**OPEIU Members Serve In Top CLUW Offices**

The Coalition of Labor Union Women has a large OPEIU representation among its Regional Directors and on its national Executive Board. Just over two years old and endorsed by the OPEIU, CLUW’s goals are more active participation by women members within their unions; organizing the unorganized; political and legislative action, and affirmative action in the work place.

CLUW has proved its usefulness in union organizing driven by promoting educational programs; its support of labor-endorsed legislation, and its active involvement in programs sponsored by Local unions and central labor councils.

Three OPEIU members and one alternate serve on CLUW’s Executive Board. They invite all OPEIU members to give them any suggestions that may help the organization to grow in numbers and influence. They also welcome any ideas that can stimulate more active participation by union women in their Local and International Unions, or that can help organize the 30-million non-union women now in the work force.

Suggestion should be sent to these OPEIU representatives on the CLUW Executive Board: Madge Cruse, 10390 Cedarlawn, Detroit, Mich. 48204; Lucella Hanberry, P.O. Box 4341, Vallejo, Calif. 94590; Mabel Hollerman, 3000 E. Grand Boulevard, Detroit, Mich. 48206; and Reeva Olsen, 775 Goeletage, San Francisco, Calif. 94134.

The five OPEIU members who serve as CLUW Regional Di- rectors are Gloria Busman (territorial); Australia Davidson (South); Helen Robinson (Upper Midwest); Susan Hollerman (Mid-Atlantic), and Camille Robinson (Northeast region).

**6 New Units Organized; Largest in Oakland, Cal.**

Six new units to represent approximately 250 office em- ployees in collective bargaining are listed in latest reports from the field, the largest group being in Oakland, Calif.

Before his retirement from active service, Vice President John B. Kinnick reported that Oakland Trades No. 20 had won a

**Insurance Clericals Top 5-Figure Salary**

A new two-year contract raising the average salary of office employees at Northwestern Mutual Life's 100-year-old Company to $10,111 annually in the first year, plus a cost-of- living escalator, has been rene- gotiated by Milwaukee Local 500 for its 1,600-member bar- gaining unit at the firm, Interna- tional Representative Mike Walker reports.

Under the new agreement, first-year increases will range from $120 for messengers (low-

The decision was made in a dispute between Cutler-Ham- mer, Inc., and OPEIU Local 500, Milwaukee, Wis., although the 1974 contract covering the employees included conflicting provisions regarding salary in- creases for transferred or bumped employees.

In January, 1975, the employee who had been earning $472.50 per month got an increase in salary during her promotion but was then bumped back to her former classification and was paid her previous salary. She filed a grievance, citing the OPEIU contract as entitling her to re- tain the higher salary.

An office employee whose salary was increased following a promotion but was then bumped back to her old posi- tion for lack of work was ent- itled to the increase, according to a ruling by a three-member arbitration panel.

The employer was ordered to continue to pay the grievant the higher salary, retroactive to the day she was bumped back to her former position, the panel notes that two separate prob- lems might arise in the course of a probationary period.

"The panel is persuasion that it were the intention of the par- ties that the employee to her former rate in the event of a layoff such would have been specified in the language."

**Bakery Contract Gains $6,000 for Each Member**

Wage gains totaling almost $6,000 per unit member over three years, plus new dental and vision care plans paid by the employer, were won in a new contract renegotiated by Local 2 for 250 employees at ITT-Continental Baking Com- pany in Washington, D.C.

Local 2 Sec.-Treas. Emmet C. Etheredge reported that the new pact calls for across-the- board wage boosts of 50¢ an hour in the first year, and 45¢ in each of the following two years. Increases of 65¢ an hour in the first year were gained for those in Grade 5.

Part-time employees are now required to become and remain union members, entitled to a starting salary of $5.96 an hour for registered nurses in the first year. The contract also provides a 5% an hour night shift differential in the first year.
**Maine Paper Unit Wins Large Gains**

**Ct. Northern Yields Big Pay Hikes, Fatter Fringe Benefits**

A general increase of $25.20 per week in the first year and an 11% bonus in the second, plus greatly improved fringe benefits including an extra paid holiday, was settled for 192 for its 150-member office unit at Great Northern Paper Co., in Millinocket, Me., according to Raymond Paulson reports. The company agreed to increase life insurance coverage and A.D.A. coverage (were $15,000), and to boost major medical to $250,000 from the previous $50,000 at no extra cost to unit members, he adds.

He says the pension plan was revised to provide vesting after 10 years (was 15), to increase benefits in the first year to $10 per month for each year of service, and to $12 per month in the second year. Other gains are a provision covering equal opportunity for the handicapped, and higher pay for employees filling in on supervisory jobs. The company agreed to pay them $25 an hour in the first year over the highest rate being supervised (was $15). International Representative John F. Fitzmaurice assisted the negotiating team headed by President Pacelitti. It comprised Local 192 Vice President Stephen Vinson, Sec-Treas. George Biscotti and Rec-Sec. Treasa MacDonald.

Other members were Stewards Theresa Coffin, Danny Michaud, Richard Farrington, Lowell Nason, John Nicholson, Ernie Vazza and Lorraine Harris.

**Conn. Firm Yields 30% Packet**

Two-Year Pact at Jenkins Bros. Ups Pay $30 Per Week

A new three-year contract providing wage boosts and fringe benefits valued at 30%, with wage gains amounting to $30 per week over a two-year period, has been renegotiated by Local 123 for its office bargaining unit at Jenkins Bros., in Bridgeport, Conn.

Local 123 President John Jacomette reveals that the new agreement was negotiated several months before expiration of the old one so that the new salary schedules take effect long before they were anticipated.

He says the new average weekly wage at the concern will now be $210 per week with a substantial increase of learning more than that amount.

He announces that he has been named as the company's representative on the Board of Junior Achievement of Western Connecticut, and the election of two other Local 123 officials as officers of the local and low-level union. They are Vice President Joe Wegryn and Executive Board member Ed Demovik.

**Pay Raised $5,500 Per Member**

Wage gains totaling more than $5,500 per unit member over three years, improved vacations and increased pension benefits were won by Local 29 in a renegotiated contract for its 80-member unit of office employees at Grand Auto, Inc., which operates a group of retail auto supply stores in Oakland, Calif.

The new agreement calls for a 50¢ per hour wage increase across-the-board in the first year; 40¢ in the second, and 35¢ in the third year, according to Business Representative Bruce D. Groulx.

In the final contract year it provides a minimum hiring rate of $13.48 an hour and a lowest office grade, rising to a $212 maximum. In the top classifications, it is $15 an hour, rising to $254 maximum. For those working swing shifts after 6 p.m., there is also a 10% swing differential.

The vacation schedule was liberalized to provide four weeks after January 1, 1976, on completion of 12 years' service (was 15), and on January 1, 1978, eligibility will be further reduced to 10 years.

The employer agreed to contribute $87.50 per employee each month to maintain benefits in OPEIU's Welfare Fund Plan which provides hospital-medical care; $7,000 group life insurance; expanded dental care; major medical coverage; full cost of dependent coverage; vision care; prescription drugs, and extended disability benefits. Contribution by the employer to the Western States Pension Fund will be increased to 17¢ per hour per employee on September 1, 1977, and to 23¢ on September 1, 1978.

The agreement is retroactive to September 1, 1975, and runs to September 1, 1978.

**6 New Units Organized**

(Continued from page 1)

Credit Union, OPEIU representation was chosen by a very substantial margin. Business Representative Frank E. Francis, Jr., reports that Tacoma Local 23 has been certified by the Washington State Department of Labor and Industries as bargaining agent for 25 employees of the Thurston County Juvenile Department. The unit includes probation officers, detention and clerical employees. International Representative Dan McShain reports winning a 15-member office unit at Avis Corporation in Norfolk, Va., in an NLRB election. The vote was 2-to-1 for OPEIU representation.

Local 8 Business Representative Bill Domoraksky reports winning a 10-member office unit at the Pike Paint & Glass Company in Seattle, Wash.

**Mid-Canada Council Elects**

**Red Rock Man Named:** Murray Zomes (left), of Red Rock, Ont. Local 267, was elected President of the OPEIU Mid-Canada Council at its twelfth annual meeting at the Red Oak Inn. International Representative Gilles Beauregard (center) and Mid-Canada Council Representative Emil Stencer (right) addressed 50 delegates representing OPEIU Locals from Winnipeg to Marathon. Missing from the picture are two new Council vice-presidents, Richard Piccinin, of Local 486, Port Arthur, and Sandy Robachuk, of Local 81 in Fort William, Ont.

**Truck Pact in Twin Cities Wins $7,000 Per Member**

Wage hikes amounting to more than $7,000 per unit member over three years, plus a cost-of-living escalator, were gained by Twin Cities Local 12 for its office unit in a new contract renegotiated at Pacific Intermountain Express in Minneapolis, Minn.

Business Manager H. R. Markussen says that it calls for a 65¢ an hour wage increase in the first year retroactive to July 1, with 50¢ an hour in each of the following two years. In the second year, a COLA clause provides 1¢ an hour for each 0.4 rise in the CPI, and in the third year 1¢ for each 0.3 CPI increase.

The employer also agreed to pay $32/4 an hour for each employee into the Western States OPEIU Pension Plan, to increase it to 40¢ on July 1, 1977, and to 47½¢ on July 1, 1978.

Other changes were the addition of a personal paid holiday, to be agreed on by the employer and employee with the employee's birthday being substituted for Christmas Eve.

Assisting Markussen in the negotiations were Stewards Raymond Jod and Charles Rees.

**OPEIU Pioneer Retires From Bay State Firm**

Marking his retirement, union colleagues and employer representatives paid tribute at a farewell party to Local 269 Sec-Treas. Gilbert LaValley, employed by the Spalding Company in Chicopee, Mass., for more than 40 years.

A charter member and one of Local 269's founders 25 years ago, Brother LaValley had served as its secretary-treasurer for most of that time. He had also been a delegate to OPEIU Conventions since 1953.

Among speakers at the farewell was International Representative Justin F. Manning who read a letter from President Coughlin expressing appreciation for his long service with the Local. We wish Brother LaValley many long and happy years in a well-earned retirement.

**Named to Board**

J. B. MOSS, President-Business Manager of Fort Worth, Texas, Local 277, was recently named to the OPEIU Executive Board to fill the vacancy created by the retirement of Frank E. Morton.
Maine Paper Unit Wins Large Gains

Connecticut, and representative on the now conette reveals period, has been renegotiated by the previous major medical to $250,000 and AD&D, identifies Raymond Paoletti reports.

Don't Forget: Give $2. to VOTE Campaign!
Labor's Aims for New Congress

The AFL-CIO prepared 62 pages of Platform Proposals which were presented by President George Meany to both the Democratic and Republican Conventions. This AFL-CIO Program of 1976 covers a wide variety of subjects including the national economy, full employment, tax reform, housing, transportation, energy, social security and health, labor-management relations and numerous other issues including foreign policy and defense. As this edition of "White Collar" goes to press, both parties have chosen their national tickets, candidates for the House of Representatives and candidates for one-third of the United States Senate.

While it does not necessarily follow the AFL-CIO is 100 percent right in all of its positions, many of its proposals are on target without question. In the past, the House of Representatives and the Senate have played politics with numerous issues including a number of those presently sponsored by the AFL-CIO.

We do not believe that political gimmickry will ever disappear. We do feel, however, that it's time for both parties to forget politics and agree upon a program designed to take our country off dead center and move it ahead, particularly in the fields of employment, energy, medical care, tax reform and labor-management relations.

Primaries Clue to Public Mood

Throughout the Presidential primaries, the public made it abundantly clear that it was fed up with Washington's history of politics as usual. The support received by two candidates in each of the major parties who had no previous experience in Washington indicates the feelings of American voters. It will no longer be enough to talk about energy and our growing dependence on OPEC countries. The Congress is, in effect, mandated to work up a program designed to give the United States energy self-sufficiency within a reasonable period of time. Unless this is done, and the American public realizes it, our country will follow Great Britain and quickly become a second- or third-rate nation.

Americans are sick and tired of reading about hundreds of millions of dollars continuing to be paid in taxes to the states in which they reside and to the federal government. Americans will not continue to put up with a system whereby working people pay more than their share of taxes and tax loopholes which are available only to the wealthy are used by the wealthy to avoid tax payments. A fair and equitable tax program must be enacted into law.

Voters Want Action, Not Talk

The Congress has been talking about a national Medical Program for years. That's been the problem. Representatives and Senators have been talking, but not acting. In the meantime, medical, surgical and hospital costs skyrocket at the expense of the working classes. Voters will expect action in this, a distressed area, in the near future.

The Social Security Program has been running at a deficit for a number of years. The Congress has regularly voted a cost-of-living increase to recipients each year and rightly so without, however, providing for the additional monies needed to make up the recurring deficit because of fear of voter opposition. We hope with the elections out of the way in November that the Congress will look at this problem realistically and push through legislation designed to make the Social Security program actuarially sound.

As indicated by an Oversight Committee of the Congress headed by Congressman Frank Thompson of New Jersey, the National Labor Relations Board machinery is not working. Its policies are antiquated and pro-management. A complete overhaul of the National Labor Relations Act, designed to make this legislation more equitable and to foster and encourage collective bargaining, as was the original intention of the Wagner Act, is imperative.

The AFL-CIO Platform Proposals, as presented to both major parties, contain many recommendations which a bi-partisan Congress can easily enact into law for the good of the country. The Congress will be expected to act in a statesmanlike non-partisan way if it is going to regain the respect of the American public. Action, not words, should be the order of the day when the new Congress convenes in 1977.

Extra Pay Hike Extends Lumber Company Pact

An across-the-board wage increase of 3 1/2% in addition to an already negotiated 6 3/4% boost has been agreed to by Local 354 and the Weyerhaeuser Company for an extension of its contract to November 1, 1977, Regional Director J. Oscar Bloodworth reports.

He says the company has also agreed to another 10% wage increase on November 1, 1976. During the negotiations he was assisted by a unit committee comprising Local 354 President Nancy Crisp, Billie Alexander, Betty Elks and Barbara Gardner.

AFFIXING SIGNATURES: Shown at ceremony marking final step of Local 2's new two-year contract with the National Bank of Washington (seated left) are: Chief Shop Steward Jane Peden, Local 2 Staff Representative J. L. Sheridan, Sr. Vice President Frederick M. Henschel, Asst. Cashier George H. Craven (bank officials); and Asst. Chief Shop Steward Lillian Dent. Standing from left are other members of OPEIU negotiating team: David M. Thurston, Lemuel Beall, Robert Cadow, Elinor Tyson, Carmen Pow and Lillian Tadesse. (Contract details reported in May issue).