



WHITE COLLAR

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

No. 356

JULY-AUGUST, 1976

17

OPEIU KO's Bank in 2-Hour Strike

N.J. Trust Co. Unit Wins Quick Victory, Big Pay Gain and Bonus

Bank unionism does pay off for militant employees when they stand solidly against arbitrary management for just treatment in a new contract.

This was proved by 351 tellers, clerks and secretaries for the Trust Company of New Jersey—members of Jersey City Local 142—who walked off the job, threw picket lines around the main office and 17 branches for two hours until management agreed to meet their demands. They refused to work without a union contract. It was the first strike in New

Jersey banking history.

Resenting the bank's attempt to dilute working conditions and introduce a six-day week with staggered hours, they also rejected management's proposal for a three-year contract until a marathon 26-hour bargaining session brought about a two-year pact.

The bank employees gained across-the-board raises of \$12 per week in each of the two years, or \$1,872 per individual plus a \$150 bonus in lieu of a cost-of-living allowance, and a major medical plan which pre-

viously had cost each employee \$5.50 per month. Management offered only a \$5 raise.

Under the old contract, the average base pay was \$7,600. The new agreement brings it close to \$9,000 annually. The unionized bank employees earn approximately 25% more than their non-union counterparts in unorganized banks in Bergen, Hudson, Essex and Passaic Counties.

The striking employees re-

ceived enthusiastic support from their OPEIU colleagues at the Hudson-United Trust in Union City, with branches in Cliffside and Hoboken, who promised to join the picket lines after work. But this proved unnecessary because of the dramatic display of union power and solidarity by the Jersey City unit which quickly won victory in the showdown with management.

In a wave of enthusiasm following the victory, the two

unionized banks in Hudson County pledged a united effort in urging non-union employees at other banks in the four counties to unionize also, and make all banking pay scales in the four-county area competitive.

Other gains are an additional holiday which may be taken for personal reasons; sick leave cumulative to 54 days (was 48); bereavement leave liberalized to include father- and mother-

(Continued on page 2)

1st Pact Wins up to 32% At St. Louis Blue Shield

Wage gains as high as 32% over pre-union rates were won in an initial contract negotiated by St. Louis Local 13 for more than half its new 220-member unit at Associated Services of Missouri (Blue Shield), Local 13 President Tom O'Brien reports.

He says the agreement calls for an across-the-board 12% pay boost in the first year; 7% in the second, and a similar amount in the third year. During the negotiations, 120 employees in the new unit got additional merit increases of 6%, and 55 others got wage adjustments as a result of job reevaluations.

He explains that the agreement sets up 15 labor grades with a top maximum salary of

\$1,070 per month.

It calls for three additional paid holidays in the first year, with another holiday scheduled for the second year.

The agreement provides for a full union shop, overtime pay for show up time of at least one hour during the week, and four hours on Saturday. It also provides for seniority, bidding, promotion and layoffs, and full grievance procedures with arbitration.

The negotiating team was headed by Business Representative George O'Brien assisted by International Vice President Bill Adams. It included as members Janet Cartwright, Sue Cutney, Ruby Green, Peggy Metcalf, Beth Paszkiewicz, Marge Ringcamp and Alice Ross.

Minnesota School Unit Votes 5-to-1 for OPEIU

Twin Cities Local 12 reports winning a representation election among 71 school secretaries and clerical employees at Spring Lake Park Special District 16 in Minnesota by a five-to-one margin. Of the 60 who voted, 51 cast their ballots for collective bargaining, according to Business Manager H. R. Markusen.

Los Angeles Local 30 Business Manager Gwen Newton reports winning an election among a group of 60 clerical employees, mostly all women, at Hopper, Inc., in Bakersfield, Cal., against firm management opposition. The vote was 47 for the union, 11 against.

Business Representative Bill Roberts, headed the campaign.

He credits June Bolinger and Beth Reilly, who kept in touch with the leadership of an in-office organizing committee during the campaign, with having a large part in the drive's success.

Business Manager John Ronches of Newark Local 32 reports winning a 40-member unit of administrative professionals on the Cranford, N.J. campus of Union College. The vote was 25-to-3 for union representation with 10 not voting.

International Representative Gary Kirkland reports that he has organized a 30-member office unit at the Weyerhaeuser

Credit Union in Longview, Wash.

International Representative Brian Fahlman reports that Vancouver Local 15 has been certified as bargaining agent for a 30-member office unit at Great Western Steel Industries in Vancouver, B.C., and that proposals for an initial contract have been drawn up.

Schedule Announced For Fall Conferences

Director of Organization Art Lewandowski announces that arrangements have been completed to hold the Fall series of OPEIU Educational Conferences.

The first for the Northwest and Western Regions will be held on Friday and Saturday, September 17 and 18, at Sea Tac Motor Inn, 187-40 Pacific Highway, Seattle, Wash.

The North Central conference will be held Friday and Saturday, October 8 and 9, at the Holiday Inn, 151 St. Anthony at Rice Capitol Plaza, St. Paul, Minnesota.

The Northeast Conference will be held Friday and Saturday, November 5 and 6, at the Summit Hotel, in New York City.

Executive Board Meets; Takes Many Actions

At its mid-year session held at the Summit Hotel in New York City the OPEIU Executive Board took the following actions:

- It strongly encouraged OPEIU Locals in the United States to form Councils to accelerate new organizational programs, noting that establishment of such Councils in Canada had been highly successful in the organizational field.

- Rejected a proposal by the Union Label and Service Trades Department to adopt a universal union label sponsored by it, and acted to retain OPEIU's own union label.

- Authorized OPEIU Executive Officers to prepare certificates to be awarded to members completing Shop Stewards'

Courses as prescribed in OPEIU manuals.

- Approved President Coughlin's action in sending financial aid to the Louisiana State Labor Council to fight attempts to enact a so-called "Right-to-Work" law in that state.

- Accepted with "mixed emotions" the resignation of Vice President Frank Morton who will retire in August. Appoints J. B. Moss, President-Business Manager of Local 277, to succeed him.

- After reading a letter from Local 423 President Thomas J. Zivich, the Board instructed President Coughlin to communicate to Senate Judiciary Committee members our Union's op-

position to Senate Bill S. 2387 which proposes to break up existing oil companies into four separate companies. Acting in behalf of our membership in several oil companies, the Board felt that this bill fails to consider properly the protection of OPEIU members against loss of numerous benefit plans, including savings, health-welfare, job security, retirement plans, promotion from within, seniority in layoffs, automatic progression within job classifications, and sick benefits.

- Heard a report from Fred K. Hoehler, Jr., Executive Director of the AFL-CIO Labor Studies Center, on its activities and numerous plans for the future. The Board was particularly interested in the Center's

program that awards college degrees to those completing the necessary courses.

- Approved a report from Vice President John Kinnick announcing termination of the trusteeship for Oakland Local 29.

- It denied a request from Local 29 members in San Joaquin Valley at this time for a separate charter. The Board felt the request was premature and urged members in the Valley to give the new Local 29 administration adequate opportunity to improve service and organization in that area.

- Denied appeals of four members of Newark, N.J. Local 32 on actions taken by its Executive Board against them for

crossing picket lines last summer during an extended strike at Blue Cross of New Jersey.

- Heard a report from Canadian Vice President Romeo Corbeil and Fred Trotter on the recent convention of the Canadian Labour Congress.

- The Board spent several hours meeting with Aetna Life Insurance Company representatives and OPEIU's pension consultant from the Martin E. Segal Company. As a result, it authorized several actions relative to the OPEIU's International Pension Plan.

Dentists Join OPEIU

First charter granted to N.J. group, See story on page 3.

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

POSTMASTERS, ATTENTION. Change of address Form 3579 should be addressed to Office and Professional Employees International Union, 815 16th St., N.W., Washington, D.C. 20006.



Published monthly at 11200 Prospect Hill Rd., Glenn Dale, Md. 20769. Second class postage paid at Washington, D.C.
Reproduction by the Labor Press of any or all material herein contained is not only permitted, but wholly desirable in the interest of workers' education.

Subscription Price \$1 a Year

Special Events for VOTE

Fund-raising for VOTE (OPEIU's Voice of the Electorate) should be continuous until the elections. Besides soliciting \$2 gifts from each member, Locals could also hold special events that can be fun, gaining publicity and prestige in their communities by reaching the general public.

Fund-raising special events fall into three classes: easy, moderately complicated, and elaborate. Examples are:

Easy: bake sales, voluntary donation coffee parties, garage sales, movie evenings, and bridge parties.

Moderately complicated: progressive dinners, pool parties, pancake breakfasts, pot-luck suppers, tours, ice cream socials, boat rides, square dances, hay rides, raffles and coffee hours.

Elaborate: dinner dances, all-day picnics with games, auctions, a refreshment stand at a county fair. These require advance planning and lots of workers. There's a limit to what can be charged per person, even at elaborate events, so overhead must be kept as low as possible.

When a fund-raising committee is formed, one member should be named to handle publicity. Local newspapers should be informed about the event, when it will take place and where, explaining its purpose to raise funds for VOTE to help elect candidates to public office friendly to white collar workers.

A phone call to newspapers with this information enables them to write up a story. If they cannot send a photographer, someone with a camera can make a picture. Make sure that all in the picture are correctly named from left to right. Photos should then be delivered promptly to all newspapers in the area.

By supporting the VOTE campaign with special events, energetic Locals can help raise vitally needed funds. They will also make themselves better known in each community as well. For both reasons, every Local should take advantage of this type of opportunity marking the nation's Bicentennial.

Support J. P. Stevens Boycott

It isn't often that the entire labor movement is called on to help mobilize consumer pressure on a company in order to help a group of fellow workers.

But the J. P. Stevens Company is so notorious, such a throw-back to an era of labor history that most people thought had been relegated to the archives, that an all-out mobilization is the only recourse.

"If we were to turn away these workers when they need our help the most, we would be denying the entire history of the trade union movement," AFL-CIO President George Meany told delegates to the merged textile unions' convention.

As consumer boycotts go, this will not be easy. The assortment of products and brand names that come from the chain of J. P. Stevens mills poses problems greater than persuading consumers to shun table grapes or avoid a brand of slacks.

The added strength that merger of the two great textile unions created will be needed to lead the boycott, and the accompanying organizing drive in one of the last citadels of union-busting.

The experience with J. P. Stevens and other scowflaw companies has clearly demonstrated the need for a stronger labor law, more stringent penalties and a federal policy that would bar government purchases from a company that persistently refuses to comply with the law.

The AFL-CIO will continue to press for such federal action as it has in the past.

Meanwhile, labor has a job to do that cannot wait. It is up to every union member to help see that union-won wages do not go to profit a company that is bent on destroying unions.

For more than 12 years, the Stevens empire has flagrantly, repeatedly, deliberately defied the law by refusing to accept the right of its workers to organize and bargain collectively.

We urge all OPEIU members to participate actively in the Stevens boycott and persuade all their friends and acquaintances to do likewise.

OPEIU KO's Bank in 2-Hr. Strike

(Continued from page 1)

in-law, and vacations to be taken at any time—previously limited to summer months.

A number of savings and commercial tellers are to be promoted to Grade 7, the bank also agreeing to a joint committee to study some 75 jobs in the categories of messenger, head teller, chief clerk, unit control clerk, keypunch operator, assistant supervisor payroll, settlement and dispatch clerk. If no agreement or review on adjustments is made within 90 days, the matter may be taken to arbitration.

Part-time employees won the right to bid for permanent jobs before outsiders are hired, also gained two 25¢ an hour raises, and the right to grieve under speedier grievance procedures.

Tellers required to travel to different branches gained a 15¢ mileage allowance, of fare refunds if they use taxicabs or public transportation.

The OPEIU negotiating team was headed by 142 Representative Zachary Schneider and Business Agent Lou Saladino. It included Harriet F. Hughes, Dorothy Bradley, Clifford W. Logan, M. Pfeiffer, Gayle Schaefer, and Robin L. Schuch.

Director of Organization Art Lewandowski participated in the final marathon negotiations, along with John Tesauro of the State Board of Mediation.

Founded in 1896, the Trust Company is a subsidiary of Wilshire Oil Company and had assets of more than \$350 million as of June 30, 1975.

Portland Gas Unit Scores Big

Across-the-board wage gains and fringe benefits totaling 19.06% over two years, with a wage reopener in the third, were gained in a new contract renegotiated by Portland Local 11 for its 730-member field and office units at Northwest Natural Gas Company in Portland, Ore.

Local 11 Sec.-Treas. Stuart W. Crosby says the agreement calls for an 8.5% wage boost in the first year, and a similar increase in the second for field employees. Office employees gain 7.5% in each year, and an additional 1% in automatic increments.

A cost-of-living protection clause in each year provides further increases if the consumer price index rises above 4% in either period.

Other first-year gains are an additional holiday, the day after Thanksgiving; shift differential raised to 20¢ an hour for the swing shift (was 12¢), and to 25¢ (was 18¢) for the graveyard shift. Mileage allowance was raised to 15¢ (was 12¢) for those using their personal cars on company business.

Meal allowances were increased to \$3 for breakfast (was \$2.50), and \$5 for dinner (was \$4), and per diem to \$14 from \$12.

The retirement plan is to be

American Income Life Aids Texas VOTE Drive

An amendment to its contract covering 300 office employees of American Income Life Insurance Company at its headquarters in Waco, Texas, has been negotiated by Fort Worth Local 277 in which the employer agrees to provide voluntary check-off of donations by company employees to the Union's VOTE (Voice of the Electorate) fund-raising drive.

Local 277 President-Business Manager J. B. Moss reports that the company also agreed to a similar provision in its national contract covering approximately 1,000 agents across the nation.

Under the agreement, each employee can sign an authorization form allowing the employer to deduct an amount each month designated as his or her voluntary contribution. All monies collected under the agreement will be turned over to Local 277's Secretary-Treasurer within 15 days, with a listing of those making the donations.



Shown signing VOTE agreement is American Income Life Insurance Company President Bernard Rapoport (seated). Standing from left are Chief Steward Julia Olsen, Local 277 President J. B. Moss, and company Executive Vice President Charles Cooper.

amended to include the first year of employment when computing accrued pension benefits, to provide a 50% joint-survivor option at age 55, and to update the past service benefit.

Medical-Hospital maintenance-of-benefits were renewed, together with that of the dental plan. The company agreed to pay into the latter plan the \$1.73 per month previously paid by the employee.

A provision was also added to upgrade part-time district office clerks to classification 5 after they have worked 2,080 hours.

In the second year starting April 1, 1977, employees with

15 years of service become eligible for a fourth week of vacation. Presently, eligibility for a fourth week requires 18 years of service.

The negotiating team assisting Crosby in bargaining for the field employees included Business Representative Wayne Shelton, Chief Stewards John Braaten and Allan O'Brien; Stewards James Sullivan, James Hampton, and Kirk Stanford.

Clerical unit negotiators comprised Crosby, Business Representative Lance A. Meier, Chief Steward Earl Reinertson, and Stewards Pat Coxeff, Loren Nordlund, Nick DuBuvac, and John Wherli.

Coast Jewelry Store Clerks Each Gain \$4,000 Pay Hike

Wage gains totaling more than \$4,000 per individual over three years were won by Oakland Local 29 in a master contract covering office employees in half-a-dozen retail jewelry stores in Alameda County, Calif., Business Representative Ann Coughlin reports.

The contract covers employees at Milen's, Crescent's, Zale's, Davidson & Licht, Gensler-Lee and Jewels by Jacques. It calls for across-the-board raises of

35¢ an hour in the first year, and 30¢ in each of the two following years. Eligibility for step rate increases was reduced from 1040 to 700 hours.

Improvements were also made in clauses covering maternity and bereavement leaves.

Give to VOTE!
Your \$2 contribution now will help elect our friends to Congress.

N.J. Dentists Form New OPEIU Local

A group of 52 dentists and dental assistants from North Jersey has been granted an OPEIU charter as Dental Professionals and Assistants Union Local 492, with headquarters at 27 Orient Way, Rutherford, N.J. The charter members practice at offices in Bergen, Passaic and Hudson Counties.

Dr. Robert H. Levine of Cranston, N.J., Local 492 President, who has circularized 5,000 dentists and 10,000 dental assistants in the state inviting them to join the new union said:

"Dentistry now is not just a dentist-patient relationship. It is a dentist-patient-third party triangle with either the state or a variety of insurance programs. We need representation in dealing with those third parties."

He told a news conference at the Inn or Trenton that more than 80% of his practice is now third-party programs, adding:

"We're offering each dentist, dental assistant and other asso-

ciated professionals throughout the state of New Jersey an opportunity to join us in Local 492. We offer a full insurance program, courses, lectures and publications. Our plans include lobbying efforts with our own paid lobbyist, full visibility in Trenton, and an activist role in state politics."

In presenting the charter to the new Local, President Howard Coughlin said that "organized labor is opening the door towards organization of dental professionals. This will result in quality care and reasonable prices for all citizens of New Jersey. Our union people will welcome you with open arms."

New Jersey State AFL-CIO President Charles Marcianie warmly welcomed the new Local, saying: "We are very happy to see more and more professionals organizing. We welcome this new union to our state and pledge to them our full cooperation."

Expressing disenchantment



Dr. Robert H. Levine receiving Charter for new Local 492 from OPEIU President Howard Coughlin.

with the American Dental Association, Dr. Levine said: "I am saving \$315 in not paying county, state and national ADA dues this year. Instead, I am paying \$10 per month so that I can control my own future instead of leaving it to one-term government administration or an eighteen-year-old secretary for some insurance company."

Study Finds Union Workers Fare Better by 16 Percent

The average wage of a union member last year was about 16 percent higher than that of a non-union worker performing the same job, says a study prepared for the Federal Council on Wage and Price Stability, according to the Associated Press.

Princeton University Professor Orley Ashenfelter, who conducted the study for the inflation-monitoring agency, said the average black male gains most by being a union member, with wages 22 percent higher than his non-union black counterpart.

Frank Morton Retires at 68

Vice President Frank E. Morton announced to the Executive Board at its New York meeting that he was retiring at age 68, and tendered his resignation which the Board accepted with regret.

It then adopted a resolution commending his valuable services to the OPEIU for more than 30 years, appointed him a Vice President Emeritus, and named Fort Worth Local 277 President-Business Manager J. B. Moss to fill the vacancy. Both live in Fort Worth, Tex.

versity, when he joined the Aluminum Company of America. He soon became interested in the union movement, helped organize workers there and later served in numerous union capacities with the Aluminum Workers of America.

In 1946, he was assigned to the OPEIU in its early days as an AFL organizer, serving in that post until 1955 when he was named an International Representative. In 1960, he was appointed Regional Director for the Southwest Region and elected an OPEIU Vice President.

He has long been active in Tarrant County, Texas, politics, and has served as a delegate to numerous county and state Democratic Conventions. In 1964, he was selected by the U.S. Department of Labor to visit Japan as an appointee under its Exchange Program for union officials.

We wish him many long and happy years of a well-earned retirement to enjoy his favorite pastime of hunting and fishing.



Frank E. Morton

Born in St. Louis, Mo., Frank was educated there until he graduated from St. Louis Uni-

21% Wage Boost Won at Admiral

Illinois Unit Also Gets COLA, Fatter Benefits

Wage gains totaling 21% over three years, with cost-of-living adjustments in the second and third years and greatly improved fringe benefits, were gained by Local 444 in a new agreement renegotiated for its 160-member unit at Admiral Group, a Division of Rockwell International Corp., in Galesburg, Ill.

Local 444 President Larry VanVelsor says it calls for a general wage increase of 9.5% in the first year, raising the average base rate to \$5.11 an hour from \$4.67; 6% in the second, and 5.5% in the third. In the second and third years, it provides a COLA of 1¢ an hour for each 0.4 rise in the consumer price index with a 10¢ cap, paid quarterly starting March 1977, and in 1978 a 15¢ cap if the CPI increases to 6% above the March 1977 figure.

Other gains are three additional floating holidays bringing the annual total to 14, and an improved vacation schedule. Hospital-surgical benefits, life insurance and major medical

were liberalized in each contract year, the maternity benefit in the third year to be increased from the present \$500 to \$600.

Sick leave also was liberalized, those having five years seniority being enabled to accumulate one week each year to a maximum of ten weeks.

The pension plan benefits were increased to \$8.25 per month for each year of service to a 30-year maximum, from the old \$7.50 rate, in the first year. In the second year, benefit is \$8.50 with a 35-year cap, and in the third year \$9 with a similar cap. It also provides vesting after 10 years and retirement at any age after 30 years. Those retiring at age 60, after 30 years' service, will be entitled to \$400 per month until age 65.

Local 444 also gained recognition for employees at the new microwave oven plant, established in 1975 adjacent to the main plant, where the company

manufactures refrigerators, freezers, air conditioners and dehumidifiers in Galesburg.

The negotiating team included President ValVelsor and included M. A. (Skip) Bell, Thomas Moorehead, Ron Lindner and Marv Masters. They were assisted by International Vice President Bill Adams. The new contract runs to March 3, 1979.

Truck Pact Adds \$7,200 Per Member

Wage gains totaling near \$7,200 per unit member over three years with an unlimited cost-of-living clause, together with greatly improved pension and health-welfare benefits were won by Fort Worth Local 277 in a renegotiated agreement for office employees at Strickland Transportation, a trucking concern in Dallas, Texas.

President-Business Manager J. B. Moss says the new pact calls for an across-the-board increase of 65¢ an hour effective June 1; 50¢ in the second

year, and a similar wage boost on June 1, 1978.

The previous 22¢ COLA was frozen into the wage scale, the employer also agreeing to continue the COLA with no limit, and to make annual adjustments beginning June 1, 1977. The new pact calls for adjustments to be made in various steps to enable all employees, now below contract scale, to reach that level by December 31, 1978.

The company also agreed to contribute \$80 per month for each employee effective July 1, to increase it to \$85 next July, and to \$90 on July 1, 1978. Over the life of the agreement it will contribute 25¢ an hour per employee to the Pension Fund starting July 1, with further increases to 35¢ next July, and to 50¢ on July 1, 1978. Both parties agreed that casual employees shall receive 50¢ an hour above the contract rate for all hours worked in lieu of health-welfare and pension benefits. The new agreement will run to May 30, 1979.

First 1976 Educational Conference Brings Big Turnout



Approximately 100 delegates from OPEIU Locals in the Southeast and Southwest attended the first Spring Educational Conference held at the Braniff Place Hotel in New Orleans, La. Between sessions they took time out to pose for above group photo.



from the desk
of the
PRESIDENT

Professionals Now Eye Unions

Throughout our country there is growing interest in unionism and collective bargaining on the part of professionals. School teachers, draftsmen, engineers and even doctors have walked picket lines in the last few years.

More recently approximately 2,000 doctors in New York City went on strike for four days. They acted in exactly the same fashion as other trade unionists. They walked picket lines and demanded improvement in wages, hours and working conditions. The same situation prevailed in Washington, D.C., Chicago and Los Angeles. The doctors involved were not highly paid practitioners but were, instead, hospital interns and residents working for a salary.

There is a gradual awakening to the benefits of collective bargaining by college professors, musicians, actors, journalists, engineers, dentists and nurses, in addition to doctors. When representatives of the OPEIU discuss the possibility of unionization and collective bargaining with professionals, we generally find that it is necessary to change the thinking of these professionals on the rigid picture they have with respect to unions. They generally think in terms of blue collar organizations. They read of rigid work rules, great reliance on seniority and jurisdiction insofar as work responsibilities are concerned.

Union Stereotypes Outdated

It takes some education and thinking on the part of professionals to separate their need for and uses of collective bargaining as opposed to blue collar stereotypes. They must be told of the flexibility of collective bargaining and the role that they will play in drawing up the final collective bargaining agreement. By the time professionals meet with professional organizers, they have learned that they no longer have the unique personal relationship with their employer that they once believed they had.

Despite their professional talents and goals, they recognize that they have no economic power whatsoever in grievance handling and conditions of employment which they feel are unique to their professions. They probably have had disagreements with their professional employers who, in certain cases, are not professionals and have come to realize that they will not get any satisfaction through the only avenue of recourse open to them. They have a choice of accepting the unilateral decision of their employers or resignation. It is as simple as that.

Their complaints may not be in any way remotely related to the usual grievances of non-professional blue collar workers or white collar workers. In fact, they may not even have problems related to income. In most cases, they face policies which are so inflexible that they cannot bring about change on their own.

Problems Faced by Professionals

Engineers, for example, may want a voice in discussing the final product of their labors. Doctors may want more reasonable working hours or a lessening of time when they are on call for emergencies, as was the case of the New York strike. Other professionals may be seeking individual recognition by virtue of their accomplishments.

In more recent years, fear of layoffs among certain professionals, including draftsmen, engineers and school teachers, has increased greatly. In the past, professionals thought of themselves as being part of a management team. More recently, they have come to realize that such is not the case and they are turning to unionism and collective bargaining.

Individual bargaining, which philosophically is most acceptable to professionals, is no longer practical in the real world. Management decisions in most cases ignore the desires of professionals who are not in the upper strata of the company's hierarchy. Professionals are finding that the immediate supervisor or the individual in charge of personnel is not in any way competent to deal with his grievances.

They will find, with help from experienced union representatives, that collective bargaining can be tailored to fit their professional needs. They will find that the Constitution and By-Laws of their local unions can reflect their personal pride and thinking. They will find that their unions can produce leaders whose views coincide with those of their professional membership. They can and will find that there is no substitute for organization and collective bargaining.

Canada Locals Hold First Convention



Photo shows about half the delegates from OPEIU Locals all over Canada who attended their first national Convention at the Sheraton Mt. Royal Hotel in Montreal recently. The Convention was presided over by Canadian Director Romeo Corbeil and was attended by International President Howard Coughlin, shown seated at the speakers' table with Vice President Fred Trotter, as a Canadian Labour Congress official explains that country's wage program.

Member in Twin Cities Wins \$4,000 Fellowship

Mrs. Jenny Kron, a member of Twin Cities Local 12, won a \$4,000 summer Fellowship, awarded by the Bush Foundation, to attend the Harvard Trade Union Program during its spring 1977 session for a 13-week course of intensive labor studies.

She was the only winner from organized labor among applicants screened from a four-state area. The course will include: Problems in Labor Relations; Arbitration and Labor Law; Wage Administration and Benefit Programs; Trade Union Administration; American Labor History; International Labor Affairs, and Economic Analysis and Trade Communications.

Employed as a private secretary by the Operating Engineers



Jenny Kron

at the St. Cloud Labor Home, Sister Kron also serves as Secretary of the St. Cloud AFL-CIO Trades and Labor Assembly.

Conn. Shop Stewards Hold 2-Day New London Seminar

OPEIU Vice President Marie Metcalfe organized a highly successful two-day seminar in New London, Conn., for 50 shop stewards from Local 106 representing OPEIU members at General Dynamics (Electric Boat Div.), and Groton Shipbuilders' Federal Credit Union.

Among the speakers was New York Local 153 Business Representative Mike Thompson who stressed the need for greater membership participation in this year's Voice of Electorate (VOTE) fund-raising campaign. He also led a series of discussions on how to evaluate and approach a grievance prior to arbitration.

International Representative Justin F. Manning spoke on preparing witnesses to testify credibly at arbitration, pointed

out procedural defects to avoid, and stressed the importance of in-depth preparation.

Local 106 President Ray Winklebleeck and Metal Trades Council President Anthony DeGregory discussed in detail the joint agreement, covering Local 106 members and ten other unions, worked out under the council's umbrella.

Ms. Gemma Moran, New London United Way, and Sister Metcalfe co-chaired a lengthy exploration of agency services offered in strike situations, or in solving other personal problems.

"Truth of the Matter," a BNA film on arbitration, and a 45-min. film on the History of Labor were shown. The program was well received, all agreeing to hold similar seminars periodically in future.

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	
May	159.8
June	160.6
July	162.3
August	162.8
September	163.6
October	164.6
November	165.6
December	166.3
1976	
January	166.7
February	167.1
March	167.5
April	168.2
May	169.2

Canadian Price Index

Statistics Canada
Base 1961=100

1975	
May	181.3
June	184.0
July	186.5
August	188.4
* New Base 1971 = 100	
August	141.2
September	141.5
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