Five New Representatives Added to OPEIU Field Staff

President Howard Coughlin announces that five new Representatives have been appointed to the OPEIU field staff. They fill vacancies created by recent retirements. All are in their late twenties or early thirties, and have had previous experience in union organizing, contract negotiations and servicing of union locals. Below are the new appointees with brief background sketches.

Ann M. Earl has been named International Representative for the Western Region. Based in Denver, Colo., she had been actively engaged in organizing public employees prior to her OPEIU appointment. She attended the University of Northern Colorado, was founder and Executive Director of a Municipal Employees' Council, and has extensive administrative experience in labor relations.

Bill Kirby, a native of Dallas, Texas, replaces Frank Morton as International Representative for the Southwest Conference. He began his union career, following U.S. Navy service, by helping to organize an aircraft engine company in 1962. In 1969 he was elected president of Machinists Local 945. Before OPEIU appointment, he served for 2 1/2 years as Texas organizer for the AFL-CIO Industrial Union Department.

Bruce Groulx, 27, appointed International Representative for the Western Conference to replace John B. Kinnick, entered the labor movement in 1970 as Business Representative for various AFL-CIO Local Unions from California to Alaska. He joined Oakland Local 29 as a Business Representative in 1975, and more recently assisted San Diego Local 443 in negotiating its current contract with Kaiser Hospitals.

24% Packet Won at Scott Paper

Winslow, Me., Unit Scores Big on Pay, Fringe Benefits

A packet of wage gains and fringe benefits valued at 24%, or $1.12 an hour, was won in a two-year contract renegotiated by Local 260 for its office unit at Scott Paper Company in Winslow, Me., International Representative John Fitzmaurice reports.

He says the new agreement calls for a 50¢ an hour general wage boost in the first year, and an additional 3.5% in the second. In the lowest grade, it will bring a two-year pay gain of $2,936.96 per individual employee, the weekly maximum rate raising to $181.28 against $144.80 under the old contract.

In the top classification, gain per individual will amount to $3,346.72 with the pay rate rising to $267.96 compared with the previous $223.60. Shift differentials are also increased in each year. The canton allowance was doubled to $2 from the prior $1.

The employer agreed to provide flat life insurance coverage of $10,000 for each employee in the first year, and in the second year to increase the amount to $12,000. Previously, this coverage ran from $2,000 to $10,000—based on the individual's salary. AD&D coverage was also increased to a flat $10,000 benefit.

OPEIU Wins 3rd Campus at Long Island University

New York Local 153's College and University Division won a unit of 200 office employees at the C.W. Post Campus of Long Island University, the third campus of this educational institution to become unionized in a representation election.

International Representative John Dunn led the campaign which lasted for several months. Previously, Local 153 had organized the other two campuses in Brooklyn and Southampton, L.I.

Interestingly, the property for the C.W. Post campus was donated by Mrs. Merryweather Post, heiress to the Post Toasties millions. The campus accordingly was named in honor of C. W. Post, founder of this company which manufactures breakfast cereals.

She is the mother of Dina Merrill, film star and author, who is also a trade unionist and who some years ago wrote a series of articles, exclusively for White Collar, devoted to women's interests.

Oakland Local 29 reports winning a 20-member office unit in a National Labor Relations Board election at Biomedical Laboratories.

(Continued on page 4)

Urges Members to Vote For Democratic Slate

The Executive Board of the Office & Professional Employees International Union has unanimously endorsed Jimmy Carter and Fritz Mondale for President and Vice President respectively. The Board found the decision very easy to make as a result of a comparison of the record of President Ford and the programs of candidate Jimmy Carter.

Under President Ford, unemployment soared to the highest level since the 1930s. While the official figure is slightly less than eight percent, the real figures should include millions of part-time workers and others so discouraged that they have given up looking for jobs. In the construction trades, unemployment averaged 20 percent, with 50 percent in some areas of the country.

Despite that, President Ford vetoed four proposals which would have created 2.25 million jobs directly and a potential of 1 1/2 million spin-off jobs. President Ford claims such job-creating programs are inflationary. As President Moiny stated recently in "Face the Nation," the reverse is true. For every one percent the unemployment rate can be cut, more than 16 million dollars in federal tax revenues will be generated. These billions in taxes will more than offset the inflationary impact of the proposals.

"Pledges Jobs For Jobless"

Jimmy Carter, on the other hand, said: "I am committed to the goal of full employment and I am dedicated to positive programs to achieve that goal." He further said: "Our country's single most important priority must be a job for every American who wants to work." Carter contends, along with the AFL-CIO, that joblessness can be cut substantially without reviving double-digit inflation. He attacked those whose policies created unemployment and who would now go slow in reducing it, saying: "When unemployment prevails, they never stand in line looking for a job."

Despite President Ford's contention that he reduced double-digit inflation, the truth of the matter is that the cost of living is still soaring. In fact, living costs rose 14.8% in four years while President Ford took office. President Ford, however, has had little or no success in reducing unemployment.

Forthright on Tax Reform

On tax reform, Jimmy Carter is equally forthright. He stated: "All my life, I have heard promises of tax reform, but it never quite happens. We are going to make it happen." He stated further that he has been lobbying by talking to politicians who claim they will eliminate tax loopholes. The loopholes are still there and, if anything, are increasing.

In December 1975, Ford vetoed action by the Congress that would extend anti-recession tax cuts for individuals. Ford says little about closing the loopholes for big corporations and wealthy individuals which costs the Federal Government billions of dollars. Instead, he proposes new breaks for those already enjoying the benefits of large loopholes. Carter would not only eliminate loopholes, but would insist that all millionaires pay a minimum tax and not evade their responsibilities to their country by tax avoidance gimmicks.

Supports National Health Plan

Jimmy Carter calls for a nationwide comprehensive health program for all Americans. We wholeheartedly agree with him when he says: "Too often serious illness means financial ruin for a family, and too often a limited income means limited access to quality medical care." He urges a reform of health delivery service and demands that America has "quality health care available to all our citizens on a regular basis" under a workable, efficient and fair system that would include needed preventive medicine.

President Ford, in this day and age, rejects a national health insurance plan that would protect all Americans. His best proposal thus far has been a catastrophic illness plan for the elderly only. This plan actually is a step backward for our senior citizens.
WHY WOMEN NEED UNION
More and more women are pouring into the labor market but an analysis conducted by the U.S. Office of Education for The Conference Board revealed that labor unions will still have to lobby low-paying jobs over the next decade. (See story on this page.)

The study discloses that the earnings differentials that now exist between men and women will remain in the coming years, and in some instances will widen. Last year the median income of working women was $77,000, compared with 64 percent in 1955. The median was $6,957 for women and $12,152 for men.

In fact, the average female college graduate earned less in 1975 than the average male high-school dropout.

On the other hand, OPEIU contracts specify that there shall be no discrimination against female employees because of age, sex, race or religion and that where women perform equal work with that of men they are entitled to and shall receive equal pay.

Needless to say, a contract is a legal instrument fully enforceable in the courts, thus guaranteeing to unionized women equal pay for doing the same work as men. In the case of non-unionized office workers, the employers are free to discriminate against them at will. While they remain unorganized, they invite exploitation by unscrupulous employers simply because they fail to unionize.

Employers are adept at scaring off timid employees with the ploy that they will have to pay union dues. Actually, OPEIU dues are usually amounted to less than $2 per week whereas, on the basis of the above government figures, female employees thereby lose roughly $1,000 a week in comparison with men just because of the fact that they do not have a union to fight for them.

The Coalition of Labor Union Women (CLUW) has now taken on the task of educating unorganized women on the difference a union card makes when it comes to dealing with employers. Of all the women, it is the women who work together and fight for themselves.

The findings were based on a study made for The Conference Board, a non-profit business research organization, by the U.S. Office of Education, examining the prospective changes in 123 occupations involving some skill but not generally requiring a college degree. These occupations are expected to provide for the employment of three-fourths of all working women by 1985.

Since jobs predominantly held by women are characterized by low earnings, the analysis concludes that the "earnings differentials between men and women will remain in some instances widen" in the coming years.

Although 10 years from now more women will be working as school bus drivers, bank employees and medical technicians, the vast majority will still be employed in traditionally "female," low-paying jobs, according to an analysis by The Conference Board.

Women, like non-whites, will make up a larger share of the labor force by 1985, but more than two-thirds of the increase in female employment will be in service and clerical jobs.

For example, 97.6% of secretaries and 94.2% of typists were women in 1970. But by 1985 women will still account for 98.6% of secretaries and 93.2% of typists, The Conference Board reported.

Although there will be a "continuing gap between women's career aspirations and reality in the labor markets," writes Dr. Leonard A. Lech, author of the analysis which appeared in the September issue of The Conference Board Record.

He gives a number of reasons for the continuing labor market disadvantage for women in the coming decade, including barriers to entry, the presence of stereotypes of "men's jobs" and "women's jobs," and the influence of career and vocational education programs, which are geared to steering women into low-level jobs suitable only for short-term employment.

$3,150 Pay Hike Set in New Pact

Local 95 Paper Unit Wins Other Big Gains For 300

Wage gains totaling 22%, or $3,150 a unit member over two years, in addition to numerous fringe benefit improvements, were won in a new contract negotiated by Local 95 for its 300-member office unit at Consolidated Papers, Inc., in Wisconsin Rapids, Wis.

Business Representative Larry V. Cross reports that the new pact calls for an 11.2% increase, or 48¢ an hour, in the first year, and 10.8%, or 55¢ an hour in the second. In the final contract year, pay scales will range from $8,112 per annum in the lowest classification to $16,452.80 in the top grade.

Other monetary gains include an extra 35¢ an hour for employees temporarily substituting for supervisors, and increases in the shift differentials to 20¢ (was 10¢) and 25¢ on the midnight shift (was 15¢).

The vacation schedule was liberalized to provide five weeks after 18 years (was 20). The meal allowance was raised to $2.25 from $2.00.

Life insurance and AD&D coverage was boosted to $5,000 per unit member (was $3,500), with AD&D benefits liberalized to $100 per week in the first year (was $80), and to $100 in the second year (was $90).

Health-welfare coverage was also improved to provide major medical benefits up to $50,000 (was $25,000), and now includes a new optical plan covering employees and their dependents. The dental program, which includes dependents, was also expanded.

Pension benefits were increased to $10 per month times years of service in the first year (was $8), and in the second year will further increased to $11 from the previous $10 rate.

In addition, 22 other changes were made in contract clauses covering holidays, vacations, bereavement leaves and other working conditions.
New Pact Wins 30.59% Pay Boost
L.A. Local 30 Also Gains Bigger Benefits at Norton Simon

Across-the-board monthly wage gains averaging 30.59% plus cost-of-living adjustments were won by Los Angeles Local 30 in a new three-year contract renegotiated for its office unit at the Norton Simon group comprising Hunt-Wesson, National United Can and Glass Container Corp. in Orange County, Calif.

Business Manager Gwen Newton reports that wage gains approximate $9,500 per member over the period. The new pact calls for 8% in the first year, and 6 1/2% in each of the following two years. Shift differential for employees on the second and third shifts was increased to 30¢ an hour.

Other gains are a twelfth holiday added in the third year, and a provision for a 90-day carryover of one week's vacation from one year to the next and for an additional 90-day extension on request. Sick leave was increased to 90 days, the company also agreeing to provide health-and-welfare and insurance benefits for the first 90 days of unpaid sick leave.

Major increased was set at $35,000 (was $20,000). Death benefits for retired employees were raised to $1,500 (was $1,000). Vision care will increase to $40 per year in the second year of the new agreement.

The contract was broadened to provide all fringe benefits on a pro rata basis to part-time employees who work 20 or more hours per week, the company also agreeing to offer at least 20 hours of employment to all current part-time employees.

The contract is retroactive to April 24 last. The OPEIU spe-
cial negotiators at Hunt-Wesson were Barbara Anderson, Bonnie Barlow, Michael Perkins, M. O'Melia, Barbara Pelote and Loren Whitehorn, as well as Joan Soares, representing United Can and 30, both of which were endorsed by the Glass Container Corp.

The amendment must be ratified by local 95 employees, and a provision for a 90-day extension for full and 8% in the third, with an extra holiday and improved health-welfare and pension ben-

CLUW Task Force Set Up for ERA
Another Assigned to Organize the Unorganized

The Coalition of Labor Un-

nomic and legal rights as men. The amendment must be ratified by 38 states before it can be

The Equal Rights Amendment

The Equal Rights Amendment would constitutionally guarantee women the same eco-

New Int'l. Representatives

(Continued from page 1)

Arthur Bivins, a native New Yorker, has been appointed an International Representative based in Detroit, Mich. While attending New York University in the 1960s he became involved in organizing hospital workers in the New York area and later participated in successful campaigns in Pennsylvania, Ohio and Indiana. He had been active in organizing in the Detroit area since 1972.

Six Minneapolis Dairies Sign OPEIU Master Pact

A 17% wage increase across-the-board, a new liberal vacation schedule, and improved life insurance coverage were gained by Twin Cities Local 12 in a master agreement covering 800 ft-

New York

Riverview Hospital Pact

Yields Record Pay Gains

Described as the "best money package ever won by this hospital office unit." Local 95 Business Representative Larry V. Cross reports that in a new three-year pact renegotiated with Riverview Hospital Asso-

City Employees Make Strong Gains Under OPEIU Banner

Pay for 150 municipal employees in the city of Garden City, Calif., is now 23.8% higher than three years ago—when they unionized—as a result of a new contract recently negotiated. Initial and immediate 5.8% increase retro-

City also guaranteed all present medical and dental insurance coverage for employees and dependents, and agreed to

paid holiday this year, bringing the annual total to 11. Promotion raises were increased to 10¢ an hour from 5¢. Holiday work will in future be paid double time plus holiday pay.

The employer agreed to pay full costs of the health-welfare plan, increasing the contribution by $2 a month for single employees, from $16.80 to a maximum of $20, and for those with families from $37.32 to a $42.32 maximum. Deductible for major medical was reduced to $50 from $100.

During negotiations, 46 changes and additions were made in the old contract.

N.Y. Upstate Unit Scores in AVX Corp. Bargaining

CLUW Task Force Set Up for ERA
Another Assigned to Organize the Unorganized

The Coalition of Labor Un-

unions behind ratification of the Equal Rights Amendment.

Meeting in Washington, D.C., sixty CLUW executive board members voted to create the task force to implement CLUW's constitutional declaration of ERA ratification "as a primary goal."

A resolution of ERA called for the group's members to work within their local unions, state labor federations and in international meetings "to demand that the records and votes of state legislators on ERA be carefully scrutinized before en-

the decision for organizing the unorganized, full distribution of bargaining rights security legislation, occupational health and safety, apprenticeship programs, and one on women and collective bargaining.

The group also endorsed a boycott of Russell Stover Candies. An estimated 75 to 80 percent of the company's employees are women.

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During negotiations, 46 changes and additions were made in the old contract.
Dresser Unit Hits Jackpot

**Louisiana Local 465 Scores in Wages and Fringe Benefits**

Wage gains ranging from 55c to $1.18 an hour in the first year, or 18.2%, plus 54c in the second and 47c an hour across-the-board in the third year were gained by Local 465 in a new three-year contract renegotiated for its office unit at Dresser Industries in Alexandria, La.

Local 465 President David Fletcher reports that these raises are in addition to the average 15c an hour automatic increases due each December. The pact includes a cost-of-living clause calling for a 1½% annual adjustment for each 0.04 rise in the CPI.

Since the CPI is reviewed each June, this affords the possibility of an additional increase to the above rates, he points out. He says in the third year, employees gained their birthday as a paid holiday, bringing the annual total to 12.

Other gains are reduced deductibles in major medical policies, and increased surgical maximums. Paid life insurance was raised to $3,000 from $1,000, and AD&D benefits increased to $90 per week from $60.

The unit also won the option of using the Federal Mediation Service or the American Arbitration Association to resolve disputes. When the AAA is used, no briefs or transcripts are filed and the arbitrator renders his decision when the hearing is completed.

“That’s Quite a Double Feature!”

OPEIU Board Endorses Carter-Mondale Ticket

(Continued from page 1)

in health care. Only one out of 300 elderly persons hospitalized under Medicare would qualify for any payments under the Ford plan. Meanwhile, for all seniors, it would add up to $70 more a year in cost of Medicare coverage and would more than double their out-of-pocket medical costs.

Wound Repel 14(b)

Carter favors repeal of 14(b) which permits open shop laws which result in the lowest wages in the country in those states which have such laws. President Ford does not advocate repeal. President Ford told the building trades he would sign a common status picketing bill which would give building trades workers equal picketing rights with all workers. He broke his word and vetoed the bill. We are sure that Jimmy Carter will keep his word.

There have been few elections in the history of the United States where the issues are so crystal clear. President Ford favors the corporations and the wealthy, with little or no concern for wage earners and the unemployed. Jimmy Carter promises to improve the standard of living of all Americans, with particular emphasis on working men and women.

The Executive Board of the Office & Professional Employees International Union urges all members of the OPEIU in the United States to register and vote. The Executive Board strongly recommends that members of the OPEIU cast their votes for Jimmy Carter and Fritz Mondale.

Sports Goods Office Unit Scores in Bay State Pact

Across-the-board wage gains totaling 21.6% were won in a new three-year contract renegotiated by Local 269 for its office and clerical bargaining unit at Spalding Division of Questor Corporation, sporting goods manufacturer, at its plant in Chicopee, Mass.

Retroactive to November 1st, the agreement provides a 7% salary increase in the first year, 7.3% due on November 1, 1976, and a similar increase on October 31, 1977. In the final contract year it sets a minimum starting rate of $121 per week in the lowest office grade, rising to a $150 maximum. In the top classification, it calls for a minimum of $258, rising to a $275 maximum.

Employees will receive 11 paid holidays, including Patri- on’s Day and a floating holiday, and a vacation schedule providing one week after six months service to five weeks after 20 or more years.

The OPEIU negotiating team was headed by Local 269 Presi- dient James S. MacDonald and included Vice President Cath- erine A. Fedor, Sec.-Treas. Gilbert H. LaValley, Rec.-Sec. Jeanne Goyette, and member Mary H. White. The new agreement runs to November 1, 1978.

Says Goodbye to Co-Workers

RETIRED PRESENTATION: Fellow-employees at Spalding Bros. in Chicopee, Mass., presented farewell gift on his last day at work to OPEIU Local 269 Sec.-Treas. Gilbert LaValley who retired recently after serving the company for 42 years. Shown from left are Dan Gomez, George Dickerman, Brother LaValley, and Richard Geisler. Brother LaValley was also a pioneer in organizing the Chicopee unit.

3rd L.I.U. Campus Organized by OPEIU

(Continued from page 1)

Canadian Director Romeo Corbell reports that OPEIU membership in Canada at the end of last June totaled 21,720, an increase of $1,915, or 38%, over June 1974 when the last OPEIU Convention was held in Miami Beach, Fla.

Montreal Local 57 has requested certification from the Quebec Labour Relations Board for a new 74-member unit of office employees and secretaries at the Laval, Laurent- vales and North Island Regional School Boards.

Citing recent growth developments, he says that a new Local 486 has been chartered to represent 40 clerical employees at Port Arthur Shipbuilding & Engineering Ltd., Ontario, after a first contract had been signed for the group.

Other initial agreements include one by Toronto Local 343 for 46 members at the Ontario Secondary School Teachers’ Federation. Toronto Local 131 also signed an initial contract covering a new 60-member unit at Lummus Corporation.

U.S. Price Index

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

William A. Lowe, Sec-Treas.
815 16th Street, N.W., Suite 606
Washington, D.C. 20006

If you change your name, notify your local as soon as possible.

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

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