



WHITE COLLAR

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

No. 361

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17 CUBES 17

OPEIU Board Plans for '77 Convention

Despite membership losses due to the economic slowdown, reflected in mergers, bankruptcies and relocation of companies under OPEIU contracts, nevertheless membership continues to gain both in the U.S. and Canada, President Howard Coughlin reported at the semi-annual meeting of the Executive Board in Los Angeles.

Membership growth in Canada since the 1974 Convention has been greater than in the U.S., he noted, but "it is possible, with continued progress, to reach a 100,000 total by May, 1977."

He pointed out that the OPEIU is now in the process of

replacing retired staff members with new staff, and it is intended "to add to our present staff if a substantial per capita tax increase is adopted at the next Convention."

In hiring new staff representatives, he continued, emphasis is placed on "organizing the unorganized, which is 80 to 90% of the job." He said new staff representatives are given six months to prove their abilities in this respect.

"We are looking for young staff members with a background in labor relations, either educational or experience-wise — or a combination of both — who are willing to take

positions with our International Union, knowing they must successfully organize," he declared.

Full Strike Benefits

He pointed out that the Strike Benefit Fund, after a drain by lengthy strikes in the preceding year, had now recovered to the extent that full benefits are again being paid to striking members.

He disclosed that OPEIU's unwritten no-raid pact with the Teamsters "has been adhered to religiously by that organization." The Teamsters had prevented a raid by one of its Locals on our membership in Denver offices of the trucking industry there. The no-raid pact

also assisted immeasurably in Los Angeles and Minneapolis, in addition to other areas of the United States, he said.

Referring to the situation in Canada, where a wage stabilization board has severely limited wage increases, nevertheless new organizing continues at an "excellent pace," he noted. He expressed particular gratification at the all-union Canada one-day protest, in which our Canadian members participated wholeheartedly last October 14. The protest got wide publicity in all media in the U.S. and Canada.

"We feel that Premier Trudeau will find that a one-sided

program which restricts wages and does very little to restrain prices cannot be successful," he said, adding "October 14, 1976, will long be remembered in Canada."

Hailing the election of Jimmy Carter to the Presidency of the United States, whose candidacy the OPEIU had supported, he said that "We are hopeful that he will give high priority to numerous economic measures" designed to combat inflation, unemployment and "very important, the repeal of Section 14(b) of the Taft-Hartley Act."

General Counsel Joe Finley
(Continued on Page 3)

500 More Added to OPEIU Rolls

Tri-State Bank in Memphis, Tenn., Votes for Local 367

A bank in Memphis, Tenn., a hospital in Lake Charles, La., and an ambulance service in Boston, Mass., are among the latest OPEIU election victories reported from the field. Altogether, seven new bargaining units will represent nearly 500 office and other employees.

Reflecting renewed interest in unionizing among bank employees, International Representative Gerry Schmit reports that in a National Labor Relations Board election among the 45 employees at Tri-State Bank in Memphis the vote was two-to-one for representation by Local 367.

In response to appeals from bank employees in other parts of the country seeking to unionize, several campaigns among them have been launched in other areas in recent months. It is expected that the Memphis

victory will encourage fellow-bank employees in these areas to unionize also.

Banks already organized under OPEIU auspices now show salaries around 25% higher than those paid in unorganized banks, a strong argument with those employees struggling to make ends meet on current low pay.

Local 367 President Jenny Lee Murphy, assisted by Gerry Schmit, conducted the Memphis bank campaign to a successful conclusion.

Business Representative Jim Mahoney, of Local 6, reports winning a 25-member unit in an election conducted by the NLRB among employees of Stavis Ambulance Service in Boston, Mass. The victory margin was better than three-to-one for union representation.

International Representative Jack Langford reports that after litigation lasting almost a year, the NLRB has declared that Local 87 is now the bargaining representative for a unit of between 380 and 400 employees at Memorial Hospital in Lake Charles, La.

Objections by the hospital administration had held up announcement of the election results until litigation had been resolved on 25 challenged ballots. The election was held last February.

Other victories include a 20-member unit won by San Francisco Local 3 at Westwood Imports, Inc., and smaller units won by Local 30 at Directors Guild of America, Inc., Los Angeles; the Credit Bureau of Youngstown, Ohio, and a group of employees at Marathon Credit Union at Neenah, Wis.

Lewandowski Reports on West African Visit

Director of Organization Art Lewandowski during a trip to three West African countries, under the auspices of the African-American Labor Center, found that white-collar employees in those French-speaking states share the same problems and concerns as their counterparts in North America.

In a report to the Executive Board, he listed these as difficulties on contract negotiations, high unemployment, soaring living costs, and membership apathy. He said there is limited manpower and resources for the tasks at hand, and an urgent need to implement educational and training programs for emerging union leaders and members.

During his visit, he conducted

several seminars on white-collar unionism and distributed copies of OPEIU bank and insurance contracts; the International Model Agreement, stewards' training manuals and other organizing and research materials which were eagerly accepted by West African trade unionists.

He noted that white-collar workers in these countries are among the most highly unionized groups. During his visit he met with national and local union leaders, government officials, American Embassy personnel, and the directors of banks, insurance companies and commercial establishments.

The cities he visited were Dakar, Senegal; Nouakchott, Mauritania, and Lome and Togo.

OPEIU Wins Pay of \$226 a Week for Bank Tellers

Wage gains totaling 24%, an improved insurance plan, and the upgrading of one employee to the teller classification, were won in a new two-year contract renegotiated by Local 411 for its office bargaining unit at Springhill Bank & Trust Company in Springhill, La.

International Representative Bill Kirby reports that the new agreements calls for a 12% across-the-board wage boost in each of the two years. After the second-year increase, the hourly rate for a Bookkeeper-Receptionist will be \$4.67, or \$186.60 per week. The salary rate for tellers and proof operators will go to \$5.65 an hour, or \$226 per week.

He says that a one-year agreement had been renegotiated for Local 411's unit at Citizens Bank & Trust Company, also in Springhill, where both banks in the town are fully unionized.

It calls for a 10% minimum wage increase, an increase in the daily hospital room benefit to \$30 per day from the previous \$16, and a decrease in the number of job classifications to three from the previous four.

Wage rates for Citizens' bank employees under the new contract, will be Grade I, \$4.36 an hour or \$174.40 per week; Grade II, \$4.96 or \$198.40 a week, and Grade III, \$5.11 or \$204.40 per week after 18 months.



SUCCESSFUL TEAMWORK: Two International Representatives, officers of Local 87 in Lake Charles, La., and a three-member in-hospital organizing committee posing for picture before NLRB election at Memorial Hospital. From left (front row) are International Representative Jack Langford, Elizabeth Hursey, Patsy Tupper and Marithe Rosamore, members of the in-hospital committee, and International Representative Joe McGee. Back row from left are officers of Local 87; President Howard Black, Business Manager Jim Compton, Sec.-Treas. Leo Bourgeois, and Rec.-Sec. Barbara Morris.

WHITE COLLAR

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

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Congress Must Act

We are sure that the vast majority of OPEIU members are dismayed at the decision of the U.S. Supreme Court which holds that company disability plans that exclude or limit coverage of pregnancy or childbirth do not violate the federal anti-discrimination laws.

The decision is all the more surprising since it reversed the rulings of six U.S. Courts of Appeals. All these lower courts upheld that of the Equal Employment Opportunity Commission, holding that private employers with plans that temporarily compensate workers for a range of disabilities violated Title VII of the Civil Rights Act of 1964 if they refused such payments to women for absences caused by pregnancy.

The decision marks a setback for the women's liberation movement, and a severe disappointment. Yet, we believe that it will bring about a closer liaison between organized labor and other women's groups struggling to gain equal treatment under the law for women as well as men.

Already organized labor, including the OPEIU, are championing their cause. We hope to see legislation introduced in the next Congress to correct this situation. Needless to say, this union which has long been a leader in the fight for women's equality, will throw its fullest influence behind this legislation.

Discrimination against women in disability plans, because of their sex, is clearly repugnant to all fair minded people and violates our sense of equity and justice.

However, the Supreme Court ruling does not prevent labor unions from seeking and winning contract provisions that would specifically require disability compensation for women absent from work because of pregnancy, on the same basis as for other disabilities.

We feel that the ruling is one more reason why all women who work should belong to a union. Collective bargaining, embodied in a union contract, is their best guarantee for equality in the world of work.

Labor Law Reform Urgent

The Putnam & Sons, Inc. case (See Page 4) is a classic example of NLRB delays involved with recalcitrant employers who use illegal methods to deny to employees their right to collective bargaining. The J. P. Stevens case is perhaps the best known nationally. So far, none of its plants operates under a union contract. The same applies to office employees of book publishing houses.

Anti-union companies continue defying the National Labor Relations Act because it's cheaper and more expedient to do so. They regard paying token fines or legal expenses involved as far less expensive than allowing their employees to organize without illegal interference.

However, recent developments now give hope that drastic changes may be on the horizon. These would speed up NLRB procedures in enforcing the act more effectively so that it will do what Congress intended it to do: protect the right of employees to unionize for better pay and working conditions.

Under the Nixon-Ford administrations, weaknesses within the act and its uneven enforcement by the NLRB actually encouraged employers to flout the law deliberately. The only punishment they received was a slap on the wrist.

Congress has long been studying basic changes in the labor law itself, especially in the enforcement area, but failed to introduce corrective legislation in the fear that it would be wasted effort as such would face vetoes by both Nixon and Ford.

The interim report of the NLRB Task Force, set up by Chairman Betty Southard Murphy, made 69 recommendations in November on new procedures calculated to speed up its work. Most of the task force's recommendations were approved by the full blue-ribbon panel of union, business and government labor law lawyers. Its final report is due in early 1978, and this is likely to be adopted without a fight.

Finally, the five board members are all appointed by the President. Three are now Republicans and two are Democrats. The five-year terms of four members will expire during the Carter administration.

Although Jimmy Carter hasn't discussed potential NLRB appointees, prospects for corrective legislation are now brighter than they have been in years.

Women Lose on Pregnancy Issue

High Court Rules Employers Need Not Pay for Absences

The U.S. Supreme Court ruled by a vote of six-to-three that private employers who have programs temporarily compensating out-of-work employees for a broad range of disabilities may refuse to compensate women for absences caused by pregnancy. It was a major setback for the women's rights movement.

The ruling, as two of the dissenters noted, rejects the rulings by six U.S. Courts of Appeals. Every Court of Appeals that has considered the issue has held that exclusion of pregnancy violates Title VII of the Civil Rights Act of 1964.

The ruling also rejects the finding of the Equal Employment Opportunity Commission that exclusion of pregnancy from such plans violates Title VII.

The decision, written by Jus-

tice William Rehnquist and handed down in a case involving the General Electric Company plan, does not prevent unions from seeking through collective bargaining to require employers to provide pregnancy coverage.

Nor does it bar future legislation by Congress. The ruling was an interpretation of Title VII's ban on sex discrimination as now written, and Congress is free to revise that.

But without such action, the ruling opens the way for companies that currently provide coverage for pregnancy-related absences to drop it from their plans. The majority of companies that have disability plans apparently do not now include pregnancy, but many others do.

Companies that have not had such plans, but have been under

pressure to adopt them, now need not do so.

The ruling may also prompt employers to change policies relating to women employees or at least employees who are pregnant, such as policies regarding maternity leave, and possibly even hiring.

The Court found in essence that pregnancy is a unique condition; that refusal to cover it is not a refusal to cover people because of their sex but instead a refusal to cover a special condition.

In dissent, Justice John Paul Stevens said: "The rule at issue places the risk of absence caused by pregnancy in a class by itself. By definition, such a rule discriminates on account of sex; for it is the capacity to become pregnant which primarily differentiates the female from the male."

Men vs. Women Pay Gap Widens

Bigger Now Than 20 Years Ago, U.S. Bureau Finds

Despite the growing number of women in higher-paying and traditionally male occupations, the pay differentials between men and women has widened over the last 20 years, a study

by the U.S. Department of Labor's Women's Bureau discloses.

The salaries of women working full time during 1974 were only 57% of those earned by males. While this figure is

higher than it was in 1973, the ratio was the second lowest in the past 20 years and well below the 64% peak recorded in 1955.

During 1974, men employed full time earned an average of \$11,835 a year, some \$5,063 more than regularly employed women. In 1955, the difference was only \$1,533. As measured in constant dollars, the difference has grown from \$1,911 to \$3,433, the Women's Bureau notes.

The widening wage differential results from the continued predominance of women in low pay occupations and the sharp increase of women in the labor force, which jumped to 46.3% from 33.9% over the past 25 years.

Consequently, a large proportion of women are in or near the entry level; the relatively low pay at these levels tends to pull the median wage down, the Women's Bureau says.

Moreover, while women make up only 32% of full-time workers, they account for 63% of individuals earning between \$3,000 and \$4,999 a year. Only 5% of workers earning \$15,000 annually are women.

While much of the wage gap can be explained by differences in experience, education, and skills, many women are simply paid less than men doing the same job.

They Need to Unionize

A union study of government jobs in the state of Washington shows considerable discrimination in pay-setting for women and other minorities. The study revealed that state jobs predominantly held by women are paid an average of \$235 a month less than comparable jobs held by men.

Flexitime's Popularity Gains Among Employers

Flexitime, a method of permitting workers to pick their own work hours within some limitations, has been on the increase. At last count, a year ago, 300,000 were working under such plans in this country, but the Work in America Institute, Inc., a trade organization, believes the number is much larger now.

The OPEIU has several large companies under contract with clauses permitting flexitime for employees. They include the Northwestern Insurance Company in Milwaukee with 2,000 employees, and American Home Life in Galveston, Tex., with around 1,200.

A check with companies which have installed the plan finds it's growing in popularity among supervisors and person-

nel directors. They say it has been a morale booster, helping with child-care and traffic problems.

One company said that "women have gained the most." Another said that employees at first liked flexitime better than managers but that "after one year supervisors began to develop positive feelings about the program."

Under the flexitime plan, office workers have to be present during the core periods of 9:30 A.M. to noon and 1:30 P.M. to 4 P.M., except on summer Fridays when the core time ends at noon.

With supervisor approval, they can choose earlier starting times such as 6 A.M. or work late until 8 P.M. The work week must add up to 40 hours.

Filing Clerks Top \$10,000 in New Vancouver Contract

A shorter work week with substantial pay boosts, that will provide annual salaries in the five-figure bracket for the lowest classification, were gained in a new two-year contract renegotiated for Local 15's 350 members working in trade union offices in Vancouver, B.C.

Local 15 Sec.-Treas. Opal Skilling says that the new agreement, which is retroactive to April 1, 1976, and runs to March 31, 1978, was a "major breakthrough." On April 1, 1977, base pay for filing clerks for a 32½-hour week will rise to \$1,022.60 per month, compared with \$952.40 for a 35-hour week on April 1, 1976.

Next April 1, base pay for bookkeepers will go to \$1,260 per month for the shorter week, against \$1,187.60 for the longer work week on April 1, 1976.

Northeast Delegates at N.Y. Educational Conference



During an intermission OPEIU delegates from Locals in the Northeast area pose for picture at the Summit Hotel, in New York City. One session was devoted to the advantages of forming Councils to stimulate new organizing and provide better service for members.

Board Sets Up New Program To Help Raise Funds for VOTE

Sec.-Treas. William A. Lowe reported to the Executive Board that contributions to the VOTE program had improved prior to the last election, but had failed to meet the quota. He pointed out that "some Locals didn't participate in the program at all."

The board agreed that such Locals fail to recognize how essential the VOTE program is to all members of organized labor. Because of the high cost of TV spots, advertising, and literature, candidates for public office friendly to organized labor and the cause of the working population must depend on private contributions, particularly from union members.

If candidates friendly to our Union can't meet the costs, they can't be elected. If they're not elected, they can't help organized labor, and its enemies are thus enabled to pass legislation that hurts every man or woman who must work for a living, the board agreed.

Following a discussion, the Board authorized a new approach to VOTE fund-raising efforts.

It decided to set up a "President's 100 Club," which will seek a \$100 annual contribution from International Officers, International Representatives, full-time Representatives of Local Unions, and all other members and friends of OPEIU through check-offs or lump-sum contributions.

It is hoped to have 100% participation in the Club. Those who meet their quotas will receive plaques and certificates of participation.

Sec.-Treas. Lowe was also authorized to send to each Local a check-off form so that they can negotiate in all new contracts, or contract renewals, a clause providing for a VOTE check-off of pledged contributions which would amount to a trivial nickel or dime a week. This would enable every bargaining unit member and Local Union to meet its quota painlessly and without effort.

The Board urges every Local to adopt this plan at the earliest opportunity.

OPEIU Board Plans For 1977 Convention

(Continued from Page 1)

told the board of a spate of lawsuits and charges nationwide by individuals against Locals and International during the previous year claiming that they were not adequately represented in grievances.

He pointed out that while the vast majority of these cases have no merit, nevertheless they are time-consuming and costly in legal fees and otherwise to the Unions involved. He expressed the hope that this pattern has now run its course.

President Coughlin said that in speeches and his *White Collar* columns he has repeatedly urged that Locals should investigate all grievances thoroughly to make sure that no grounds exist for such lawsuits.

Actions By Board

Following reports by President Coughlin and Sec. Treas. William A. Lowe, representing the OPEIU as delegates at the FIET World Congress in Helsinki, Finland, and a report by Director of Organization Art Lewandowski on his visit to six West African nations under the auspices of the African-American Labor Center, the Board took the following actions:

- Accepted with regret, and expressions of appreciation for their long services, the resignations of Vice Presidents John B. Kinnick and Emil Steck. Decided to leave filling of the vacancies to the next Convention.

- Decided to submit a resolution to the Convention recommending that the status of *emeritus* be conferred on former Vice Presidents Frank E. Morton and John B. Kinnick.

- Agreed to recommend to the Convention that a third Canadian representative be added to the Executive Board to reflect OPEIU's growing

membership, and for the Canadian membership to hold its national Convention in the year preceding the International Convention.

- Approved the mergers of Local 338 with Montreal's 57, and Local 490 with Local 33 in Pittsburgh, Pa.

- Denied a request by a Local to set an initiation fee of \$100 as "too high."

- Set a registration fee of \$25 for Convention delegates for the Los Angeles Convention.

- Urged Convention delegates to submit resolutions in timely fashion so they can be processed prior to the Convention.

- Acted on certain technical changes mandated by ERISA and agreed that the International Union should pick up its employee 6% contributions to the International's Pension Plan. It urged all Locals with similar Pension Plans for paid staffs also to pick up their employee contributions.

- Adopted a resolution urging the Convention to make it mandatory that all Locals raise dues to a minimum of \$5 per month.

Vice President Gwen Newton reported on arrangements made by host Local 30 to entertain Convention delegates next June during their stay at the High Regency Hotel in Los Angeles. Following her report, board members checked rooms and other facilities at the hotel and expressed themselves as well pleased with its facilities and planned arrangements.

The board considered this year's series of Educational Conferences highly successful. It decided that none will be held next year because there will be a conference of all Local delegates the Sunday prior to the opening of the Convention.

J. P. Stevens Boycott Launched

Offices Opened in 27 Cities to Mobilize Consumers

The Amalgamated Clothing & Textile Workers Union has launched its nationwide retail boycott against J. P. Stevens which for years, because of its anti-union bias, has topped the list of organized labor's enemies list.

The union is opening boycott headquarters in 27 cities and already has staged modest demonstrations in Washington, D.C., Detroit, Chicago, Philadelphia and St. Louis.

Although Stevens manufactures many synthetic products, it is mostly known as the pre-eminent maker of sheets, towels and tablecloths. It markets half of its fabrics unfinished for apparel manufacturers, and sells a large portion of its linen goods to institutions, mail order houses and retailers.

The products are marketed under many names, among them *Utica*, *Mohawk Simtex*, *Taste-*

maker and Gulistan. OPEIU members are urged not to buy these brands.

The battle, union leaders say, is likely to grow into the largest and most heavily financed consumer boycott in labor history.

The union spent between \$5 and \$6 million in the successful boycott against Farah Manufacturing Co. four years ago and is expected to double that outlay in the fight against Stevens.

The union hopes to establish labor contracts for the 44,000 workers in 85 plants, most of them in North and South Carolina, and to halt what it claims is the worst record of labor relations of any manufacturer in the nation.

Stevens began as a small family-owned New England textile manufacturer in 1813. It closed its Northern plants

following World War II, moved south where labor costs were lower, and grew into a multinational corporation with sales in the last year of \$1.4 billion, second only to Burlington Industries, Inc.

Since 1963, the textile union has been trying to organize the Stevens mills, but with one notable exception its efforts have bogged down in a morass of National Labor Relations Board litigation and costly state and federal court cases — most of which have gone against the company.

NLRB Caseload Up

Alleged violations of the National Labor Relations Act by employers in 1976 totaled 23,496, an increase of 16 per cent over the 1975 figure, the NLRB's 41st annual report through last June 30 shows.



from the desk

of the

PRESIDENT

Ford Proved Keynesian Economics Outmoded

The *AFL-CIO News* recently printed an article dealing with a paper published by Professors Howard M. Wachtel and Peter D. Adelsheim of American University. The article is titled "The Inflationary Impact of Unemployment: Price Markups During Postwar Recessions, 1947-70."

The writers found that the economic theories adhered to by the Ford Administration—formulated by the late British economist John M. Keynes—are completely impotent in the face of current economic events, not only in the United States but in every other economy in the world today. In effect, we find ourselves faced with problems of unemployment and inflation at the same time. Keynes' teachings would have us believe that this is impossible.

Economics, as taught in our nation's colleges, has been refuted. Economists have always taught that there is an inverse relationship between inflation and unemployment. Unemployment is supposed to result in deflation.

At the same time in the United States, despite both inflation and unemployment—now referred to as "stagflation"—workers have banked more money than ever before. This money is accumulated in banks and is drawing interest at a rate far below the increase in tangible goods. In effect, therefore, businessmen and workers who regularly deposit money in banks have seen that money erode when compared to the prices of food, hardware, software and real estate.

While the Ford Administration, based on Keynesian economics, has sought to curb wage demands through tightened money and subsequent unemployment, such has not happened. Despite Keynesian teachings, neither wage rates nor prices have been reduced as a result of unemployment and recession. Actually, in the history of our country, wage rates were not reduced in recessions. Economic conditions curbed wage increases but did not, for the most part, have any effect on current wages. Despite inflation and unemployment, particularly in the building trades, wage rates in that industry and the price of materials have continued to increase.

In contradiction to the teaching of economists, businessmen did not cut the prices of their products when demand fell off, as theory indicates they should, not for that matter were wages cheapened as a result of lay-offs and unemployment. The reverse is true. In this era of inflation and unemployment, wages and prices have continued to rise.

In view of the fact that economics is not by any means an exact science, President Carter will have a difficult time choosing his economic advisors and the theory of economics which he will follow in leading the country away from inflation and unemployment. It has been suggested that the answer lies in pumping money into the economy. This, in turn, would create jobs and, through taxes, return large sums of money to the United States Treasury. Without some type of controls over the industries of our country, this could very well serve to accelerate inflation.

During the Ford years, nothing was done to curb large price increases in the steel, automobile and aerospace industries. Wage earners were hit with three price increases on automobiles in one year without any intervention whatsoever by the Ford Administration. The steel industry also increased prices without a word of reproach. The American Telephone and Telegraph Company, through numerous increases, announced a profit of one billion dollars for the third quarter of 1976, with resultant silence from the Ford Administration.

Obviously, while no one favors rigid price controls, something should be done by the government in dealing with monopolies. While the law of supply and demand dictates higher prices when supplies are scarce and demand is heavy, the average worker-consumer requires protection against monopolistic practices.

Over the past several years, we have had abnormal increases in prices of beef, grain, oil, sugar, coffee, numerous articles of apparel and many additional commodities. The Ford Administration did little or nothing to protect the public against these abnormal rises in prices.

President Carter's problems are multi-faceted. He must create jobs, discourage inflation, decrease our dependence on foreign oil imports and prevent monopolistic practices. Based on what we have been taught, the President will require economists who are not steeped in the theories of John M. Keynes.

NLRB Voids Putnam Election

Rules N.Y. Publishers Must Bargain With Local 153

The nationally-known book publishing firm of G. P. Putnam & Sons, Inc., and two of its subsidiaries—Coward, McCann & Geohagan, Inc. and Berkley Publishing Co.—have lost a fight lasting more than two years to prevent unionization of their office employees.

Putnam was the first target in an OPEIU drive to unionize the book publishing industry, numbering some 490 firms nationwide.

The Putnam effort has boomeranged with a decision by the National Labor Relations Board in Washington, D.C. Upholding New York Local 153's unfair labor practice charges, the board declares that the three companies flagrantly violated the labor laws before a representation election was held on October 1, 1974, when Local 153 was defeated.

The board's order sets aside the election, grants Local 153 exclusive bargaining rights for the unit, and orders the companies to bargain "on request" for a contract retroactive to the 1974 date.

The NLRB order defines the

bargaining units as including office and clerical employees; assistant editors, copy writers, production assistants, art directors and sales clerks.

Among the intimidation tactics used in the employers' anti-union crusade, Local 153 cited the firing of six employees for union activities; a threat to move the plant if the union won, and a warning that union sympathizers would be blackballed if they sought jobs with other non-union book publishers.

The board ordered that the six discharged employees be restored to their jobs, or similar ones, without loss of seniority, and with full compensation for time lost. It said the publishers must furnish to the board payrolls and other relevant documents so that the NLRB can determine the amount of compensation due to each dismissed employee.

Prior to the election, the employers also granted additional paid holidays and company-paid medical coverage, benefits that previously did not exist, in efforts to influence the election.

The board also requires the employers to post a 60-day notice assuring all employees that in the future they are free to join, or not join, the union without fear of job reprisals, threats or other intimidation.

Another organizing drive by Local 153 at the Macmillan Publishing Co. around the same time bogged down in NLRB delays on a petition to define the bargaining unit and set an election date. As a result, turnover of employees plus frustration at the delays caused a loss of interest so that the petition was withdrawn.

The pivotal decision in the Putnam case will now reactivate both campaigns. Local 153 immediately requested the companies to furnish a list of those eligible to unionize, and asked that a date be set to start negotiations in compliance with the NLRB order.

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

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

James T. Macaione, 61; Local 105 Past President

We regret to announce the death of James T. Macaione, 61, past president of Local 105, at the Lawrence Memorial Hospital in New London, Conn. He was also a past president of the Metal Trades Council for the New London area.

A World War II veteran, who served in the U.S. Air Force, he belonged to the Norwich Veterans of Foreign Wars; was a life member and past commander of the Norwich American Legion Post and the Italian-American War Veterans.

Burial was with military hon-

ors in St. Joseph's Cemetery in Norwich.

Survivors are his wife, Grace; mother, Margaret Macaione of Norwich; a son, James Joseph of New London; two daughters, Mrs. Margaret Michaud of Windsor and Diana Resler of Raja, Mexico; three brothers, Joseph and Roger of Manchester, and Robert of Hamden; three sisters, Mrs. Anna Mitchell of Norwich, Mrs. Mary Linden of Hartford, and Mrs. Madeline Miller of California.

We offer his survivors our deepest sympathy in their sad bereavement.

New Unit Makes Large Gains in Initial Pact

Pay raises ranging from \$17 per week to \$37, retroactive to April 26, with a no limit COLA and greatly improved fringe benefits were gained by Newark, N.J., Local 32 in an initial contract for a new unit of office employees who administer pension and welfare benefits for the International Union of Electricians in East Rutherford, N.J.

Business Manager John Ronches says that the COLA takes effect next June. He explains that if the CPI increases 7%, then all employees will be entitled to a 7% wage adjustment.

Life insurance was increased to \$5,000 per unit member, double the previous amount. Pension benefits will be computed in future on the base rate for the last three years of service (was five). Improvements were also made in medical and

dental coverages, as well as bereavement leave provisions.

The agreement calls for a union shop, requiring new employees to join after 30 days. Assisting in the negotiations were Sec.-Treas. Arleen Aquilino and Steward Betty Ehnert. The agreement runs to June 30, 1978.

Equal Rights Again Loses Out in Illinois

The Illinois Senate rejected ratification of the equal rights amendment to the U.S. Constitution by a vote of 29 to 22, seven short of the required two-thirds majority.

The Illinois General Assembly has considered and rejected the measure every year since 1972. Three-quarters of the states, or 38, must ratify the amendment for it to become federal law. Thirty-four already have done so.

U.S. Price Index

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

1975	
November	165.6
December	166.3
1976	
January	166.7
February	167.1
March	167.5
April	168.2
May	169.2
June	170.1
July	171.1
August	171.9
September	172.6
October	173.3
November	173.8

Canadian Price Index

Statistics Canada
New Base 1971=100

1975	
November	144.1
December	144.3
1976	
January	145.1
February	145.6
March	146.2
April	146.8
May	148.0
June	148.7
July	149.3
August	150.0
September	150.7
October	151.7
November	152.2