N.Y. Stock Exchange Yields Record Package to 2,000 OPEIU Members in Three Units

After prolonged and complex negotiations lasting some six months, with 16- and 17-hour sessions in the final stages, Local 153 and the New York Stock Exchange agreed on a new three-year contract for the unit's 2,000 employees at the Exchange and two of its subsidiaries.

Business Manager John Kelly, who led the long and tedious negotiations, says it provides general wage increases totaling 22% over the period with a cost-of-living escalator; reestablishes a grade system that will further eatten paychecks; reduce work hours; improves fringe benefits, and deletes much archaic language sometimes used in the past against employees.

The new contract was ratified overwhelmingly by the exchange floor members and already represents three other Deposit Trust Co. and Securities Industries Automation Corp., all groups being represented on the negotiating team.

During the negotiations Kelly was assisted by Business Representative John Brady, former President of Local 205, which represented the employees until they voted to merge with Local 153 some years ago to improve their bargaining posture.

The new agreement calls for an 8% general increase in the first year, retroactive to November, plus a skill pay adjustment from the classification system; 6% in the second year, and 8% in 1980 with another grade increment. Hours are reduced for the DTC and SIAC employees to 37½ per week (from the previous 40) over the three-year period. The 600 floor unit members already have a 32-hour week.

A major gain among the union's demands was a limitation on mandatory overtime, a hot issue with members. By 1980, overtime will be reduced to 30 hours in any four-week period with a similar provision for weekends.

Employees in the DTC and SIAC subsidiaries also won super-seniority status in employment in the event the Exchange should acquire or merge with any other financial institution that would menace their job security.

The new contract spells out clearly sickness and maternity leave provisions; an employee adopting a baby will in future be entitled to one day off; the bereavement leave was extended to four days (was three) for the death of a child under one year old; and the vacation clause liberalized. Those with 20 years' service (was 24) are now entitled to five weeks' vacation.

Management's original offer was turned down almost unanimously by the unit which voted 20-1 to 1 to strike. Taking notice of the threat, the exchange began training supervisors and recruiting brokerage house employees to serve as scabs, at the same time yielding to union pressure.

Appeals Court Upholds OPEIU Refuses to Void Election at Alabama Computer Firm

Refusal of an NLRB agent to allow Computer Sciences Corp. to challenge the ballots of three employees during a 1977 election at its Huntsville, Ala., site, did not deny the employer's rights, a U.S. Court of Appeals has decided.

Granting enforcement of a Board order compelling the employer to bargain with the OPEIU for a data processing unit, the court says that the company's objections thereunto do not demonstrate that there was some merit to its challenge. The unit cast 48 ballots for union representation (off proof).

During the vote, the company observer challenged three employees, stating that two were unemployed and the third employee had told him to challenge the third. The NLRB agent questioned two employees about their duties and let them vote unchallenged ballots. The third employee when questioned said he did perform programming duties and was given a challenged ballot.

Employer objections were overruled by the NLRB regional director whose findings were adopted by the Board which certified the OPEIU as bargaining agent. The Union then filed unfair labor practice charges alleging that the employer unlawfully refused to bargain, and the Board granted summary judgment for the Union.

"The company has never offered any employment records or testimony to contradict" the assumption that the employees "would respond truthfully to questions concerning the work they did. It was incumbent upon the company to demonstrate that there was some merit to its challenges. Since it has failed to do so, invalidation of the election is not required."

OPEIU Unionizes First Red Cross Unit in Nation

A 40-member office unit at the American Red Cross in Lansing, Mich., voted overwhelmingly for OPEIU representation in a Michigan Employee Labor Relations Board election. Lansing's President Richard E. Elbert reports. It is believed to be the first Red Cross office unionized anywhere.

The Lansing Local has been highly successful in organizing social agencies in its area. It trained three other social agencies, the United Way, the Family & Child Services agency, and the Legal Services agency.

Twin Cities Local 12 Business Manager H. R. Markusen reports winning a representation election among a 26-member office unit at the Teachers Federation Credit Union in Minneapolis, Minn. The vote for OPEIU representation was 18-to-5.

International Representative Arthur Brins reports winning a 25-member unit in an election held among employees of the Sheriff's Department in Saginaw, Mich. The vote was 10-to-7 for OPEIU representation.

Business Manager John Kelly, whose Local 153 Office & Clerical Employees Union is in the process of organizing the Michigan Department of Youth Services, reports a strong interest in the Red Cross in the state. They made news recently as a result of a criticism of the county for allowing facilities at the centers to deteriorate.

Two More States Kill "Right-to-Work" Bills

Two more states, New Mexico and West Virginia, have killed so-called "right-to-work" (for less) bills that would have outlawed union shop agreements.

Keeping a campaign pledge that has become a major issue in the New Mexico gubernatorial campaign last November, Gov. Bruce King vetoed it the same day it reached his desk.

"I am convinced that this proposal will not help the people of this state, especially working men and women," the governor said in his veto message.

OPEIU Member Wins B.A.

Doris Noeldner, of Local 100

We regret to announce the death of Doris Noeldner, Vice President of Local 100 in Passaic, N.J., and an OPEIU member since 1943.

She joined Portland Local 11 in that year and transferred to Local 100 in May 1951. She had been elected its President three times and served in all other elective offices at least twice, according to Joe Tassetti, Harry S. Muelhan who paid her this tribute:

"First, she was a good American; second, a fine lady, and third, an exact, if possible, living union label."

RECEIVES DIPLOMA: Bobby R. Sinnett, a classification specialist for the Tennessee Valley Authority and a member of Local 268 in Knoxville, was awarded a Bachelor of Arts degree in Labor Studies from Antioch University. He is shown as he received diploma in ceremony at the George Meany Center, Silver Spring, Md., from Russell Allen, Antioch professor and deputy director of the CLC.
Shoe on the Other Foot

Our multinational bankers are getting the jitters from the growing invasion of foreign banks, some even urging the government to halt the trend. These "free enterprisers" don't like competition, it seems, in their domino bailiwick although they long ago invaded the foreign field. We find this rather strange, even ironic.

For one thing, employees in foreign banks are highly paid because of competitive bargaining, and unless U.S. banks abroad gap even at the word although it doesn't seem to have blunted the competitive edge of the foreign banks.

Our "good old boys" in the banking industry here are still thinking in 19th Century terms that unions and labor unions and unionism will have blunted any competitive edge they might have. Their thinking in 19th Century terms seems to be out of date now.

Balancing the Budget

Some 16 states already have voted to authorize a Federal Constitutional Convention to make the strongest case yet for making a balanced budget mandatory. The AFL-CIO may agree with the desirability of the balanced budget concept but feels that it is a mistake to put a "rigid and arbitrary time standard" on it.

The AFL-CIO’s position is that a Constitutional Convention would deal with many other subjects such as repeal of the Full Employment Act of 1946; the Humphrey-Hawkins Act adopted by the Congress last year, and numerous other bills that would tie a government’s hands and leave it powerless to act in resolving problems of wild swings in business cycles.

The OPEIU would not like to see a Constitutional Convention used for purposes of wrecking the organized labor movement. While most economists feel that deficit spending should be used in times of recession in order to stimulate the economy, they also agree that in years of stability the federal budget should be balanced and a surplus generated for use in reducing the national debt.

However, it's apparent from the support for the Constitutional Convention movement to balance the budget that a large segment of our voters do not trust the Congress to balance federal budgets and reduce the public debt.

Anti-Union “Consultants”

The AFL-CIO marshalled its forces at a recent meeting in Bal Harbour, Fla., to battle with the increasing number of labor-management "consultants" who are undermining collective bargaining.

The Executive Council heard a detailed report on the "growth industry" of union-busting and unemployment, followed by a statement calling on all AFL-CIO affiliates to help expose and counter the activities of these "consultants."

The specific campaign is aimed at collecting and disseminating information about the various union-busting practitioners, their backers and tactics. The council said "we will seek to determine who they are, who represent them, who controls them and who profits from their activities."

A second goal is to make certain that "consultants" comply with applicable laws and canons of ethics as part of the search-and-expose mission. In addition, the AFL-CIO National Organizing Coordinating Committee will prepare materials and develop programs for training organizers and Local Union officials on how to deal effectively with the tactics deployed by the "consultants."

The council noted that when "consultants" are involved in either organizing or collective bargaining situations, violations of labor laws increase. It said the "consultants" have fostered a record reminiscent of "the professional union-busters of the early Thirties—complete with spying, interrogation, illegal firing of workers and other tactics."

We feel that this is an excellent move by organized labor which will have the fullest support of every union member.
A Canadian Newspaper Slams “Right-to-Work” Laws

While “right-to-work” (for less) advocates in the U.S. continue their hysterical efforts to undermine trade unionism, management-oriented sources in Canada approach the subject rationally. As an example, the following excerpted editorial in The Province, a leading newspaper in Vancouver, B.C., soberly demolishes the false RTW pretense.

Labor Minister Allan Williams and his supporters advanced good political reasons for rejecting a right-to-work resolution at the Social Credit convention in Vancouver. But they were not the right reasons. Of course, the resolution would plunge the province into industrial chaos if any government tried to impose right-to-work legislation, as Mr. Williams said.

But there are other, more fundamental reasons why a voluntary union law would be bad for the province, bad for industry and bad for labor relations in general. Those reasons are based on the origins of trade unionism.

Trade unionism did not spring into being as a deliberate scheme to improve the lot of the worker. There was no grand plan, no carefully thought-out scheme. Unions emerged because of the poor working conditions which prevailed in the factories of the 19th century.

Industrially unskilled, strike-happy, greedy, and often violently belligerent, the workers of the time instinctively banded together for better wages and working conditions. The early unions were mainly composed of skilled workers who used to meet in taverns to discuss their grievances, exchange ideas, and plan their next strike.

But the essential is control, not elimination. And the real object of right-to-work laws is to reduce union authority, not to make it more reasonable.

3 Canada Bank Branches Sign First Pacts

Large Salary Gains Won Over Pre-Un ion Job Scales

The first contract negotiated by Vancouver Local 15 for a unit of bank employees at the Bank of Nova Scotia in Port Hardy, B.C., won substantial pay raises over their pre-union rates, ranging from $6,800 to $9,200 maximum. The new union negotiated rates boost these to a minimum of $8,000 and a maximum of $10,800.

In the top classification, the pre-union minimum was $10,000 per annum rising to $13,500 maximum. The union scales for this grade are now a minimum of $11,750 rising to a maximum of $15,800.

The Bank of Nova Scotia branch at Port Hardy was the first organized by the OPEIU in British Columbia. Local 15 also has unionized and signed initial agreements in its branches in Agassiz, Bank of Montreal for bargaining units at two of its branches, one at Agassiz, and the other at Ashcroft-Cleminson, B.C.

AFL-CIO Urges All Locals to Negotiate VOTE Checkoffs

At its meeting in Bal Harbour, Fla., the AFL-CIO pledged to continue working for federal funding of elections, but said that the implementation of that goal will continue to expand its efforts to raise political contributions through voluntary checkoff plans.

The Executive Council called on federal affiliates “to make it as simple and easy as possible for union members to voluntarily contribute to their union’s political efforts.”

The Council noted the tremendous growth of corporate political action committees in the past few years and warned that the business and right-wing PACs “will swamp pro-labor candidates with a flood of contributions to their opponents.”

Campaign contributions by business, trade associations and right-wing PACs totaled nearly $50 million in 1978 contrasted with voluntary contributions of $14.5 million from all labor sources.

While union members cannot match employer contributions, a voluntary checkoff will help unions do more “to support the candidates who support them in legislative battles,” the council said.

The council reaffirmed its belief that public financing of federal elections “is the only way to ensure that legislation to public office is not an auction, with the victor being the highest bidder.”

Job, $9,000 Back Pay Won for Member Fired Unjustly

Mark T. Anchors, a member of Local 106 in New London, Conn., has his old job again with more than $9,000 in back pay when the OPEIU took his case to arbitration, comitning that he had been unjustly fired by Electric Boat.

The grievant was injured outsidhe the plant on January 6, 1978, and reported this to his department. The company doctor told him to stay away from work until further notice, when the appropriate forms for the emergency room coverage and disability payments were filed.

After a month had passed, grievant received a letter from the company asking what his status was, and suggested that he call in. He attempted to do this on February 6, 1978, the day of a major snow storm, but was unable to reach anyone in the department.

Fortunately, he reached the

Communications Agency Signs Initial OPEIU Pact

An 8% across-the-board pay increase, an improved health insurance plan and higher retirement and other personal benefits were gained by Portland Local 11 in an initial one-year agreement negotiated for its new wave of office employees at the Clark Regional Communications Agency, in Vancouver, Wash.

Sec. Einar O. Kirkland reports that it sets a monthly starting rate of $1,091 for a Communications Dispatcher, rising to a $1,325 rate in four steps, and $1,202 for a Supervising Dispatcher, rising to a $1,461 maximum. Dispatcher trainees start at $942.

Dollars of 15% and 20% an hour were also obtained.

The new agreement provides a full family medical plan, including dental, vision care and prescription drug coverage at no cost to employees, and a $4,000 lump-sum indemnity insurance policy.

All employees also will participate in the Washington State Public Employees Retirement System.

The agreement, which runs to Dec. 31, 1979, was negotiated by Business Representative Johnnie Ruth Storer and Shop Steward Ron Miller.
Ohio Firm Signs First OPEIU Pact

Orville Products Yields Big Pay Gains, New Benefits

An initial agreement for the new OPEIU bargaining unit at Orville Products in Orville, Ohio, raises the average office pay package of a skilled worker by 36 cents an hour over the pre-union 54.78 rate and includes numerous fringe benefits that were not previously available to employees.这个世界

The general increase was "not less than 40 cents an hour for any individual" in the first year, with another 25 cents an hour retroactive to their anniversary date for those who lost merit reviews. In some cases, he points out, the merit increases go back as far as nine months. A wage reaper in the second year guarantees another 50 cents an hour raise.

The employees also won retroactively their Christmas bonus for 1978, worth about 5 cents an hour, this to be continued in the future. Another gain is two personal days off each year; an automatic wage structure system with all jobs classified into labor grades, a union shop and dues check-off. A sick leave clause is cumulative up to 20 days.

During the negotiations, most wage inequities were resolved with job building established, and protection assured for "red circle" individuals which was a major issue.

The contract calls for a sickness and accident disability plan, also new, which provides for 60% of salary up to $120 per week, after or in conjunction with sick leave up to six months, at which time a long-term disability plan takes effect.

The unit negotiating team assisting Porcaro consisted of Bill Berry, Dennis Swerline and Jim Duffy. The new agreement became effective on February 1.

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We deeply regret to announce the recent death of Ed Edom, veteran OPEIU member for 34 years who had served as Vice President and member of Local 153's Executive Board untill his retirement.

Before that, he had been a salesman at Canada Dry where he organized his sales colleagues and later represented various grocery stores. AFL-CIO President George Meany is strongly supporting the plan which lists the following basic principles:

1. A comprehensive single standard of benefits.
2. Universal coverage with access to health care as a right.
3. Incentives for reform of the system of providing health services.
4. Quality controls and cost controls.
5. Low administrative overhead costs.
6. Fair financing keyed to ability to pay.
7. Strong consumer representation.

The first point would, in effect, provide full and equal coverage for everyone below 150% of poverty income.

Comprehensive benefits would include all inpatient hospital services and physicians' services in and out of the hospital. Also covered would be home health services, x-rays, lab tests, prescription drugs and nursing home care.

Cost controls would be imposed on hospital charges and doctor fees, negotiated in advance by the federal government.

The national program would be administered by a Public Authority whose members would be nominated by the President and confirmed by the Senate.

Financing of the program would be through a combination of employment-related premiums and federal support for the poor and the unemployed.

Employers would pay premiums based on total payroll and would be legally obligated to pay at least three-fourths of the total premium cost for their employees. The employees could not be required to pay more than one-fourth of the cost. However, the workers' share could also be paid by the employer under a collective bargaining agreement or as an employment benefit.

The Senate, under the leadership of Senator Kennedy, opened hearings on these national health plan proposals and heard contrasting testimony from persons in the United States and Canada who have experienced serious illness involving long hospital stays, expensive tests and high physician costs.

Canada has a national health plan which, in each case, paid for virtually all expenses, but the witnesses from the United States testified that their medical bills were devastating.

An American Medical Association argued at the Senate hearings that Congress shouldn't tamper with the U.S. health care system because it is "the best in the world." This statement was made by Dr. James Simmonds, the AMA's Executive Vice President.

Senator Kennedy replied that health care in the United States may be the best in the world for those who can afford it, but not for the millions without adequate health insurance or those living in areas without access to quality health care.

We agree wholeheartedly with Senator Kennedy.

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