W. Suite 606
Washington, D.C. 20006

U.S. Price Index

<table>
<thead>
<tr>
<th>Date</th>
<th>Index</th>
</tr>
</thead>
<tbody>
<tr>
<td>October</td>
<td>146.6</td>
</tr>
<tr>
<td>November</td>
<td>142.8</td>
</tr>
<tr>
<td>December</td>
<td>144.1</td>
</tr>
<tr>
<td>January</td>
<td>145.1</td>
</tr>
<tr>
<td>February</td>
<td>144.5</td>
</tr>
<tr>
<td>March</td>
<td>144.3</td>
</tr>
<tr>
<td>April</td>
<td>143.8</td>
</tr>
<tr>
<td>May</td>
<td>146.8</td>
</tr>
<tr>
<td>June</td>
<td>145.7</td>
</tr>
<tr>
<td>July</td>
<td>143.3</td>
</tr>
<tr>
<td>August</td>
<td>143.1</td>
</tr>
<tr>
<td>September</td>
<td>141.7</td>
</tr>
<tr>
<td>October</td>
<td>141.3</td>
</tr>
</tbody>
</table>

Canadian Price Index

<table>
<thead>
<tr>
<th>Date</th>
<th>Index</th>
</tr>
</thead>
<tbody>
<tr>
<td>November</td>
<td>145.7</td>
</tr>
<tr>
<td>December</td>
<td>141.7</td>
</tr>
<tr>
<td>January</td>
<td>141.7</td>
</tr>
<tr>
<td>February</td>
<td>141.7</td>
</tr>
<tr>
<td>March</td>
<td>141.7</td>
</tr>
<tr>
<td>April</td>
<td>141.7</td>
</tr>
<tr>
<td>May</td>
<td>141.7</td>
</tr>
<tr>
<td>June</td>
<td>141.7</td>
</tr>
<tr>
<td>July</td>
<td>141.7</td>
</tr>
<tr>
<td>August</td>
<td>141.7</td>
</tr>
<tr>
<td>September</td>
<td>141.7</td>
</tr>
<tr>
<td>October</td>
<td>141.7</td>
</tr>
</tbody>
</table>

16% + COLAWon 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 month 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 $40 at 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, for current and prospective retirees is 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 rates 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 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 will apply after March 27, 1978, becoming effective on April 1.

The company agreed to an additional flotation 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.