



WHITE COLLAR

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

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from the desk
of the

PRESIDENT

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."

Burden 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 payments in full for services rendered. It is apparent, therefore, that the elderly will have to make up the difference between what Medicare pays and what the doctor charges.

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 pro-

(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, senior library assistants, librarians and senior librarians were gained in a new one-year contract renegotiated by Los Angeles Local 30 for its bargaining unit at Claremont Colleges.

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 Assn. convention in San Francisco to acquaint state-wide del-

egates with OPEIU Locals in that state at an exhibit booth, the rental for which was paid by the International. 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 Roleder and Kay Sjol.

N. Y. Stock Exchange Units Gain 30% in Three-Year Pact

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 renegotiated for 1,800 employees of the New York Stock Exchange and two subsidiaries, 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 packet is valued at 30% overall.

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 7½% pay increase across-the-board in the first year, retroactive to November 1; 7% on 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, with five weeks after 24 years (was 25).

Other changes in the first year of the contract include an increase in maximum major medical payments to \$50,000 from \$25,000, and a new family op-

OPEIU Helped Raise \$8,000 in City of Hope Fund Drive

More than \$8,000 was raised from sales of perfumes and general contributions by OPEIU members and Locals throughout the United States in the recent fund-raising campaign for the City of Hope in Los Angeles, Calif.

In a letter of thanks to President Howard Coughlin, Lou Solomon, Labor Director of the City of Hope, praised OPEIU members for their humanitarian efforts in behalf of this union-supported medical-research institution which directs its research to catastrophic diseases, and also provides thousands of victims with the finest of medical care without charge.

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

For the first time since the bargaining unit was organized, management agreed to a modified agency shop. Approximate-

ly 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. Markusen 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 Mediation, State of Minnesota.

In another election conducted by the Bureau of Mediation, 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.

WHITE COLLAR

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

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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 for a clear mandate won by TWUA 18 months ago in an NLRB 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 a number of state AFL-CIO bodies, delegates unanimously passed resolutions pledging full support to the cause of J. P. Stevens workers "by whatever measures may be needed."

"By thumbing its 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 and finally forced it to capitulate, 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 levy 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—220 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 year's federal budget 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 we elect to public office:

How can we afford to give money away in the form of foreign aid to other nations 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 owed the U.S. \$1.9 billion at the end of World War II but settled it for 2¢ on 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 enjoyed the highest wages in the world and the 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 little at home at the expense of the American people and our national standard of living.

J. P. Stevens Again Scoffs at Law Textile Firm Has Long Union-Busting History

The ultimate future of trade unionism in the South may well hinge on the struggle by the Textile Workers Union of America to win a first contract at J. P. Stevens & Co., the nation's second largest textile manufacturer and the most infamous union-busting corporation in modern history.

At stake is a union contract for some 3,500 workers at Roanoke Rapids, N.C., a majority of whom chose TWUA as their bargaining agent in an NLRB election in August, 1974. But blocking any agreement after 20 odd meetings, the company steadfastly refuses to grant any improvements in working conditions or even to agree to arbitration as a final step in the

grievance procedure.

The NLRB has found Stevens guilty of 13 unfair labor practice charges since 1963. Eight of the decisions were upheld by U.S. Circuit Courts and the U.S. Supreme Court upheld three.

The company has been twice cited for contempt by U.S. Circuit Courts, forced to pay \$1.3 million in back pay to 289 workers illegally fired for union activities, and also paid TWUA \$50,000 in an out-of-court settlement of a civil suit stemming from illegal phone tapping during an organizing campaign at its plants in Wallace, S.C.

TWUA currently has two new sets of charges pending against Stevens before the NLRB, one involving the Roanoke Rapids

bargaining stalemate. The second accuses the company of closing its Statesboro, Ga., plant rather than bargain with TWUA despite NLRB and court orders.

TWUA also is urging Congress to amend the NLRA to make Stevens and other union-busting companies criminally, as well as civilly, punishable for future violations of the law.

Once TWUA gains a first contract at Roanoke Rapids, assuring decent wages, fringe benefits and working conditions, the road to union security should not be so rocky for 43,000 other employees at 82 other J. P. Stevens plants, or for the rest of approximately 700,000 unorganized textile workers in the South.



J. P. Stevens & Co. workers parading through Roanoke Rapids, N.C., in protest over stalling tactics of textile company in bargaining for an initial contract. The 1,200 textile workers in the march were joined by delegates from various TWUA Locals, joint boards plus supporting contingents from half-a-dozen other International Unions.

Illegal Aliens Fill Million Jobs

Cost Taxpayers \$13 Billion Annually, U.S. Study Shows

An estimated eight million aliens illegally living and, in most cases, 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 welfare-related costs to taxpayers resulting from unemployment. The INS had earlier estimated that improved enforcement of immigration laws would free one million jobs for legal residents.

- Because illegal aliens increase the demand for public services for which they do not pay their full share, the tax burden on citizens and legal residents is further increased. The report cited a *New York Times* 1973 estimate that in New York City alone illegal aliens cost \$180 millions in education and welfare.

The analysis rejected the contention that illegal aliens help the economy by taking menial jobs that otherwise would go un-

filled and contribute to price stability by working for relatively low wages, which "is not a net benefit to the economy."

Not included in the \$13 billion annual cost estimate is the balance of payments drain resulting from money sent out of the country by illegal aliens. Estimates of that amount range 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 millions 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 president of Oakland Local 29, died recently in Merritt Hospital at age 61 of cancer. An activist union member, she joined the OPEIU in 1952, served as 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.



Jean Maddox

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.

Arbiter Dr. John W. May of Washington, Pa., upheld the Union and declared the grievants were entitled to the additional four hours' overtime pay.

Local 471 President David Abbadini, Vice President Beverly Gallaher, and a committee comprising Jean Novotny, Mary Massey, Fannie DeSimone and Marilyn McCoy, a volunteer representative for the group, presented the OPEIU case at the hearings. They were assisted by International Representative John W. Richards.

First Library Pact Boosts Pay 21%

COLA Also Won for 90-Member Unit in Vancouver, 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 Fort Vancouver Regional Public Library in Vancouver, Wash.

Business Representative Wayne Shelton reports that it calls for an 8% across-the-board increase for non-hourly employees effective January 1, 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 initial agreement provides 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.

Employees are entitled to one day's sick leave per month of service, cumulative without limit, as well as employer-paid medical, dental and insurance benefits in addition to a retirement plan.

The pact provides a union shop with dues check-off; pay for jury service; leaves of absence for continuing education with tuition fees paid to attend courses beneficial to the employer, together with language covering seniority, promotions, demotions and transfers and grievance and arbitration procedures.

Local 11 Sec.-Treas. Stuart Crosby assisted Shelton in the negotiations, with a unit negotiating team comprising Dick Elkinton, Diana Meyer, Dorothy Ridley, Eleanor Grossie and Evelyn Dorr. The contract runs to December 31, 1977.

Staff to Meet in Chicago; 2 Spring Conferences Set

Director of Organization Art Lewandowski announces that the two-day meeting of International and full time business representatives for locals in the United States and Canada will be held in the LaSalle Hotel, 10 North LaSalle Street, Chicago, starting at 9:30 a.m. on Thursday, April 8, and ending at mid-day Friday, April 9.

He also announced that the Spring series of Educational Conferences will open with a joint conference for 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 Euclid, 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 Committee on Political Education (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 Meany, 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 contains the names, addresses, Local unions and other pertinent information for 14-million union members and retired members in 45 different states.

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

Give \$2 now to OPEIU's Voice of the Electorate (VOTE), which will be used most effectively to supplement the AFL-CIO's all-out campaign in this upcoming Election!

U.S. Census Bureau Seeks Ideas from Union Members

The decennial census data are widely used in many important government, private, and community 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 of 1977 to complete preparatory steps.

Although there are limits on what and how much information can be collected and tabulated, 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.

It is, therefore, anxious to have the ideas of OPEIU members. If you have any suggestions, questions, or comments on the 1980 census, please send them to:

Director
U.S. Bureau of the Census
Washington, D.C. 20233

Are We Big Enough to Build Tomorrow?

The following editorial, written by President Richard A. Plumb of the Barbers, Beauticians & Allied Industries International Assn., 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 structures, education, religion, technology; in fact, every aspect in life is feeling the impact of change.

A choice confronts us. Will we become paralyzed with fear, and do nothing? Do you remember a multiple murder case a few years ago? A homicidal maniac entered a residence hall for nursing students, and murdered seven of them one by one. Psychologists have studied the case in great detail. The murderer would take the girls, one by one, into another room and murder them. Yet, the remaining girls would do 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 back to the way it used to be eventually went under.

The horseshoer, who laughingly decided the motor car wouldn't last, found his laughter turning to tears.

The haberdasher, 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 on modern techniques, or does 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 lodge or Thursday night dancing lessons are more important than what is happening in their business, will have problems that will seriously 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 doesn't know it.

The Local union that has not followed the International guidelines for negotiating their contract, because "we didn't do it before, why now?", will soon be feeling serious side effects.

The State Associations that lobby for more restrictions, on the theory that "we will legislate them out of business," are the ones that will fail. 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 can 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 haberdasher, or end up like the nursing students.

GET ON THE TEAM—THE CHOICE IS YOURS!

Thelma O'Dell, Detroit

We regret to announce the death of Thelma O'Dell, 68, former President of Local 10, in St. John Hospital, Detroit, following a stroke. She retired in 1974 after serving the Local for 28 years, and was an early advocate of women's rights.

She is survived by a daughter, Mrs. Eleanor Palyu; a sister, Grace Kortue; three grandchildren, and three great-grandchildren, to whom we extend our deepest sympathy in their sad bereavement.



Thelma O'Dell

Educational Materials Available For Members

Delegates to the 1974 Convention expressed the need for materials pertinent to the OPEIU and membership in the union. They also indicated an interest in information on the labor movement in general and in social, economic and political data relevant to them as both wage-earners and consumers.

In response, WHITE COLLAR will publish a continual listing of available resource material—pamphlets, books, brochures, subscriptions, films—many free and some offered at a very modest cost—which will prove useful to union member and officer alike—and provide a well-rounded "library" for every local.

For handy reference, we suggest you clip the lists as they appear in future issues.

AFL-CIO Publication Subscriptions

AFL-CIO News

A weekly newspaper reporting on legislative issues, voting records, state and national elections, strikes and collective bargaining. All of the national news of interest to the labor movement appears in this tabloid. \$2.00 per year.

The American Federationist

Monthly magazine published by the AFL-CIO with articles on current political, social and economic issues. Reviews of new pamphlets and books appear in each issue. New films added to the Department of Education Film Library are also reviewed. \$2.00 per year.

Political Memo from Cope

A survey of political trends, current issues, candidates and campaigns is reported in this lively newsletter issued twice a month by the national AFL-CIO Committee on Political Education. \$1.00 per year.

AFL-CIO Free Trade Union News

A monthly review of political, economic and trade union developments in other countries issued by the AFL-CIO International Affairs Department. \$3.00 per year.

For all of the above publications, make check payable to:

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INTERFACE

Newsletter published quarterly by the Council of AFL-CIO Unions for Professional Employees which is composed of 19 AFL-CIO unions (including the OPEIU) and serves the interest of more than 1 million salaried people in the scientific, professional and cultural fields. It is free and to obtain a subscription write to the Council at 815 16th Street, N.W., Washington, D.C. 20006. Note your profession in your request.

Selected U.S. Government Publications

Free booklet issued monthly listing Government publications (books, pamphlets, reports, manuals and handbooks) on subjects that range from caring for and maintaining plants to improving congressional control, from 'dropping out' to voting assistance. There's even a category called "odds 'N Ends." To be put on the mailing list, write to: Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Articles

Articles appearing in the AFL-CIO American Federationist are available in reprint form. Orders of 50 copies or less are free of charge. Write to: The American Federationist, AFL-CIO Department of Publications, 815 16th Street, N.W., Washington D.C. 20006, for reprints of the following:

- Food Prices: A Policy Failure
- The Computer's Role in Getting Out the Vote
- A Labor View of the 'New Class'
- Union Security in America
- The High Price of Money
- The Patterns of Early Retirement
- State-Local Taxes: A Study of Inequity
- Welfare Reform and the Work Ethic
- Consumers: New Try in the New Congress
- Revenue Sharing: The New States Rights
- Multinationals: A Global Menace
- Job Satisfaction: The Vanishing Blues
- The Case for Federal Job Injury Standards
- No-Fault: The Only Real Reform
- The Slippery Road to Tax Justice
- The Ear Pollution-NOISE
- Public Investment: America's New Frontier
- Shaping Safer Cities
- Reaching the Union Member
- The Myth of Housing Costs
- The Internal Disputes Plan—A Working Reality
- A New Look at Manpower Policy
- The Shocking Erosion of the Jobless Pay System
- Fringe Benefits—On the Move
- Man & Earth: Adjusting the Balance
- Making the U.S. an Ideal Employer

To Be Continued

Help Organize the Unorganized

Millions of unorganized office employees don't know there is a fast-growing, dynamic AFL-CIO union that exists especially for them. It's the OPEIU.

Every member can help to plant the seed of unionism among the unorganized by passing along your copy of WHITE COLLAR to a friend or acquaintance working in an unorganized office.

15% Pay Hike Won at Fisher Nut St. Paul Food Unit Also Upgrades Benefits List

A 15% across-the-board wage increase, another floating holiday, more liberal vacations and improved health-welfare benefits were gained in a new two-year contract renegotiated by Twin Cities Local 12 for its bargaining unit at Fisher Nut Company, a division of Beatrice Foods, Inc., in St. Paul, Minn.

Business Manager H. R. Markusen says it calls for a 9% wage boost in the first year and 6% in the second, raises which will also be applied to Red Circle employees.

An additional floating holi-

day brings the annual total to nine. Vacations were improved to provide four weeks after 15 years of service in the first year, and three weeks after nine in the second year.

The company agreed to upgrade sick leave coverage by allowing \$75 per week after 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.

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 Strandberg and Rhonda Braun. The new agreement runs to December 31, 1977.

ILO Sees Brighter Outlook for Women

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

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 just published by the International Labor Organization in Geneva, Switzerland.

There will be other, less important changes, it predicts. As a result of better schooling and training opportunities, fewer young girls will join the world labor force, and because of improved retirement and social security programs, fewer older women will be working.

At the turn of the century,

women will represent about one-third of the total labor force, as they do today, but they will be increasingly employed in skilled better-paying jobs.

What will make this progress possible? The booklet says that among other things, the decline of small-scale farming, the upsurge in services and industrial activity, increased urbanization, more child-care facilities and equal employment opportunities.

The social and economic impact of all these changes will be especially felt in developing countries where the female la-

bor force is expected to increase from 64% of the world's total female labor force to 70%. Today, the female labor force in the Third World numbers about 358 million. By the year 2000 it's expected to number 588 million.

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

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

Wage gains totaling nearly \$1,900 per member over a two-year period were won by Twin Cities Local 12 for its bargaining unit at American Linen Supply Co., a laundry and dry cleaning service in Minneapolis, Minn., Business Manager H. R. Markusen reports.

He says the new agreement calls for a 30¢ an hour across-the-board pay boost in the first year and another 25¢ raise on November 1, 1976. The company also agreed to absorb the highly increased costs of the pension and health-welfare programs.

Ford's Medicare Plan Analyzed

(Continued from page 1)

posal would continue the beneficiary payment of the first day's charges, now \$104, and add some ten percent of the hospital bill for every additional day to the individual's cost. For the average 12-day hospital stay, a Medicare beneficiary would be charged twice as much as he now pays.

Under President Ford's plan before an individual would be eligible for catastrophic benefits, the beneficiary would have to pay \$250. Under existing law, no more than 50,000 of the 25 million Medicare beneficiaries would receive any help when hospitalized under the limits set by the President.

President Meany points out that two additional provisions of the President's proposals are worth noting. One, under the President's proposal the Medicare program would be cut back by \$26 billion over the next five years, with the nation's elderly forced to absorb virtually all of that cutback out of their meager resources. Two, the President proposes to increase the Supplementary Medical Insurance (Part B) deductible by the same amount as Social Security benefits increase. In other words, he takes back with one hand what he gives with the other.

The analysis of the President's proposals by AFL-CIO researchers is an eye-opener. National health insurance, which will not be taken seriously by the Congress this year in the face of a certain Presidential veto, is long overdue. This great nation of ours cannot continue in the direction of allowing people who have worked hard all of their lives to accumulate funds for their retirement to be wiped out in a matter of months, because of serious illness. A sound national health insurance program, without any gimmicks, must be seriously considered by the Congress and the President in this Bicentennial year of 1976.

U.S. Price Index

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

1975	
January	156.1
February	157.2
March	157.8
April	158.4
May	159.1
June	159.8
July	160.5
August	161.2
September	162.0
October	162.8
November	163.6
December	164.3
1976	
January	166.7

Canadian Price Index

Statistics Canada
Base 1961=100

1975	
January	176.0
February	176.0
March	176.9
April	179.8
May	181.3
June	184.0
July	185.6
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