**It Pays to Unionize:**

**First Pact Ups Blue Shield Wages 64%**

The value of OPEIU representation in office bargaining has come through loud and clear in Milwaukee, Wis., where Local 9 negotiated an initial contract for some 600 Blue Shield employees which boosts their pay over the next three years 64% above their pre-union scales.

Business Representative Judy Burnick reports that in the first two years alone, “catch-up” increases for the unit will rocket the average Blue Shield pay to $6.08 an hour compared with $3.89 before these employees unionized.

The new agreement, which covers a total of some 1,500 Blue Cross/Blue Shield employees in that city, will bring their pay scale level in the third year. It calls for pay raises of 8% in each of the first two years, and 7% in the third.

Both groups also won automatic salary increases of roughly 3% every six months, rounding out total pay boosts to about 12% annually. Before the Blue Shield group unionized, their pay scale and fringe benefits were $1.10 an hour lower than their Blue Cross counterparts who joined the OPEIU in May 1971.

The pay increases are retroactive to June 1, 1977, for the Blue Shield unit, and to November 1 for the 700 Blue Cross members.

**Shipyard Yields Big Pay Gains**

**Ingalls Unit Also Improves Fringe Benefits**

Salary boosts ranging from $65 a month in the lowest office grade to $110 in the top classification, plus COLA adjustments in addition to other fringe benefits, were gained by Local 204 for its 765-member clerical unit in a renegotiated contract at Ingalls Shipbuilding Division of Litton Systems, Inc., at Pascagoula, Miss.

Regional Director J. Oscar Bloodworth reports that there will be additional $42 per month raises in each of the following two years. Since most employees are in Grade 3, their raises will be $82 a month in the first year, and $32 in the second and third years. New average base pay rates range from $5.37 to $8.15 an hour.

Beginning in February 1979, COLA adjustments of 14% an hour will be paid quarterly if the December 1978 CPI is triggered by a rise of six points.

An additional floating holiday brings the annual total to 11. It will be used during Christmas week in 1978, and during the July Fourth period in 1979, giving employees a four-day weekend.

Hospital insurance was improved and pension benefits increased from $5 to $7 a month times years of service in the first year.

The unit negotiating team was headed by Business Representative E. V. McElhany, and comprised Local 204 President Jimmy Stafford, Gary Brooke and Norman A. Saska. They were assisted by Brother Bloodworth.

**OPEIU Sets Dates for Staff, Educational Conferences**

Three important OPEIU conferences are scheduled in the near future, one for International and Local staff members, the other two being educational conferences for delegates in the Midwest and Southern regions, according to Director of Organization Art Lewandowski.

He says the staff meeting is scheduled for April 26 and 27 at the Hyatt-Regency Hotel in Atlanta, Ga. This will be a first experience for several new International Representatives recruited within the last year or so to replace those who retired in the meantime.

The first in the Spring series of educational conferences will be for Erie region delegates who will assemble for a two-day session in the Voyager Inn at Franklin, Pa., May 6 and 7.

The second in the series will be a combined conference for delegates from the South and Southwest regions in the Galvez Hotel in Galveston, Texas, on May 19 and 20.

Speakers will include President Howard Coughlin, Sec.-Treas. William A. Lowe, and General Counsel Joe Finley, who will discuss the latest developments in the legal field covering labor relations. A representative from the George Meany Center for Labor Studies will also attend and conduct part of the program.

The program is tailored to meet the needs of full-time staff in the areas of organizing, collective bargaining, contract administration and human relations. Sec.-Treas. Lowe will speak on the VOTE program, and the importance of negotiating check-off of voluntary contributions into OPEIU contract renewals.

Lewandowski said the program for the Fall series of Educational Conferences will be announced at a later date.

**Arbitor Rules Shipyard Wrongly Fired Union Man**

A "trumped up" charge of insubordination by his employer, which resulted in the discharge from his job of Local 204 President Jimmy L. Stafford, of Pascagoula, Miss., became unglued when the OPEIU brought his case before an arbitrator.

After a hearing of the case by Arbitrator H. Elsworth Steele, of Auburn University, Stafford was restored to his job with full seniority and back pay at Ingalls Shipbuilding Division of Litton Systems, Inc.
Big Gains Scored by Buffalo Unit
COLA, Higher Benefits Also Won At Compressors, Inc.

Wage boosts totaling $3,744 per unit member over three years, with quarterly cost-of-living adjustments and many fringe benefits, were won in a new contract renegotiated by Local 212 for its 236-member office unit at Worthington Corp., East Aurora, N.Y., and at Buffalo, N.Y., a subsidiary of Studebaker-Worthington Corp.

Business Representative Gerald J. McHugh announced that it calls for pay increases of 40¢ an hour in the first year, and 20¢ in each of the succeeding years, effective from April 1, 1978. The maximum hour for a point rise in the CPI with a 30¢ cap in the first year, and a 25¢ cap in the succeeding years, will be $1.25 per hour in the first year, and $1.50 in the succeeding years. The point cap will be $1.75 per hour in the first year, and $2.00 in the succeeding years.

The OPEIU, which is headquartered in Geneva, Switzerland, became the free and democratic trade union movement since 1904. In the main, women's salaries in industrialized countries are still lower than those of men, and women's wages are generally the first to be fired," the publication declares on the basis of a survey.

"The difference between the salaries of men and women in the United States has nearly doubled over the past 20 years. As further evidence of discrimination, it was found that black women earned on average 35% less than the whites.

"The economic crisis has hit harder on women and youths than men, and according to the survey on youth unemployment, girls are suffering even more than boys.

"Time and again, we have editorialized in White Collar that passing laws to remove the inequities between men and women in offices and other work places does not get to the root of the problem. These laws, not only in this country but in all industrialized countries, merely recognize the problem but do not solve it.

"The one and only way it will be solved is when women enter the union movement in greater numbers, and as active members exert their untapped but powerful influence through collective bargaining.

"The vast majority of women today are found to be office employees, becoming more dissatisfied with the discrimination being exercised against them by unscrupulous employers because of their sex. Unorganized, they have no bargaining strength.

"Happy this problem in recent years has been recognized by far sighted women trade unionists who formed the Coalition of Labor Union Women (CLUW) which from its beginning has had the strongest support of the OPEIU. It hopes to educate all women who work in offices and elsewhere, that their best hope for equality lies in the trade union movement as active members, the real solution for their problems.

Office Pay Nears $300 a Week
New Pact At Gould Batteries Brings Bigger Benefits

Pay boosts averaging $1.46 an hour, with other fringe benefit improvements, were gained in a five-year contract renegotiated for its office bargaining unit at the Industrial Battery Division of Gould, Inc., in Kankakee, Ill.

Regional Director Billie D. Johnson reports that in the third year of the contract, the minimum starting rate will be $5.59 an hour, rising to a maximum of $7.31.

Among fringe benefit gains were an additional paid holiday, the day before Good Friday, bringing the annual total to 12. The vacation schedule was liberalized to provide four weeks after 17 years, and five after 25 years.

The new agreement also provides a dental plan; AD&D benefits were raised to $100 a year; the members also were given $250,000. Maternity benefits were improved to include hospital and obstetrical charges, as well as "reasonable and customary" hospital room.

The pension plan was revised to increase retirement benefits to $10.50 a month times years of service.

When the union filed a complaint with the NLRB Regional Director, the company denied the allegation. The company contended that the Board's certification of the union was "erroneous as a matter of law.

The allegations were rejected by an Administrative Law Judge and the board's General Counsel, who recommended that the company be ordered to bargain in good faith for an initial contract with the union, and to agree to the Union's request for 60 days to effect.

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The National Labor Relations Board, upon appealing OPEIU claims that the company had been "compelled" to the Computer Sciences Corp., at the Aerospace Systems Div., Vicksburg, Miss., ordered the "bargaining agent" to submit to the judge and the union to agreement for 60 days to that effect.

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OPEIU Locals Strike It Rich

Wage gains totaling nearly $11,000 per unit member over three years, more liberal vacations, a job security plan, improved pensions and other fringe benefits were won in a new contract renegotiated by Locals 286 and 62 for their clerical and technical units at the Chi and Tech operations of Kennebec Copper Corp.

Local 286 President Ray D. Tippets reports that the new agreement covers for general wage boosts of $2 per hour over three years, retroactive to July 1, 1977. The raises will be supplemented by cost-of-living allowances in each quarter, based on one cent per hour for each 0.3 rise in the CPI.

The vacation schedule was liberalized to provide five-weeks vacation for those with 25 years of service.

The parties agreed that permanent employees, those with 90 days of service, "will be laid off in a technologically-justified manner, or improved work methods," under a new employment security plan.

The new agreement also included provisions for improving the health and welfare of the employees.

Pension benefits were increased to $12 per month times years of service up to 15 years, effective January 1, 1978, $13.50 from 15 to 30 years, and $15 in excess of 30. These rates will be further increased by $2 per month on July 1, 1979.

OPEIU Wins Promotions Case

Local 500 Gets 4 Draftsmen Upgraded at F.W.D. Corp.

Arbitrator G. W. Davis ruled that F. W. D. Corp., in Clintonville, Wis., violated its OPEIU agreement by not upgrading four Local 500 members when it refused to reclassify four employees to a higher labor grade.

For 35 years the employer had relied on a job evaluation plan to establish the proper labor grade for various office positions. In 1949, the layout draftsmen position was evaluated under the plan and rated grade nine.

In January 1977 four layout draftsmen, who shared essentially the same duties and responsibilities, lodged virtually identical grievances requesting reevaluation and upgrading of the position to grade ten. The grievances were denied by the employer.

Local 500 maintained that the reclassification of the grievants was improper simply because of the employer’s failure to reevaluate the job thoroughly. The company argued that because there was no substantive change in the job during the effective date of the contract, reevaluation was forbidden.

The union challenged the employer’s claim, arguing that the “rating factors of errors, contact with others, confidential data, and responsibility for work performed” are currently undervalued both in relationship to other jobs and to the listed rating descriptions and that, when properly evaluated, such factors provide sufficient additional rating points to require the upgrading of the position.

The finding that the language to be inconclusive, Davis proceeds to consider the propriety of the employer’s initial decision to assign the four employees. He points out that “the aim of the job rating plan . . . is to determine the value of each job in relation to all other jobs encompassed by the plan.”

He further explains that “when determining whether the grievants’ position is properly evaluated, one must consider the criteria which define the varying degree ratings, but also the relative ratings received by other positions.

Davis concluded that in three of the four rating factors raised by the union, the grievants possessed superior qualifications, declaring: “On the basis of the foregoing and the record as a whole, it is the conclusion and award of the undersigned arbitrator that the grievances raised in the proper labor grade; that the employer shall immediately reclassify the grievants to the highest available grade and pay the grievants the difference in pay for the time lost in reclassification.”

The arbitration award was affirmed.

$3,744 Pay Boost Won

By Linen Supply Unit

Wage gains totaling $3,744 per unit member over three years, supplemented by a cost-of-living clause plus an extra paid holiday, were won by Twin Cities Local 12 for its clerical bargaining unit at the American Linen Company’s Linen Supply Unit in a renegotiated contract.

Business Manager H. R. Markussen reports that the new agreement calls for a $345 per hour increase in the first year, and $259 in each of the following years. That first year increase brings the weekly base pay to $149.50 for the lowest office grade, and $193.50 in the highest.

The COLA formula calls for two adjustments, one in the second year and the other in the third, requiring the company to add to the $25 an hour raise in those years any increase in the cost-of-living above 5% during each year.

Each employee also gains a personal holiday after each year, and will be allowed a half-day prior to Christmas with pay. A new provision of a full day between Christmas and New Year’s, as well as a half-day on Good Friday afternoon.

The vacation plan was liberalized to provide three weeks after eight years. The new agreement runs to November 30, 1981. The three grievants in the negotiations were Linda Prawalsky and Pauline Markovich.

John Cahill Retires

As President of Local 2

John P. Cahill, President-Business Manager of the OPEIU, D.C.’s Local 2 has announced his retirement from that post, the vacancy being filled by the election of Local 2 Vice President Jim Sheridan to succeed him.

Cahill joined the OPEIU in the mid-1940’s, and became Local 2’s Secretary-Treasurer in 1947. He was elected President in 1954, and had served in that capacity for the company’s contribution for dependent hospitalization insurance.

In the second year, a general 9% pay increase was gained plus another paid holiday. Shift differential was increased to $12 an hour for the second shift and to $18 for the third.

In the final contract year, a 9% general pay boost will take effect, with an additional 1% increase in shift differentials.

Assembling in the negotiations was a joint committee comprising President J. Edward Boyd of Georgetown Local 233, and President William F. McNichols of Springfield Local 411.

Hudson Paper Florida Unit Scores Big in 3-Year Pact

Wage gains totaling some 30% over three years, plus a general 9% pay increase, were won by Local 337 for its office unit in a renegotiated contract with Hudson Paper & Pulp Company at its Palatka, Fla., plant.

Regional Director J. Oscar Bloodworth reports that the new agreement calls for a $104 pay boost in the first year on top of a 3% an hour general adjustment in the wage schedule.

Other first-year gains were substantial. There were two paid holidays in the severance pay schedule, an additional paid holiday, and an increase in shift differentials. The pension plan was liberalized to provide a $13 per month benefit for each year of paid vacation service.

Local union officers will be granted full credit toward their pension for any time taken off to take care of union duties.

In the second year, a 10% general wage increase was gained with an additional paid holiday.

Agreement for the final year, a further 10% was tacked on with an additional adjustment in shift differentials, group insurance and a paid vacation.

A unit team, comprising Local 337 President Russell Holliman and members Harold Guthrie and Carl Brown, assisted Bloodworth during the negotiations.

IP & P Bag Plant Unit

Chalks Up 18½% Raise

Wage gains totaling 18½% over two years were won by Local 71 in a new contract renegotiated for its office unit at the bag plant in the IP & P Container Produs Division of the International Paper Company in Mobile, Ala.

Regional Director J. Oscar Bloodworth reports that a first year increase of 9½% is retroactive to July 1, 1977, with an additional 9% boost to become effective next July 1. Employees gained an additional holiday, Memorial Day, in the second year of the contract.

Local 71 officers were also won in the insurance and pension programs.

The unit negotiating team comprised Local 71 President Ruth Sawyer, Larry Ware and Frank Sullivan. They were assisted during the negotiations by Bloodworth.

N. Carolina Paper Mill

Yields 30½% Pay Boost

General wage increases totaling 30½% over two years were gained by Local 354 for its office unit at Weyerhaeuser Company, which operates pulp and paper mill, in Plymouth, N.C.

Regional Director J. Oscar Bloodworth reports that a first year increase of 9½% is retroactive to November 1, 1977, with additional 10% boosts in each of the following two years.

Additional gains were two more paid holidays and other substantial improvements.

The final negotiation sessions were held with the assistance of a Federal mediator.

The 1976 negotiating team comprised Local 354 President Nancy Crisp, Billie Alexander, Barbara Gardner and Virginia Shumpert, assisted by Bloodworth.

Two OPEIU Units Sign

With IP&P Container Div.

Across-the-board wage boosts totaling 28½% over three years, two additional paid holidays and improved fringe benefits were gained in a new jointly renegotiated contract covering office employees of International Paper Company (Container Division) in Georgetown, S.C., and Springfield, Ill.

Regional Director J. Oscar Bloodworth reports that the new agreement covers members of Local 233 and 411 employed at company plants located in those cities. It is retroactive to June 1, 1977.

In the first year, it calls for a 10½ pay boost, one additional holiday, substantial pension plan improvement, and a $10 per month increase in the company’s contribution for dependent hospitalization insurance.

In the second year, a general 9% pay increase was gained plus another paid holiday. Shift differential was increased to $12 an hour for the second shift and to $18 for the third.

In the final contract year, a 9% general pay boost will take effect, with an additional 1½% increase in shift differentials.
Why Should Unionize

Just a few short years ago, the Sunbelt states in the South, living under "right-to-work" (for less) laws, used all types of devices to lure Northern firms to that area of the country. They promised a union-free environment, tax abatement for 10 to 20 years, and an available labor force at minimal wages for those firms contemplating relocation.

Based on an article in The Wall Street Journal dated February 10, 1978, Northern firms seeking sites in the South are now getting a county as well. Low can remember organizing a company in a small town in Northern New York many years ago and had a difficult time negotiating a reasonable increase over the then existing substandard rates. A year later, a nationally known firm moved into the same area with rates in the absence of those I negotiated. Thereafter, the organized company called me long before contract expiration for purposes of setting more realistic competitive rates.

Towns like Roxboro, North Carolina, are not alone in their thinking in the Sunbelt. They feel that they cannot allow new firms to come in and disrupt the economy. In many instances, they dictated the rate schedules which can be used. One of the chief attractions for Northern companies in Southern communities is the availability of cheap labor. However, once Northern companies with unions and higher wage levels locate in the South, the economy suffers as well.

In Greenville, Mississippi, the Greenville Industrial Foundation takes a firm anti-union stance. Harry Vickery, its Chairman, stated "We are being very selective. It's not like it was 10 years ago when we had to take every labor leader from each county." If workers employed without union protection and collective bargaining, regardless of location in the United States or Canada, had any doubts whatsoever as to their need for unionism and collective bargaining, The Wall Street Journal article of February 10, 1978, would soon eliminate such doubts.

There is no possible way that workers can combat the anti-union attitude of industry without unionism and collective bargaining.

**OPEIU Scores for School Unit**

An initial one-year contract with some unusual features such as a relatively high rate, together with pay boosts and other fringe benefits, were won by Toronto Local 343 for its recent office at the 968 Toronto English Catholic Teachers Assn. Business Representative Kathy Maddison reports that an agency called for a starting rate of $158 per week for clerical employees in the lowest grade, rising to a $179 maximum. In the former secretary top classification, the rate starts at $242 rising to a $263 maximum, the Provincial's Executive's statement is an additional $20 a week "responsibility allowance." The pact also includes a cost-of-living allowance.

The contract calls for a 35-hour week; 12 paid holidays; three weeks' vacation after one year, four after seven, and five after 11 years.

Included are a union shop with dues checkoff, sick leave and leaves for personal business, educational leave, and a parking allowance.

**Meat Firm Clericals Win Almost $200 a Week Scale**

Salary boosts totaling $51 a week, in six-month increments over three years, were gained by Local 367 at a meat firm located on the outskirts of Toronto, a subsidiary of Armour Foods Co., in Memphis, Tenn., recently reported by Marilyn Oscar Bloodworth reports.

He says the company is a subsidiary of Armour & Co., Inc., which is owned by The General Food Corp. by Greyhound, Inc. In addition to the across-the-board increases, he reports that individual job classifications were "significantly upgraded."

After these adjustments are applied, he says that the minimum wage rate in the entire bargaining unit is now $207 per week. Substantial improvements were also made in the insurance benefit program, together with other more liberal vacation schedule.

Assisting Brother Bloodworth in the negotiations was a unit team comprising Stewards Jane Gubbard and Ralph Schwab.

**OPEIU Wins in Dispute In Right to Join Union**

The Michigan Employment Relations Commission upheld an unfair labor practice charge brought by Detroit Local 10 against Fivcepac, Inc., a non-profit social service agency, for permitting a pro-union bookkeeper although she hadn't won a representation election won by Local 10 on a 6-to-1 margin.

The bookkeeper, Carol Talmadge, was visited after the election by the agency's executive director, of whom she was a union member was challenged because she was a "confidential employee," and had furnished financial information to the union without authorization.

Talmadge replied that since the agency was financed by federal, state and county funds, the financial information therefore was public and should be made public.

Loter, Talmadge was informed that she was being de¬ moted at greatly reduced pay to a temporary job that would last only three months, so she quit and got another position with a motor sales agency.

Local 10 Business Manager Arnold L. Rike, who appeared for Talmadge, argued that Talmadge was not a con¬ fidential employee because the agency's "mum infected" and therefore was entitled to the protection of the Labor Mediation Act.

Administrative Law Judge Joseph B. Bixler, who heard the case, upheld the Union and ordered Fivcepac, Inc. to "offer unconditional reinstatement to Carol Talmadge to her position as bookkeeper," and to post a notice to this effect.

**May 6-7 Arthritis Telethon Has Aid of Union Leaders**

Organized labor once again is participating in the annual Arthritis Telethon to be broad¬ cast from New York on WOR— TV (Ch. 9) from 10 p.m. on Saturday, May 6, through 6 p.m. on Sunday, May 7.

A star-studded cast of cele¬ brities from Hollywood, Las Vegas and Broadway with their aid will be seen from across the country. Headed by Larry Blank, Jerry Lewis, Jim Nabors, Bob Hope, Elizabeth Taylor, Bette Davis, Steve Allen, Jack Paar and others, the performers will be a sensational combination of entertainers.

There is no doubt that workers can combat the unionism of anti-union and collective bargaining.