Midwest Stock Exchange

Refuses to Bargain With Certified OPEIU Unit: Example Laid on Laps of Anti-Union Senators

The Midwest Stock Exchange refuses to bargain with the Office & Professional Employees International Union, AFL-CIO, Local 28 in Chicago, which was certified as the official bargaining agency for its 375 employees who voted 182-149 for union representation in a National Labor Relations Board election in January.

Large Packet Won at U.S. Steel Div.

Elmira, N.Y. Unit Gains $1.56 an Hour; Other Benefits

Pay gains totaling $1.56 an hour, an additional paid holiday and other fringe benefit improvements, were won in a new three-year agreement renegotiated by Local 137 for its office unit at American Bridge Div. of the United States Steel Corp., at its plant in Elmira, N.Y.

International Representative Mark Reader reports that the pay raises include a 25% an hour bonus retroactive to July 1, which also includes vacations and holidays, followed on October 1 by 50¢ an hour general increase and another ½¢ added to increment scales. In addition, there will be four 20¢ an hour raises at each six-month interval.

Starting salaries in the lowest grade are now $215 a week, rising to $247 in the final year. In the top classification, the starting rate is $314.45 a week rising to $346.45.

Washington's Birthday becomes a "Michigan" holiday, with an additional holiday in 1979 to be chosen by mutual agreement with the employer.

Among the other improvements are increased sickness and accident benefits, a revised dental program and employer-paid life insurance for retirees. On October 1, 1979, the company agreed to increase life insurance by $2,000 for each employee, and increase retiree coverage to a flat $5,000 in each classification.

With a view to controlling medical costs, the company will provide full hospital benefits for all employees using non-member hospitals. Both parties agreed to set up a joint committee to study the feasibility for employees to "bank" or defer vacations, or vacation payments, until retirement.

Pension benefits were raised to not less than $10 for each year of the first 15 years of continuous service, $11 for each year between 15 and 30, and $12 for each year above 30.

Medicare Hospital Fees to Jump 11% in January

The portion of hospital fees that Medicare patients must pay will be increased 11% to $160 starting January 1, the Department of Health, Education & Welfare announced.

HEW Undersecretary Hale Champion said the $16 increase is due to rising health-care costs. Under federal law, such costs must be reflected in the Medicare recipient's initial payment, or deductible, which currently is $144. After the initial payment, Medicare picks up the remaining costs of the first 60 days of a patient's hospital stay.

Champion announced the increase at a White House session intended to stir support for the administration's hospital-cost containment bill. He contended the increase facing more than 27 million elderly Medicare recipients is evidence that hospital costs are "the single biggest inflationary problem in this country."

4 New OPEIU Office Units Organized in U.S., Canada

More than 130 new members in the U.S. were added to OPEIU rolls in latest reports of NLRB election results, with an unspecified number in another unit organized in Canada.

Washington Local 2 reports winning a 68-member office unit at the International Assn. of Bridge, Structural & Ornamental Iron Workers in Washington, D.C. The vote for OPEIU representation was more than 3-to-1.

Regional Director J. Oscar Blowdon reports winning an office unit of 55 at the St. Joe Paper Company in Port St. Joe, Florida.

A 9-member office unit at Western Credit Union, Inc., in Columbus, Ohio, voted solidly for OPEIU representation in another NLRB election.

Vancouver, B.C. Local 15 Sec.-Treas. Opal Skilling reports the Local has been certiﬁed as bargaining representative for a unit of ofﬁce employees at the Vancouver Regional Sales ofﬁce of Crown Life Insurance Company.

Tacoma Store Unit Wins $5,000 Each in New Pact

Pay gains totaling more than $5,000 per unit member over three years, with other improvements in fringe beneﬁts and working conditions, were won by Local 23 in a new agreement renegotiated for its office unit at Peoples Store in Tacoma, Wash., formerly known as Associated Retailers.

Business Representative Frank E. Fennerty, Jr., reports that it calls for across-the-board wage increases of 4½% an hour in the first year, 3½ in the second, and 4½ in the third.

In the ﬁnal year, it will bring starting pay in the lowest ofﬁce classiﬁcation to $54 a week, rising to a $227.40 maximum. Starting rate in the top grade will be $168 a week rising to $229.80.

A ﬂoating holiday was added, bringing the annual total to nine, and the vacation schedule liberalized to provide four weeks after 12 years of seniority. Sick leave was improved at the rate of one day a month cumulative from year to year to a 20 day maximum payable on the ﬁrst day of absence.

Considerable improvements were made in job security with seniority, promotions, layoff and recall procedures spelled out in detail. The new agreement runs to June 1, 1981.

This was revealed in a Chicago story published in the New York Post on October 15 which said that the exchange, by this maneuver, hoped to force the matter into federal courts, and seek a new election in which it feels the employees will then repudiate the union.

The N.Y. Post quoted Kenneth J. Rosenblum, Senior Vice President and Counsel for the Midwest exchange, as follows:

"We will agree to the union's statement by saying that we have no intention of sitting down and talking because we are in the process of appealing the matter with NLRB. And we hope never to have to sit down and talk with them, because we believe there ultimately won't be a union."

Following publication of the story, OPEIU International President Howard Coughlin sent a personal letter to each of the 31 U.S. Senators who voted against cloture during the recent Senate filibuster on the Labor Law Reform Bill, thereby killing that legislation which would have prevented such illegal antilabor actions.

Stems from Senate Filibuster

He charged that the lack of penalties in the existing National Labor Relations Act enables the Midwest exchange "to defy the NLRB and deprive their employees of their legal rights to bargain collectively."

"As a United States Senator who voted against cloture in the recent debate on Labor Law Reform, I thought you would be interested in the attached article published in the "New York Post" on Sunday, October 15, 1978. The article clearly spells out statements by Kenneth J. Rosenblum, Senior Vice President and Counsel for the Midwest Stock Exchange, wherein he indicates that despite certification of our Union by the National Labor Relations Board, he has indicated an intention of sitting down and negotiating a collective bargaining contract.

"During the cloture debate, you heard repeated statements that the filibuster was designed to protect the interests of small business. Here you have an example of the Midwest Stock Exchange taking advantage of the lack of penalties in the existing National Labor Relations Act to blatantly deprive their employees of their legal right to bargain collectively."

"Obviously, the Midwest Stock Exchange hopes to delay this matter in the Courts, despite the fact that nine months have already gone by since the election was held in January 1979. If the Midwest Stock Exchange is allowed to defy the National Labor Relations Board through appeals to the Federal District Court, the U.S. Court of Appeals, and possibly the U.S. Supreme Court, the employees will be deprived of several years during which they could have, through collective bargaining, improve their wages, hours and working conditions.

"It must be apparent to you, as it is to the undersigned, that the failure to pass Labor Law Reform containing adequate penalties for employers, typified by the Midwest Stock Exchange, is a disservice to the employees concerned and all unorganized workers in the United States."

Signed Howard Coughlin, President Office & Professional Employees International Union

OPEIU Members in Nevada Urged to Vote "Yes" on ERA

The OPEIU, strongly committed at its last Convention to the passage of the Equal Rights Amendment, urged its membership in the State of Nevada to vote "Yes" on Question No. 5. Question No. 5 is, in effect, a recommendation that the Nevada State Legislature ratify the Equal Rights Amendment to the United States Constitution.
Our Roundtable "Knights"

Spearhead of the anti-union forces which killed the bill for Labor Law Reform in the Senate were the 157 "knights" of the Business Roundtable. They include the heads of American business, labor, and finance.

They have now joined forces in an anti-worker umbrella group called the National Action Committee which includes, among others, The National Right-to-Work Committee, The Chamber of Commerce, The American Bankers Association, the National Association of Manufacturers, and various contractors associations.

Of the 157 "knights" of the Business Roundtable, in the past five years 91 of them (58%), had admitted to one or more illegal or improper payments, or have had an action brought against them by the federal government for corruption or antitrust violations, according to Congress-watch—a research group.

Improper payments include money spent around the world to foreign governments. Illegal ones signify under-the-table campaign contributions to candidates for federal office in the United States.

Other infractions include regulatory violations like price-fixing, conspiracy to rig bids and allocations of contracts, restraint of trade, contempt of court, deceptive advertising, and consumer safety hazards in products.

Were it simply a matter of one such "incident" per firm, one might charitably say that everyone is entitled to one mistake. But the fact is that among the 91 there are 189 violations—a little more than two each on the average.

The reason for the present American blue chip corporate hierarchy—these "knights" of the Business Roundtable. One of their staples, when they're not violating some law or regulation, is joining in the gutter tactics of other labor-haters who cry about corruption in the labor movement and oppose its worthy goals to make democracy more viable for working people.

What Contracts Safeguard

Greed for greater profits, rather than principles, is the motivating force behind the current anti-union propaganda of Big Business. It is no different from that indulged in by the captains of industry at the turn of the century, although times have changed since then.

By its very nature, management of a business implies a certain amount of power over its workers. But through collective bargaining, workers have a democratic mechanism and an orderly procedure for placing well-defined limits on that arbitrary power.

The essence of collective bargaining is a legal and binding contract for a specific time period, setting the precise conditions under which workers will labor, for specific wages or salary for a stipulated number of hours.

About 95 of every collective bargaining agreement are renegotiated without the loss of any worktime due to a strike or lockout. It's a record envied by most major industrial nations. In fact, employers seeking to avoid unionism by their employees pay professional consultants for advice and are told:

"Lockout."

As I stepped into the plant, the sound of the machinery—wall-to-wall looms towering over the workers—was deafening. The noise and the working of the machinery made the entire floor shake. You couldn't see if I看了 the white light that shone on the floor for one second, and I couldn't hear my own voice. It was like being inside a tremendous machine.

There was cotton dust flying through the air, clinging to every clothing. It hung like fine clouds from the ceiling; it had a sharp and pungent smell, and instantly I knew what the workers meant when they told me of the damage done by the dust and the cotton fibers. It is a lung disease, undiagnosed as byssinosis, so that they are unable to receive workers' compensation.

"But you've found how much living women and women could work in such medieval conditions for eight hours or more every day, having to eat their lunches out of brown paper bags while standing by their looms."

Even if you have a lunch-hour—and not all Stevens workers do—there's no place to go. I saw no canteen, no recreation hall, nowhere at all to relax and take a break.

Marauders Workers Face at Stevens Plant

Jane Fonda, Smuggled in, Describes Her Experiences

The following is excerpted from an article by "The Actor's Guild, describing her experiences in a Virginia textile mill for seven days as a textile worker."

As the day wore on, women workers told me more about the physical effects of this work. They spoke of the terrible dangers of the machinery. Depending on the kind, a loom may run anywhere around 100 to several hundred pounds per minute (referred to the number of traverses of the shuttle makes). The shuttle weighs several pounds and is shot like a bullet with a metal tip at each end point.

I was told of workers hit in the face, in the temple and on the side of the head, sustaining terrible injuries that the company many times doesn't even report.

My conversations with women workers, in particular, brought home the appalling economic deprivation as well. That feeling of hopelessness is fostered by J. P. Stevens. But I couldn't conceive of how great a strain it is just to keep a marriage and a family together when the women have no child care, and their husbands are on another shift.

There are couples who are almost never together because one is always sleeping while the other works. They still have no child care, and both parents have to work just to eat and survive.

I asked the workers, "How can you keep up what you're doing? How can you have the courage? And the strength?"

They told me the women had no confidence, that they were just able to work. And they had nothing, more to lose. And we'll continue to struggle until our death, if necessary, so that our children and other women never have to go through what we've gone through."

These brave men and women in the Carolinas, Georgia, Alabama and elsewhere need our help. We must support them by making sure the boycott's impact is strong and steady.
OPEIU Women Star at Seminar
Lead 3-Day Course on Current Labor Topics in Los Angeles

Leading roles were played by a dozen OPEIU officers and members from San Francisco Local 3, Oakland Local 29, and Los Angeles Local 30 at a recent three-day seminar in Los Angeles, sponsored by the California AFL-CIO Labor Federation in cooperation with the University of California.

OPEIU International Vice President Kathleen Kinnick, who planned and organized the program, presided at the three-day session. Now Director of Women's Activities for the state federation, Kinnick was assisted by Gloria Busman, former Local 30 Organizer, who coordinated the program.

The purpose of the conference was to develop the skills of women trade unionists in effective communication, techniques of organizing, and contract negotiations. In addition, it was an effort to keep trade unionists abreast of developments with respect to federal and state laws, and new programs relating to the needs and concerns of working women.

Cynthia McCaughan, former Local 30 president and now coordinator of women's activities in the AFL-CIO Civil Rights Department, reminded participants that the AFL-CIO "has a long-standing commitment to equal employment opportunity and affirmative action to open doors previously closed to women and minorities."

But, she warned, their goals could not be reached by "proposing gimmicks such as phantom seniority and mandatory work sharing; sharing the poverty," adding: "Seniority is the only fair and equitable way to make the many job decisions that would otherwise be arbitrarily and capriciously decided by the whim of the employer."

Gloria Busman, UCLA Center for Labor Research & Education Coordinator, provided orientation to the seminar and its workshops, one of which on resource guidance in collective bargaining was conducted by Local 30 Business Manager Gwen Newton.

Concluding the seminar, Kinnick declared: "We must join together in order to meet the goals of reaching 30 plus million unorganized women, and to achieve full equality of opportunities and rights for all in employment and society as a whole, and to achieve full participation within our unions."

From left are Diane Reynolds, California state labor official; Ellen Wernick, AFL-CIO Human Resources Institute and Washington Local 2 member, and Kathleen Kinnick.

From left: (unidentified), Cynthia McCaughan, Andrea Ericko, UCLA Health Coordinator, and San Francisco Local 3 member John F. Henning, Executive Sec.-Treas. of California Labor Federation.

In concluding remarks, Kinnick urges all women trade unionists to join together to meet the goal of reaching more than 30 million unorganized women now in the work force.

Pay boosts totaling $3,120 per unit member, an employer-paid dental plan, more liberal vacations for senior employees among other improvements, were gained by Local 105 for its office unit at ITT Continental Baking Company at Little Rock, Ark., in a renegotiated two-year contract.

International Representative Billy Kirby reports that the new agreement calls for across-the-board increases of 50¢ an hour in each of the two years. In the first year, it calls for $6.40 an hour in the lowest grade, and $6.70 in the top classification. These rates will go to $6.90 and $7.20, respectively, in the second year.

After 20 years of service, employees in future will be entitled to five weeks' vacation (was 25). The new dental plan covers employees and families. None existed previously.

The company also agreed to pay full costs of all insurance premiums. Previously, employees paid $2.06 for single and $2.72 for family coverage. Any future improvements in insurance or dental plans will be given to employees at no cost.

An improved severance pay plan was also agreed upon. It will provide 30 hours pay at straight-time hourly rates for each full year of service to a maximum of 900 hours. Previously was 20 hours up to 600.

The new agreement is retroactive to May 8 and runs to May 10, 1980. Steward Delene Jolly assisted Kirby during the negotiations.

U.S. Study Shows Men's Pay $5,000 Higher Than Women's

The gap between male and female earnings still remains wide, according to the U.S. Bureau of Labor Statistics, which found in a study of 1975 payrolls that women with full-time jobs earned about $5,000 a year less than males.

The median income of women was only $7,351, against $12,770 for men. Among college graduates, the disparity was even greater with male college graduates averaging $17,891, about $7,000 more than women with college degrees.

BLS Economist Howard Hayge explained that women tend to be concentrated in low-paying clerical and service jobs, their movement into male-dominated occupations tending to be very slow.

The earnings gap varied geographically from region to region, BLS noted. The disparity was smallest where the earnings of both sexes were low and bigger where both sexes earned the most money.

In general, median earnings were highest in the financial and trade centers of the Mid-Atlantic states, the highly industrialized Northeast region, and the Pacific Coast states. Earnings in many southern states were 10 percent below the national average.

When you shop, look for these signs:

- UNION LABEL CARD
- SHOP CARD
- SERVICE BUTTON
from the desk of the

President

"Bare Bones" Labor Bill Can't Get Union Support

As the Congress rushes towards adjournment, the Senate Labor Committee has prepared a bill involving some procedural changes in the administration of the National Labor Relations Act. These procedures offer nothing new. They may, however, gain the support of Senator Humphrey who let us down in the fight to pass a meaningful Labor Law Reform Bill.

The new proposal is not what labor sought. In this proposal, there is no provision which guarantees equal access for union organizers. There are time limits for elections, and, as a result, elections can still be delayed by irresponsible employers for months, if not years.

There is no provision in this "bare bones" legislation to enlarge the National Labor Relations Board. Therefore, the ever-increasing case-load will continue to be a major obstacle in the efficiency and the expediency of the National Labor Relations Board.

There is no provision that would bar a company repeatedly violating the National Labor Relations Act from government contracts. It is difficult for us to understand why any responsible United States Senator would want to continue to allow labor violations to have equal access to bidding for lucrative government contracts.

No Compensation for Workers

There is no provision that compensates workers by a "make-whole" provision where an employer is guilty of not bargaining in good faith. The losing party before the Board, which includes the union, is required to petition a United States Court of Appeals for review of the Board's order within 30 days or accept the order as final and binding. This only means that Local Unions that are now troubled by large attorney fees can expect to use attorneys at an ever-increasing rate.

The only penalties assessed against an employer found guilty of discharging an employee unfairly is $1,000 times the amount of the employee's loss, less wages actually earned. As usual, therefore, the penalty is not sufficient to discourage an employer from committing unfair labor practices. If anything, it may be an encouraging factor.

This bill is introduced under the new proposal to clearly spell out appropriate bargaining units, establish a reasonable election schedule and specify the type of conduct that will be the basis for overturning an election. The Board's election rules will be subject to judicial review. Actually, most of the several amendments are nothing more than what is presently in effect.

Further, in the "bare bones" measure, Section 302 of the Landrum-Griffin Act is amended to make it plain that an International Union may lawfully impose a trust on a Local Union to assure good faith negotiation and consummation of a collective bargaining agreement. While responsible International Unions may use this proposed power only when the rights of membership are impaired, it opens the door for the imposition of trustships where such action is not warranted.

More Shackles on Unions

Further, International Unions which are now facing an increasing number of fair representation suits initiated by members against Local Unions, with the International thrown in for good measure, will find these suits acquired. Thus, International Unions will, by virtue of the proposed amendment to Section 302 of the Landrum-Griffin Act, be in a position where they will not be able to disassociate themselves from such legal actions.

The entire tenor of the "bare bones" measure, drawn up by the Senate Labor Committee after consultation with numerous Senators who invoked filibuster to avoid the possibility of meaningful labor reform, is geared towards assuaging the feelings of organized labor after the filibuster debate. We do not think that organized labor should support or accept this "bare bones" proposal. Organized labor should continue to insist that it is entitled to a Labor Reform Bill designed to provide fairness between labor and industry. Unless this is accomplished, as Betty Southard Murphy, a member of the National Labor Relations Board puts it, "labor unrest will get worse." NLRB Member Murphy called on those who believe in the principles of collective bargaining to take the right action designed to pass an equitable measure.

Office Unit Wins at Cutler-Hammer

17% Pay Boost, Larger Benefits Won at Milwaukee Firm

Across-the-board pay boosts totaling 17%, an additional paid holiday, a new employer-paid dental plan with other improved fringe benefits, were gained by Local 505 in a renegotiated two-year agreement for employees at Cutler-Hammer, Inc., which makes heavy equipment in Milwaukee, Wis.

International Representative Mike Walker reports that the new pact calls for a 9% general wage raise in the first year, and 8% in the second year. Employees assigned to a new three-day workweek won a third shift premium of 7% starting at 7 p.m.

Life insurance coverage was increased to twice the yearly salary, calculated to the next highest $1,000; travel-accident insurance was raised to $100,000 (was $50,000). It was also agreed to provide retirees with 20 to 25 years of service with $2,500 life insurance to age 70, and $1,500 thereafter (was $1,000).

Weekly sickness and accident benefits go to $130 in the first year (was $120), and will be further increased to $135 in the second year.

Major medical coverage was increased to $50,000 in the first year (was $35,000), and was extended to children of disabled employees until age 21, or to age 23 if they are full-time students. In the second year, surviving spouse or dependent children will be covered for six months instead of the current three.

The company also agreed to increase the minimum pension guarantee of $8 to $9 and $10 in the first year, with no reduction in earned retirement benefits for employees who retire at age 62 with 30 years of credited service.

A more liberal severance allowance was also agreed upon. In futures, those with two to 10 years or service will be entitled to $100 for each year of service (was $80), and $110 for those with one to five years of seniority.

President Howard Coughlin announces the appointment of Gerald J. Suffeta, 30, as a New International Representative on the West Coast. He will be based in Los Angeles, Calif.

Born in Plymouth, Pa., in 1949, the new Representative was educated in California and holds degrees in liberal arts and law. He is a member of the California Bar Association with licenses to practice in state and federal courts.

Before joining the OPEIU's staff, he worked for two years in the National Maritime Union, specializing in the organizing and handling of grievances and arbitration cases.

In legal school, his studies were oriented toward labor law and history as well as general courses on labor unions. In his second year, he won an American Jurisprudence Award for outstanding academic achievement in labor law and civil procedure.

New International Rep. Named for West Coast

Gerald J. Suffeta

U.S. Price Index

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N.H. Paper Unit Scores

Large Gains in 1-Year Pact

An across-the-board wage boost of 43¢ an hour with numerous fringe benefit improvements were gained in a new one-year pact negotiated by Local 345 for its offices at Brown Company in New Hampshire, Inc., under the direction of International Representative John Connelly reports.

He says that both parties agreed to replace the current merit system with a mutually agreeable renumeration system. Joint discussions on this will be continued by April 30 next.

Among fringe benefit gains are a midnight shift differential increase from 11¢ an hour to 13¢, and bereavement leave for a son or daughter raised to four days (was three).

The pension benefit was increased to $10 per month times years of service (was $9), and ADD benefit for those below Grade 5 to $100 per week (was $85). For those above Grade 5, the new rate will be $110 (was $95).

The monthly premium for supplemental life insurance was reduced to $50 per $1,000 (was 60¢), with all employees having the option to carry up to $5,000. Hours used in computing vacation pay were increased to 43 per week from 42.

Numerous other language changes were made to tighten up various clauses in the agreement which runs to July 14, 1979.

The unit negotiating team was headed by Local 345 President J. Donald Bouchard, and included as members Vice President Joseph Croateau, Sec-Treas. John deChamplain, Ronald Laferty, Richard Lamonagne, and Donald Niciolletti. They were assisted by Connelly during the negotiations.

Funeral Home Yields

Wages gains totaling 12 1/4% over two years and increased pension benefits were won by Local 11 for its bargaining unit at the Little Chapel of the Chimes, a funeral home in Portland, Ore., Sec-Treas. Gary D. Kirkland reports.

Grade 5 to $100 per week (was $85). For those above Grade 5, the new rate will be $110 (was $95).

The monthly premium for supplemental life insurance was reduced to $50 per $1,000 (was 60¢), with all employees having the option to carry up to $5,000. Hours used in computing vacation pay were increased to 43 per week from 42.

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12 1/4% Pay Hike

He says the new agreement calls for a 6% general wage increase in the first year, and 6 1/4% in the second.

In the first year, it sets a journeyman monthly wage of $1,397 rising to $1,484 in the second year.

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

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

Canadian Price Index

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(*)First decrease since Sept. 717.

If social security number.