Ford's Medicare Plan Analyzed

Information forwarded to your President by AFL-CIO President George Meany concerning President Ford's proposals relative to Medicare is most enlightening. It is imperative, therefore, that our membership should become aware of the numerous discrepancies in the President's self-styled "common sense" budget message.

In his State of the Union address, President Ford placed great emphasis on his proposal for "catastrophic insurance" for Medicare recipients. He said this insurance would cost an additional $538 million. He further stated that he is trying to help three million people who are today affected very adversely by catastrophic illness.

President Meany's letter states, however, that only one out of every 300 hospitalized Medicare beneficiaries today would reach the hospital "catastrophe" level. To pay for his limited program, the President would force Medicare beneficiaries to pay $1.8 billion in higher deductibles for hospitalization and physician services. In other words, out of every 300 Medicare beneficiaries who are hospitalized today, 299 would have to pay more under the President's plan.

Burdens Placed on Retirees

Medicare beneficiaries, primarily the nation's elderly and retired workers, are among the most poverty-stricken groups in the country. George Meany refers to President Ford's proposal as "taking from the aged poor to reduce the federal budget deficit." Under the President's plan, a profitable line of insurance would be expanded for private insurance carriers, thus furthering the Administration's objective of using the Medicare program to benefit profit-oriented insurance companies.

President Meany points out that beneficiaries are not protected against increased physicians' fees. While next year Medicare would pay only four percent more to doctors than is presently paid, there is no limit on doctors' charges. Obviously, the elderly will have to pay much higher doctor's fees. As it is, a large number of physicians refuse to accept Medicare payments as full in services rendered. It is apparent, therefore, that the elderly will have to make up the difference between what Medicare pays and what the doctors charge.

Would Double Hospital Bills

At present, Medicare beneficiaries pay for the first day in the hospital, now an average of $104 a day. Medicare then picks up hospitalization expenses for the next 60 days. The President's proposal adds (Continued on page 4)

College Librarians Score

L.A.'s Local 30 Unit at Claremont Signs 3rd Pact

Pay increases ranging from $35 to $55 per month for library assistants, librarian and senior librarian were gained in a new one-year contract renegotiated by Los Angeles Local 30 for its bargaining unit at Claremont College.

Business Manager Gwen Newton reports that the staff now can have work hours rescheduled to allow up to six hours per week to attend classes. The Claremont unit was the first group of library workers to be organized by Local 30.

In 1974, 150 librarians at the University of Southern California also elected Local 30 as bargaining agent which won a first contract for them just a year or so ago. The Los Angeles Local continues its campaign among other librarians.

Last November, Business Representative Bill Roberts attended the California Library Association convention in San Francisco to acquaint state-wide delegates with OPEIU Locals in that state at an exhibit booth, the rental for which was paid by Local 30. He reported that the response to the idea of OPEIU representation for library employees was very encouraging.

Bill Roberts headed the Claremont negotiating team, and was assisted by a committee comprising Mary Baldauf, Carol Gil, Marion Peters, Gilbert Rodriguez, Betty Rohleder and Kay Spalding.

Wage gains totaling 20.5% over three years, improved vacations and health-welfare coverage, including new dental and optical plans, were won by Local 153 in a new contract negotiated for 1,800 employees of the New York Stock Exchange previously represented by Local 205 (United Financial Employees) before the recent merger.

Business Representative John Brady says the new agreement averted a strike scheduled for February 2. The previous contract expired November 1 but was extended automatically for 90 days when no agreement was reached. The new pact is for four years.

It covers 900 employees at the Stock Exchange; 600 at Depository Trust Company, and 300 at Securities Industry Automation Corporation.

The new agreement calls for a 7-1/2% pay increase across-the-board in the first year, retroactive to November 1, 1976, and 6% in November 1977. In addition, employees will receive cost-of-living adjustments, with a 3% maximum, if the Consumer Price Index increases at least 10% between November 1975 and November 1976, and 9% between November 1976 and November 1977.

The service requirements for four weeks' vacation in the first year are reduced to 12 years from 13 to 11 in the third year, and 24 years after 24 years (was 25).

Other changes in the first year of the contract include an increase in maximum major medical payments from $50,000 to $75,000, and a new family optical plan. In the second year, a new family dental plan will pay 80% of usual and customary charges with no deductibles.

In hospital coverage was increased to 120 days from 21 in the old agreement, with free emergency treatment on the premises provided by the employer in the event of accident or illness. Coverage also includes an eight-day Blue Cross maternernity clause.

In the third year, management agreed to institute an employees savings plan into which they can deposit 4% of their salaries, the employer contributing another 2%. The employer also agreed to provide a free Christmas family party for all employees.

In the new agreement a 10% wage differential was won for women who clean offices at night at the three locations; 9% for engineers, and 12% to 16% for the Real Estate Dept.

For the first time since the bargaining unit was organized, management agreed to a modified agency shop. Approximately 75% of all current employees are OPEIU members but, under previous contracts, the other 25% need not join.

Under the new contract, all new employees must join the union or pay a fee equal to union dues. It also includes a "no escape" clause. Previous contracts allowed employees in non-operating areas to drop out of the union at any time. Now they must maintain their membership.

Management also agreed to cooperate with the union in its two important fund-raising drives for the City of Hope and Voice of the Electorate (VOTE). In even years it will supply an office for an OPEIU representative in its VOTE campaigns, and will allow employees to visit the office on company time to make their contributions.

In odd years, it will allow OPEIU representatives to visit working areas to take up contributions for the City of Hope drive.

Two More School Units, Credit Union Join OPEIU

Twin Cities Local 12 is rapidly expanding its membership among clericals and secretaries employed by school boards. Business Manager H. R. Markkula reports that two more school board units have been organized, bringing the total represented by this Local to a dozen.

He says that the latest victories include Dakota County Independent School District No. 917 (Vocational Technical Institute) for a unit of 33 in which the vote was 14-to-1 for OPEIU representation. He adds that the election was conducted by the Bureau of Education, State of Minnesota.

In another election conducted by the Bureau of Education, Local 12 was again victorious when 35 clericals and school secretaries voted for union representation by a 9-to-1 margin.

Regional Director John Kinnick reports that Oakland Local 29 was chosen as bargaining agent by office employees at the Auto Employees Credit Union in that city by a 6-to-1 margin.

The election was conducted by the National Labor Relations Board.
Support J. P. Stevens Boycott

The 13-year campaign by the Textile Workers Union of America to organize employees of the notorious union-busting J. P. Stevens Co. is rapidly shaping up into a major confrontation. (See story on this page.)

Bringing this situation to a head is the company's deliberate disregard of a clear mandate won by TWUA 18 months ago in an NLRA election, and its refusal to bargain in good faith for a contract covering 3,500 of its employees at its Roanoke Rapids, N.C., plant.

In its traditionally contemptuous fashion, the company has stymied negotiations for more than a year by stubbornly and illegally withholding agreement on even the most basic elements of a standard union contract.

In the absence of any sign of good faith on the part of the company, TWUA is laying the groundwork for a nationwide boycott of J. P. Stevens products in order to break this contract deadlock.

At the recent convention of the national AFL-CIO, as well as in a number of state AFL-CIOs, delegates unanimously passed resolutions pledging full support to the cause of J. P. Stevens workers "by whatever means may be needed.

"By thumbing their nose at the law and continuing its notorious record of anti-unionism, J. P. Stevens has thrown down the gauntlet and is challenging not only TWUA, but the labor movement in general, and the entire concept of law and order in our society," the AFL-CIO resolution declared.

OPEIU members will recall the Farah Manufacturing Co. struggle a year or more ago. This company also stubbornly refused to bargain for a union contract until a national boycott brought it to its knees. Farah then, instead of capitulating, thanks to the solidarity of organized labor. In that struggle, OPEIU Locals took a prominent part on picket lines outside stores in many cities carrying Farah products.

We feel sure that our fellow-unionists in TWUA can count again on the cooperation of OPEIU members in this crucial struggle with J. P. Stevens. This situation is of vital concern to every trade unionist. We shall keep you informed on developments.

Why Taxes Are So High

Next month all of us will be figuring our annual income taxes. In addition to the federal government, some states and also some cities impose additional income taxes, too, so many will wonder why income taxes are so high.

The national debt is now about $540 billion, but if unfunded obligations were taken into account that figure would jump to one and one-half trillion. State and local debt stands at $185 billion, which makes a grand total of $725 billion of public debt for which the American taxpayer is responsible.

To bring this down to a personal basis, by dividing the grand total of $725 billion by the number of Americans—200 million—we find that every man, woman and child in the nation is saddled with a public debt load of $3,295 per individual. For an average family of four, this means $13,180.

This federal debt burden amounts to approximately $365 billion. Using the same arithmetic as above we find that the average American man, woman and child will have to pay $1,654. For the typical family of four, this will mean a tax load that will average $6,616.

Consequently, the time has now come to ask some hard questions of those who elect to public office:

How can we afford to give money away in the form of foreign aid to countries that have already become wealthy?

How can we continue to lend money to a total of 108 nations to the tune of $58 billion since World War II with no provision for repayment? Russia owes the U.S. $1.9 billion at the end of World War I and has paid a cent of the dollar in 1972. Why?

Recently we published a BLS report showing that the American worker's earnings are now below those of five other nations. We once were No. 1. But, with the world's highest standard of living but these cliches are no longer true.

Only the people themselves can impose restraints on the big spenders. Unfortunately, our government has been spending too much abroad and too much at the expense of the American people and our national standard of living.

Illegals Fill Million Jobs

As an estimated 8 million aliens illegally living and working in the United States cost taxpayers $13 billion a year, according to studies commissioned by the Immigration & Naturalization Service.

A cost analysis prepared by an independent consulting firm for the Immigration Service made these major points:

- When illegal aliens take jobs that would otherwise be held by U.S. citizens or legal residents, there is both a loss in earnings to persons legally in the United States and a welfare-related cost to taxpayers resulting from unemployment. The INS had earlier estimated that improved enforcement of immigration laws could raise $3 billion in additional taxes each year.

- Because illegal aliens can work for below minimum wages and in unsafe work environments, the cost to the economy is further multiplied.

- Illegal aliens cost taxpayers anywhere from $3 to $10 billion annually. Also, the report noted, "to the extent that illegal aliens evade U.S. income taxes on their earnings, the tax burden borne by taxpayers is further increased."

It cited one Congressional report estimating an annual tax loss of $115 million from such evasions.

The report estimates that the number of illegal aliens in the United States is rising by 250,000 a year. This compounds the tax burden and job loss, the report said.

Jean Maddox Dies of Cancer

Jean Maddox, former presi- dent of Oakland Local 29, died recently at 61 of cancer. As an activist union member, she joined the OPEIU in 1952, served a Shop Steward for 12 years, and was elected Local 29 president in 1968, a post she held until May, 1973.

She taught a series of classes on union organizing and contract negotiations, insisting that if women were to assume leadership, they had to be skilled in the necessary techniques. She was elected "Woman of the Year" by the California Commission on the Status of Women in 1971.
OPEIU Wins Holiday Pay Dispute

Arbiter Rules for 5 Employees Citing Contract

Its first case of contract violation brought to arbitration by Local 471, which represents employees at Brownsville General Hospital, resulted in a union victory for five employees in a dispute over overtime pay for the week that included the Fourth of July holiday in 1975.

During that July workweek, the employees were scheduled for and did work six days, and were paid time-and-one-half for the holiday, in accordance with a new contract provision that became effective April 10, 1975.

Prior to that date, the hospital paid straight time for the holiday worked.

The hospital argued that the Fourth of July holiday got special handling and proper pay was given, but that the other five days were regular work days.

The Union contended that six days totaling 48 hours were actually worked and the holiday counted as a day worked, therefore the five grievants were entitled to overtime for the eight hours worked above 40 in that week.

The five grievants: Marjorie Flint, Loretta Huffman, Mary Miller, Marian McKenna and Joetta Timms were paid only at straight time for the four additional hours they worked.

John Ridley, Sec.-Treas. of OPEIU's Local 471 in Washington, D.C., represented the Union and declared the grievants were entitled to the additional overtime.

Local 471 President David Abbabdin, Vice President Beverly Gaffaher, and a committee comprising Jean Novotny, Mary Massey, Fanne Dsimine and Marilyn McCoy, a volunteer representative for the group, presented the OPEIU case at the hearing. They were assisted by International Representative John W. Richards.

First Library Pact Boosts Pay 21%

COLA Also Won for 90-Member Unit in Washington, Wash.

A 21% wage increase, plus a cost-of-living allowance, was gained in an initial two-year agreement negotiated by Portland Local 11 for its new 90-member unit of clerical employees at the First National Bank.

Business representative Wayne Shelton reports that it calls for an 8% across-the-board increase for non-hourly employees for the year 1976, and 25¢ an hour for hourly employees, plus equity salary adjustments not to exceed 3% on July 1, based on a wage and classification study now underway. Normal anniversary steps are in addition to these increases.

In the second year, it calls for another 8% increase with 6% guaranteed, based on the following formula: A COLA to a maximum of 8% figured on the basis that if the CPI for all cities equals 4% employees receive 6%; if it equals 7.2%, all employees get 7.2%, and if it equals 10% all employees receive 8% in addition to normal anniversary steps.

The agreement provides for 13 paid holidays. The vacation schedule calls for 12 days from one to three years; 15 for four to six; 18 for seven to nine; 21 days for 10 to 15 years, and 24 days after 16 years.

U.S. Census Bureau Seeks Ideas from Union Members

The decennial census data are widely used in many important government decisions and programs. As an American citizen and a union member, you have an important stake in it, the U.S. Department of Commerce points out.

It says the Census Bureau is now working on plans for the 1980 census with important decisions to be made in the near future. For example, the basis questionnaire must be determined by the spring.

The Bureau wishes to obtain and review the recommendations of as wide a range of users and potential users of decennial census data as possible.

In order to secure these comments, it is offering an idea-sharing mechanism called the "Census Bureau Ideas on Union Members" program.

The Ideas on Union Members program in one way or another is intended to be a two-way exchange of information that benefits both the Census Bureau and the unions.

When you create your personal profile, you can access the full range of data and reports in the Census Bureau's Library and browse the Census Bureau's Publications Catalogue.

Staff to Meet in Chicago, 2 Spring Conferences Set

Director of Organization Art Lewandowski announced that the two-day meeting of International and full time business representatives for locals in the United States and Canada will be held in Chicago, and LaSalle Hotel, Chicago, starting at 9:30 a.m. on Thursday, April 5, and ending at mid-day Friday, April 6.

He also announced that the Spring Conference of Educational Conferences will be held in the Southeast and Southwest Regions at the Braniff Place Hotel in New Orleans, La., on Friday, May 7 and Saturday, May 8.

The Spring Conference for the Erie Region will be held at Charter House Hotel, in Evansville, Ohio, starting Friday, May 21, and ending on Saturday, May 22.

The schedule for the Fall series of conferences will be announced later.

AFL-CIO Plans All-Out Election Effort in 1976

Organized labor's top leaders, meeting in Bal Harbour, Fla., made plans to mount what they say will be the most effective political action effort in the history of the American Federation of Labor-Congress of Industrial Organizations AFL-CIO.

In a special report on the outlook, Alexander E. Barkan, director of the AFL-CIO's political education arm, COPE, said that 1976 is going to be a "tough year" in which to elect liberals to the U.S. House and Senate.

"It will require a tremendous effort," he declared, "an all-out registration drive among union members, a full-scale educational effort in which voting records can be a key instrument, and on Election Day a get-out-the-vote program that exceeds anything we've ever done before."

Albert Zack, AFL-CIO Director of Public Relations, reported that President George Meaney, Barkan, and other leaders reviewed plans and prospects for the 1976 election campaign at a closed meeting of the 130-member administrative committee of COPE, the federation's political arm.

One key device the federation is using, Zack said, is a computer that can match names, addresses, Local unions and other pertinent information for 14.2 million union members and retired members in 45 different states.

These will be matched against voter registration lists, he explained, to provide profiles of those members unregistered, to use for mailings, to provide phone call lists, and for use in getting out the labor vote on Election Day.

Are We Big Enough to Build Tomorrow?

The following editorial, written by President Richard A. Plumb of the Barbers, Beauticians & Allied Industrial Internat. Ass'n., AFL-CIO, recently appeared in its official publication, Plumb Line. Its message should appeal to all union members so we are reproducing it for the benefit of our readers.

Our profession has, and is undergoing radical changes. We are not alone. Marriage styles, family structure, education, religion, technology in fact, every aspect in life is feeling the impact of change.

A choice confronts us. Will we become paralyzed by the events or do nothing? Do you remember a murder case a few years ago? A homicidal maniac entered a residence hall for nursing students, and murdered seven of them in cold blood. It was told as the case was great detail. The murderer was the girl, one by one, into another room and murder them. Yet, the evidence was good Nothing but wait. Why? The answer is fear!!

The candlemaker who converted his business to electric light bulbs prospered. The candlemaker who believed the world would change to the unsual did not succeed.

The horseshoer, who laughingly decided the motor car would not last, found his laughter turning to tears.

The huckster, who was certain people would never buy anything but conservatively cut and colored clothes, soon closed his doors.

The barber or beautician who will not keep current with new techniques, or do not continuously try to sell products to each customer, is a marginal operator at best.

The union member who decides Monday night football or Tuesday night bowling or Wednesday night ballroom dancing are more important than what is happening in their business, will have problems that will seriouly affect their business.

The Local Secretary-Treasurer who fails to follow the government-ordered International bookkeeping system, because the "old" way was better, is in trouble and will be feeling side effects.

The State Associations that lobby for more restrictions, on the theory that "we will legislate them into business," are the ones that will. They think if they do not do anything different, it will go away. They are paralyzed with fear of change.

We can seize the courage necessary to change and adapt. To successfully adapt, takes effort. Age is no barrier. There are heroes at 70, and cowards at age 20. You make the choice.

You can become active in your Local, or you can ignore everything and follow the candlestick maker, the horseshoer, the short-sighted huckster, or end up like the nursing student, with nothing but wait. Why? The answer is fear!!
15% Pay Hike Won at Fisher Nut
St. Paul Food Unit Also Upgrades Benefits List

By the end of the century, more women will be doing what are now considered to be men's jobs and men may be doing more household work, forecasts Womanpower, a 40-page booklet published by the International Labor Organization in Geneva, Switzerland. There will be less importance in changes, it predicts. As a result of better schooling and training opportunities, fewer young girls will join the work world, and because of improved retirement and social security programs, fewer older women will be working.

Twin Cities Pact Wins $1,900 Each for Linen Supply Clerks

Ford's Medicare Plan Analyzed

The company agreed to upgrade sick leave coverage by allowing $75 per week for three days of absence with payment beginning on the fourth day. Previously, the rate was $65 beginning on the eighth day. Actually, an employee was required to be sick for nine consecutive days before being eligible for payment.

ILO Sees Brighter Outlook for Women

Says Will Fill More Men's Jobs; Men May Do House Chores

Twin Cities Pact Wins $1,900 Each for Linen Supply Clerks

Ford's Medicare Plan Analyzed

It was also agreed that those doing temporary jobs in a higher grade in future will be entitled to pay in that grade after three days. The company agreed to soften language in warning letters, and to review with a unit committee job descriptions for updating.

Business Representative Vern Paul headed the negotiating team which included Carol Ann Steele, Ruby Stranberg and Rhonda Braun. The new agreement runs to December 31, 1977.