



WHITE COLLAR

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

No. 335

SEPTEMBER, 1974

17

850 New Members Added In Five Organizing Drives

New organizing brought nearly 850 more members into five OPEIU bargaining units since the last report. The largest victory was scored by New York Local 153 which, after a lengthy campaign, won a National Labor Relations Board election among 500 employees at Hofstra University on Long Island by a whopping 62% margin.

Local 153's University Division now has more than 1,500 members in seven institutions of higher learning in the New York metropolitan area, according to Sec.-Treas. John Kelly, who assigned his entire staff of Business Representatives and organizers to the campaign in its final phases.

The employees were subjected to the usual anti-union message by management. They were barraged with mail to their homes by university officials; union representatives were banned from the campus and security guards were ordered to eject them if any were found on the grounds.

Elsewhere, International Representative Gary D. Kirkland reports two election victories in the Northwest. One was for OPEIU representation for 150 clerical and other employees at the Clark County Sheriff's office in the state of Washington, and the other for some 50 office employees at Doctor's Clinic in Bremerton, Washington.

Business Representative Tom O'Brien, of St. Louis, reports winning a unit of 80 office employees at ITT-Blackburn in that city by a comfortable margin in an NLRB election.

Canadian OPEIU spokesman and International Vice President Romeo Corbeil reports that Montreal's Local 57 has been certified as bargaining representative by the Quebec Labour Relations Board for a 62-member

unit of secretaries and clericals employed by the North Island School Board in that province.

Initial Pact Pays Off For New Housing Unit

Pay increases ranging between 11% and 12% were won by Philadelphia Local 14 in an initial one-year contract with Wilmington Housing Authority, Delaware, for its new 60-member unit of secretaries, clericals and housing managers, Business Representative John McCusker reports.

It was the first pay increase in two years for the employees who voted for OPEIU representation in February. The authority operates 2,400 rental units around Wilmington for low-income tenants.

Since the tenants cannot pay enough rent to cover operating costs, the authority receives an annual \$1.5-million federal subsidy.

12½% Wage Boost Won at San Diego United Way

A 12½% wage boost in the first year, 7½% plus a 5% increase on the anniversary date of each employe, with a wage reopener in the second year, was gained by Local 139 in an initial agreement for its new office unit at United Way in San Diego, Calif., Sec.-Treas. Anna B. Stone reports.

The pact calls for an additional paid holiday bringing the annual total to 10; an extra day's vacation after three years providing three weeks after five years, and the addition of a dental plan.

The contract, which provides a union shop, runs to June 30, 1976. Shop Steward Maria Rich assisted Sec.-Treas. Stone in the negotiations.

New Montreal Bank Unit Pact Wins \$45 Weekly Raise for 1,000

Sweeping wage gains averaging \$45 per week for bank employees, plus more liberal vacations and other fringe benefits, were won in a new two-year contract renegotiated by Local 434 for its 1,000-member unit at the Montreal City & District Savings Bank.

OPEIU Vice President Romeo Corbeil reports that the pact calls for across-the-board wage boosts of \$30 a week in the first year, and \$15 in the second. It also provides parity in salaries and equal opportunity for promotion for both sexes.

Next January 1, the minimum starting weekly salary for new employees will be \$103 rising to \$107 after six months. On the same date, a new method applied to automatic progression gives each employee an additional \$3.85 weekly, independent of general increases,

on the individual's promotional anniversary. It remains in force until the pay maximum is reached.

Salary range for cashiers next January 1 runs from \$123 to \$169 a week. The pact also provides that any cashier suffering a deficit will be required to pay only 10% of the amount at a rate of \$10 per month.

Corbeil says that a new vacation plan "is one of the most advantageous in the Canadian banking industry." It calls for a month's vacation in winter after five years of service, and three weeks after one year.

Other gains include strengthened clauses governing seniority rights, union security and promotions. In the event of technological or administrative changes, the pact requires the bank to notify the Union 90 days in advance. It also pro-

vides protection of salaries for any employees who may be affected.

Bank employees with home mortgages will continue to get a discount of 3% on the interest rate in force, this benefit to continue even if the employee retires. Besides, employees also enjoy an interest rate on personal loans at half the rate in force for regular customers.

Corbeil says the entire package over the two-year term will cost the employer approximately \$3½-million. The present pact, which runs to December 31, 1975, is the fourth negotiated since the Canadian bank employees unionized under the OPEIU banner. At that time, they were among the lowest-paid bank employees in Canada. Today, they are among the highest-paid, according to Local 434 President George Harvey.



UNIONISM PAYS OFF: Scene at meeting of Montreal City & District Savings Bank employees who ratified their fourth contract negotiated by Local 434, gaining \$45 per week over two years in addition to other fringe benefits.

1.4 Million Non-Profit Hospital Employees Get Right to Unionize

A bill extending Taft-Hartley Act coverage to an estimated 1.4-million employees of private nonprofit hospitals became effective on August 25.

The new legislation contains special notice and conciliation procedures that apply to all private hospitals—proprietary and nonprofit—defined as including health maintenance organizations, clinics, nursing homes, extended care facilities or institutions for the care of the

sick, infirm or aged.

Federal, state and municipal hospitals are exempt, as are administrative employees in the health field.

The notice provisions require that a party desiring to terminate or modify a bargaining agreement must serve written notice of such intent to the other party at least 90 days before the termination or modification.

Further, the Federal Media-

tion and Conciliation Service must be given notice 60 days prior to the proposed termination or modification. In the case of initial contract negotiations FMCS must be given a 30-day notice of an existing dispute.

On receiving notice in either case, FMCS is mandated to contact the parties in an effort to achieve a settlement through mediation and conciliation, with the parties being required to

participate in meetings called by the Service.

Within 30 days after receiving the 60-day notice of contract termination or modification, FMCS in its discretion may opt to invoke a 30-day "cooling off" period if it determines that there is a likelihood of a strike or lockout that would "substantially interrupt" the delivery of health care in the community.

The cooling off period would

involve appointment by FMCS of an impartial board of inquiry to look into the facts of the dispute and publicly report its findings and settlement recommendations.

It would do so within 15 days of being appointed, with the parties having another 15 days to settle on the basis of the report prior to the contract's expiration. There could be no strike or lockout while the board's inquiry procedure is in operation.

WHITE COLLAR

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

HOWARD COUGHLIN

President

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A Welcome Court Decision But—

For the first time, the U.S. Supreme Court has upheld the 10-year old Congressional mandate that employers pay women equal pay for equal work. It ruled that women are entitled to the same wage scales as men whether or not men worked different shifts or claimed special privileges predating the equal pay act that went into effect in 1964.

Nationally, the principle endorsed by the Supreme Court will almost certainly require employers eventually to pay women millions of dollars more a year, raising their wage levels either voluntarily or under court order to an equivalent level with their male counterparts.

Two areas in which the decision is expected to have major impact are the retail sales industry and hospital and medical services, in which women have traditionally occupied most of the lower paying positions and few of the higher.

The Supreme Court decision is a landmark one for women in their fight for economic equality but they still have a long way to go before total victory is assured. As we have pointed out repeatedly, courts move ponderously and with leaden feet and there will always be scofflaw employers continuing to evade the law until it catches up with them. This is a vacuum where a union contract really solves office women's problems.

A recent survey by the U.S. Department of Labor shows that in 1970 unionized women in white-collar occupations had a 44% income advantage over non-unionized women employees. But in the four years between 1966 and 1970 the proportion of working women who were members of labor unions declined, although their participation in the nation's labor force increased.

In other words, the key to true economic equality for the sexes lies in collective bargaining, something which is readily available for all women office employees once they unionize. Between 1940 and 1970, the number of women employed almost tripled so we have a big job ahead to educate them on what unionism can do for them.

Danger Signal for B.C./B.S. Salesmen!

The Chicago-based Blue Cross and Blue Shield have announced plans to offer their group health care programs through insurance brokers in Illinois, making it the first of the Blues in this country or Canada to enlist the services of brokers.

Initially, the brokers will be permitted to sell policies to groups of 22 or more individuals. They will market plans for employers, as well as coverage for associations, welfare funds and multiple employer trust funds.

Life, accident and disability coverage from the Fort Dearborn Life Insurance Company, an affiliate of the Blues, will also be sold through insurance brokers. In the past, the Blues used their own salesmen. None of these salesmen will be laid off, a Blues spokesman declared, denying that either of the Chicago-based plans was dissatisfied with the sales staff.

Nevertheless, despite such denials, unorganized Blue Cross/Blue Shield salesmen now have something tangible to worry about—job security. While the Chicago-based health insurance agency declares that it is anxious to increase its enrollments, we have no doubt that if its new broker plan is successful, and at the same time pares costs, this program undoubtedly will become nationwide.

Consequently, unless all unorganized Blue Cross/Blue Shield sales staffs unionize promptly, their job security will be jeopardized. Their best protection for the future is a union contract arrived at through collective bargaining.

Already their colleagues in half a dozen or so large cities in the U.S. and Canada have unionized under the OPEIU banner and enjoy all the advantages that a collective bargaining contract provides. They include BC/BS staffs in Buffalo, N.Y.; Newark, N.J.; Milwaukee, Wis.; San Francisco, Calif.; Montreal, Canada, and San Juan, Puerto Rico. Only B.C. salesmen are unionized so far in New York City.

However, those already unionized represent only a fraction of the some 70,000 BC/BS employees in scores of cities across the U.S. and Canada. In view of this new Chicago development, those still unorganized can no longer afford to remain complacent or apathetic.

Played Major Roles at June Convention



Due to space limitations in the Convention issue, regrettably we were unable to report two major contributions to its success by Fort Worth Local 277's President-Business Manager J. B. Moss, who served as Chairman of the Appeals Committee and, as he had for the past four Conventions, also chaired the Election Committee.

The Appeals Committee held several lengthy evening sessions, taking testimony from numerous witnesses, studying the evidence, and rendering a decision. As Election Committee Chairman, Brother Moss also had to cope with a Convention first—separate balloting by Canadian delegates. Above pictures show him busily engaged carrying out his heavy responsibilities as Election Chairman and (at right) conferring with Local 3's Phyllis Mitchell, election committee member.

New Portland Pact at Northwest Gas Yields Hefty Gains for 1200 Members

Across-the-board wage gains averaging \$2,174 for each unit member, safeguarded by an improved cost-of-living clause applicable in the second year, were won by Portland Local 11 for the 1,200-member bargaining unit in its Gas Workers Division at Northwest Natural Gas Company in Portland, Ore.

Local 11 Sec.-Treas Walter A. Engelbert reports the new pact calls for a \$1,144 average increase in the first year and \$1,030 in the second. The improved cost-of-living formula takes effect October 1, 1975. It has a 6% floor and a 9% ceiling based on the CPI for all cities in the period from Sept. 1, 1974, through Aug. 31, 1975.

Other gains include shift differentials and premium pay for holidays and vacations where applicable; hospital allowance increased to \$55 a day (was \$42); doctors' office visit payments increased to \$8.50 from \$6.50; meal allowance to \$4 from \$2.50, and per diem to \$12 from \$10.

The employer also agreed to pay double time for all work performed on Sunday; to provide \$10,000 AD&D for all members of the Gas Workers Division; to increase major medical coverage to \$25,000 from \$10,000, and to pay an additional premium to the Dental plan to reduce the deductible from \$15 to \$10.

The new pact also provides an additional \$1,500 life insurance for those employees covered by Blue Cross.

The OPEIU negotiating team included Engelbert and Business Representative John Bral, assisted by Stewards James Hampton, Jack Wiebe, Wayne Shelton, Jim King and Jim Sullivan.

KAISER HOSPITALS YIELD 9.2% PACKET IN SAN DIEGO

An 8% wage boost with annual reopeners plus a 1.2% increase in fringe benefits were won by Local 443 in a new three year contract for its 536-member unit at the Kaiser-Permanente Medical Care Program, Inc., in San Diego, Calif.

The new pact covers x-ray and laboratory technicians, registered and licensed practical nurses, physical therapists, nurses' aides, as well as clerical, housekeeping and service employees at three locations: La Mesa, Mission Valley and downtown San Diego.

International Representative Joe McGee reports that the settlement is retroactive to July 1, 1974, and increases salaries for nurses aides to \$549.29 monthly from \$508.56, while the starting salary for x-ray technicians is raised to \$790.05 per month, from \$731.47.

The 1.2% increase in fringe benefits includes extension of health insurance to cover mental health care both in hospitals and in doctors' offices, and the dental insurance plan now pays 50% of orthodontia fees. In addition, employees will receive a tenth holiday on Veterans' Day.

The parties had been negotiating since June 19, and were assisted by State Conciliator Thomas H. Vitaich since July 10. The new pact runs to June 30, 1976.

Montreal Member Named To High Canada Labor Post

An active member of Montreal Local 57 since 1962, Julien Major has been elected Executive Vice President of the Canadian Labour Congress. Married, without children, he also serves on the Board of Governors of the University of Quebec and is a Vice President of the Food Prices Review Board.

Brother Major has served the Canadian labour movement in various full-time staff capacities as a negotiator, organizer, instructor and social services director for the Canadian Labour Congress and the Quebec Federation of Labour. He has also served on a number of CLC committees.



Julien Major

Marie Metcalf, New V.P., Skilled in Art and Sports

Mrs. Marie Metcalf, recently elected an OPEIU Vice President, has been a shop steward of Local 106 in New London, Conn., for more than eight years. She is employed in inventory control at Electric Boat, a subsidiary of General Dynamics Corporation, and is the only woman who has ever served on the Metal Trades Council in New London.

She is a member of a champion softball team and is noted for her prowess on the golf course. She also wields an artist's brush with dexterity. Her landscape paintings have been exhibited in her native town.

With her husband Charles,



Mrs. Marie Metcalf

she lives in Mystic, Conn. They have three sons and one daughter.

School Board Unit Achieves Higher Pay for Shorter Week

Wage gains of 5% in each of the first two years with a wage reopener in the third, a 35-hour week when schools are in session, and a 6-hour, 45-min. day in school vacation periods, were gained in a new three-year contract renegotiated by Local 434 for its unit of school secretaries and clericals at the East Hartford Board of Education, Conn.

International Representative Justin F. Manning reports that in the second year one step in grade progression was eliminated, reducing this to six in-

stead of seven steps. The vacation schedule calls for five days after three months; two weeks after six; three weeks after five years, and four weeks after 12 years. In event of death, vacation pay goes to survivor kin.

The pact also calls for annual longevity bonuses of \$230 after eight years; \$260 for nine to 13 years; \$290 for 14-19 years, and \$330 for 20 years or over.

Chief Steward Marilyn MacDonald and Helen Benson comprised the Local 434 team assisting Manning in the negotiations.

L. A. Shoe Contract Ups Pay, Cuts Hrs.

A reduced workweek with wage gains totaling \$3,120 per individual over three years, an additional holiday and improved vacations highlight a new three-year contract renegotiated by Los Angeles Local 30 for its bargaining unit at Karl's Shoe Stores Ltd.

Business Manager Gwen Newton reports that the workweek is reduced to 37½ hours (was 40) and the employee's birthday becomes a paid holiday under the new pact. The agreement provides three weeks' vacation after five years (was 7), and four weeks after 15 years (was 20).

The employer agreed to increase health-welfare contributions to \$44 per month for each individual, effective April 1 last, and will be automatically open for negotiation on June 1, 1975. In the third year, the employer will increase contributions for each employee by \$2 per week into Local 30's Retirement Plan.

Assisting in the negotiations were Business Representatives Chuck Florey and Bill Reay, with unit Steward Jack Browne.

Correction

In a picture caption in the previous issue, Mrs. Frances Mankowich was referred to as President of Miami Local 128. She's a past President.

National Blank Book Yields 28.6% Packet In 3-Year Agreement

A 28.6% packet of wage gains and fringe benefits was won by Local 247 for its office union in a new three-year contract renegotiated with the National Blank Book Company in Holyoke, Mass., International Representative Justin F. Manning reports.

He says the new pact calls for a 9.4% wage boost in the first year; 10.9% in the second, and 6% in the third year. The agreement was reached with the assistance of state and federal mediators.

Other gains include improvements in group insurance benefits, major medical coverage increased to \$100,000 which also provides radioactive therapy and full diagnostic x-ray; four weeks vacation after 15 years, and 6.8¢ added to the pension plan to increase retirement benefits and reduce vesting.

The Local 247 negotiating team was headed by President Ed LaBarge and included Joe Lombardi, Tom Wilhelm, Howard Walsh and Dave Bacis.

NEW ADDRESS

The AFL-CIO Labor Studies Center has moved from Washington, D.C., to its new address:

10000 New Hampshire Ave.
Silver Spring, Md. 20903
Phone: (301) 431-6400

Wage and fringe advances won for Minneapolis unit

An 11% wage increase across-the-board with a \$5 per week anniversary raise per individual, two additional holidays and improved vacations were gained in a two-year contract renegotiated by Twin Cities Local 12 for its members at the Bureau of Engraving School Division in Minneapolis, Minn.

Business Manager H. R. Markusen reports that the number of grades was reduced from four to two, opening up for advancement many of those formerly locked in grade. In the second contract year, the agreement calls for maximum salaries of \$268.50 per week for spe-

cialized instructors in the higher classification and \$203.94 in the lower grade. New hires after four months will get an automatic increase of \$10 per week.

In 1974 only, the 5th of July was a paid holiday, with another one-time holiday in 1975 scheduled for December 23. The vacation schedule was improved to provide four weeks after 15 years (was 20).

Please Note

From time to time we receive color photos from Locals which we are unable to reproduce in WHITE COLLAR. Photos sent for publication should be glossy black-and-white.

First Pact Sets Mark in Canada

A 22% wage gain over one year and a modified four-day work week highlight an initial contract negotiated by Local 15 for its new 50-member office unit at Commonwealth Construction Co. Ltd., in Vancouver, B.C. The unit was certified last October.

The pact provides a modified four-day work week with employees working four days one week and five days the next, according to Business Manager Bill Swanson.

Under the agreement file clerks now receive 475 a month, clerk-typists \$585, secretaries

\$650 and project accountants \$1,055.

Local 15 also announces that it has signed a new contract covering some 40 employees of Millar and Brown Freightways in B.C.

The two-year agreement yields average wage increases of 70¢ an hour during the first year and provides parity for the company's Vancouver and Interior employees.

Wages for file clerks rise to \$5.46 an hour from \$4.33, for switchboard-receptionists to \$4.89 from \$3.87, and for rate clerks to \$6.22 from \$4.95.

One-Year Pact at D.C. Utility Wins 6.85% Pay Hike for 550

General pay boosts of 6.85% immediately with a cost-of-living allowance to take effect on January 1, 1975, in addition to improved vacations and other fringe benefits, were gained in a new one-year contract renegotiated by Local 2 for its 550-member office unit at the Washington, D.C. Gas Light Company.

Local 2 Business Manager-President John P. Cahill says that the c-o-l formula is based on the increase in the Washington, D.C. CPI from February to November, 1974, minus the original 6.85%, with a guaranteed minimum of 1% and a maximum of 4%.

Under the new contract, the minimum salary for clerks and messengers is \$735 a month, while accountants, bill adjusters, top level draftsmen, EDP console operators and promo-

tion representatives receive \$1,212 monthly.

Effective January 6, 1975, the pact calls for an increase in daily hospital benefits to \$85 (was \$80), and for payments for doctors' in-hospital visits to \$10 daily (was \$6).

Maximum accumulated vacation leave was increased to six weeks from five and employees with 30 years of service will receive an extra vacation day for every additional year they work. In lieu of the Columbus Day holiday, employees will now have the Friday after Thanksgiving off.

The pact also includes a new pension plan retroactive to January, 1974. It offers employees a new early retirement option, providing early retirees benefits at a level which includes the amount due when eligible for Social Security payments at age 62.

OPEIU Negotiators Advised To Insist on C.O.L. Clauses

In view of the strong inflationary upsurge, currently running at an approximate 12% annual rate, all OPEIU negotiators for contract renewals or initial contracts should insist on inclusion of a Cost-of-Living clause in agreements to protect unit members, Director of Organization Art Lewandowski cautions.

"This is the only way that they can insure maintenance of their present standard of living because any wage gains achieved—no matter how substantial—can be quickly eroded through rapidly rising prices for food, rent and other necessities, as well as higher deductions from their pay for income taxes and Social Security," he points out.

How to negotiate and implement a Cost-of-Living clause is fully explained in the OPEIU Model Contract Agreement (Revised 1972). All Locals already have been supplied with copies of this publication. However, those which may not have a copy on hand can obtain one by writing to: OPEIU International Headquarters, 265 West 14th Street, New York, N.Y., 10011.

Drug Unit Wins \$2,880 Pay Hike

General wage boosts totaling \$2,880 per unit member over three years plus improved sick leave benefits and health-welfare coverage were gained in a contract renegotiated by Oakland Local 29 for its bargaining unit of office clericals at McKesson & Robbins, in Hayward, Cal.

Sr. Business Representative Louis A. Celaya reports that the new pact calls for a \$40 per month increase in each of the three years. In the final year, starting rate for clericals will be \$735 per month rising to a \$820 maximum.

The sick leave plan was improved to provide eight days per year (was six), and to make it cumulative to 22 days.

It was also agreed that the employer would contribute \$58 per month for each individual in the first year to cover employees and their dependents for Basic Medical, Major Medical, Dental, Prescription Drug and Vision Care benefits under OPEIU's 11A Plan, and to increase this to a maximum of \$5.80 per month in each of the following two years.

The new contract runs to March 31, 1977.

Master Pact Has Powerful Appeal

Wage gains totaling \$1.40 an hour, in addition to other fringe benefits, were won by newly organized office employees at Gateway Transportation Company's terminal in Erie, Pa., after they chose Pittsburgh Local 33 as their bargaining agent, International Representative John W. Richards reports.

In following negotiations, terms of the master agreement reached last October with the La Crosse, Wisconsin, trucking firm were applied to the Erie employees also. In addition to wage increases they also include improved personal days off, sick leave and pensions.

Other Gateway office units recently included under the master agreement were employees working at the Dayton and Cincinnati terminals who joined previously represented units in Madison, Milwaukee and Janesville, Wis., St. Paul, Minn. and Rockford, Ill.



from the desk
of the
PRESIDENT

Members Unaware of AFL-CIO Work

The leadership of Local Unions and International Unions are fully aware of the day by day accomplishments of the AFL-CIO on behalf of the average wage earner in Washington and in the various State Legislatures throughout our 50 states. Unfortunately, however, the average member is generally unaware of the work accomplished on his behalf.

One of our Local Union Business Representatives recently bewailed the fact that it is not possible to have a pictorial display of AFL-CIO lobbyists in both the House and the Senate working not only on behalf of Union goals that have a direct bearing on the lives of AFL-CIO members, but also for such broad social aims as minimum wages, better programs for the aged, national health insurance and pension reform. Unfortunately, it is not possible to educate 16 million organized workers as to the work accomplished for them in State Legislatures and in the Halls of Congress. Unfortunately, too, the unorganized haven't the slightest knowledge of the unselfish aims of the organized labor movement which, in effect, is a "people's lobby."

Those of use who have read the history of the organized labor movement know of the social contributions of the American Federation of Labor down through the years towards the creation of the public school system, the enactment of workmen's compensation, unemployment insurance, sickness and disability benefits, social security and the numerous improvements in these plans.

The merger of the AFL and CIO back in 1955 served to increase the lobbying activities of the organized labor movement. Actually, the AFL-CIO is a creature of approximately 60,000 Local Unions throughout the United States. It cannot exist without the continuing support of Local Unions through their national affiliates. Therefore when we, as Union members, pay our dues, we are not only defraying costs of our collective bargaining efforts, but we are also insuring that a potent national force will continue to fight in Washington and in the various State Legislatures against those who would, through legislation, nullify our collective bargaining gains. If it were not, therefore, for the Union member paying his monthly dues, unorganized working men and women who do not pay dues would not have a spokesman in the various State Legislatures and in Washington.

When the AFL-CIO launched its program for a higher minimum wage which was achieved this year, it was not doing this on behalf of unionized workers who had already achieved higher minimum wages. This was being accomplished on behalf of the unorganized. The same is true of improvements in the social security system. These improvements were achieved for all social security recipients, whether organized or unorganized.

More recently, the AFL-CIO used its energies to promote a national health plan on behalf of the entire population of the United States. A health plan is sorely needed by all Americans who watch medical costs soar to prohibitive levels. Its fight for pension reform has been accomplished on behalf of all workers covered by pension plans in the private sector of the economy.

There is not another lobbying force in the United States whose aims are as unselfish as the AFL-CIO. The oil lobbies, the farm lobbies, the bank lobbies, the utility lobbies and numerous others exist only for their own selfish aims. The AFL-CIO pushes programs designed to help all Americans, whether organized or unorganized.

It is difficult, therefore, to understand workers who refuse to join Unions. It is difficult, too, to understand workers who insist on belonging to Independent Unions. The unorganized workers and those who are members of Independent Unions make no contributions whatsoever to the betterment of the conditions of workers throughout the United States.

The same is true of Canada. The Canadian Labour Congress, like the AFL-CIO, spends the greater portion of its time to legislatively improve the lot of working men and women in Canada. Still, like workers in the United States, there are those who choose Independent Unions which make no contribution whatsoever to the improvement of working conditions generally and there are those who will not join Unions of any kind because they fail to understand what Unions are doing. Despite the fact that organized labor in the United States and Canada is always described as all-powerful by business interests, the fact is that both movements represent only approximately one-quarter of the workers. If unorganized workers and those in Independent Unions become aware of great changes accomplished on their behalf by the organized labor movements of both countries, it would only be a matter of time before both labor movements represented an overwhelming majority of workers in the United States and Canada.

Record Addressograph Contract Wins \$2.19 Hourly Hike for Ohio Unit

A record packet of wage gains and fringe benefits, totaling \$2.19 hourly over three years, was won by Local 149 for its 200-member unit of clerical, technical and professional employees at Addressograph-Multigraph Corporation in Euclid, Ohio, President Arnold Shamis reports.

Wage increases ranging from 24¢ to 34¢ hourly are provided in the first year; 15¢ hourly plus an additional 1½% in the second, and 3% with another 1½% in the third year after six months. An unlimited cost-of-living clause, first negotiated in 1968, remains in the contract. It calls for 1¢ hourly boosts for each 0.4% increase in the CPI.

Three hospital riders in the new pact provide payment for outpatient laboratory and x-ray, medical emergency, and consulting physician fees. Effective June 4, 1974, the company agreed to pay 50% of the family hospitalization premium for employees retiring at age 62, increasing this to 100% payment when they reach age 65.

In the third year, the company agreed to provide a dental plan paying 80% of costs up to \$1,000 after a \$100 deductible.

A technological clause is included for the first time in which the company agrees to discuss any planned technological changes with the union at least 30 days prior to proposed

Hospital Employees Learn Union Membership Value

One of the last acts of the expiring Cost of Living Council was approval of a petition by San Diego Local 443 to grant exemption from Pay Board regulations for a contract negotiated last year for its bargaining unit at the El Cajon Valley Hospital, Inc., containing wage raises substantially above the 5.5% standard guidelines.

In a letter to International Representative Joe McGee, Administrator Donald M. Irwin, Office of Wage Stabilization, said that the request for exception was approved, adding that "it is found that the equitable position of the employees involved and the need to prevent gross inequities are such that an exception should be granted sufficient to permit payment of the entire amount of the pay adjustments, as set forth in the submissions."

This is one more illustration of the value of union membership. Without union representation the El Cajon Valley Hospital employees would have had to settle for the 5.5% standard wage guidelines.

changes, and to offer the necessary training to present employees before hiring outsiders.

The new pact also provides a twelfth holiday, the Friday before Labor Day, in the third year; merit reviews for salary increments each six months, and a long-term and short-term sick leave plan. Under this plan, employees are entitled to 10 days of short-term sick leave and up to 40 days of long-term sick leave with full pay after two weeks of disability.

Life and AD&D insurance benefits were increased to \$11,000 (was \$10,000), and life

insurance benefits for those retiring after 25 years of service were also improved.

Supplementary retirement benefits previously amounting to \$500 after 30 years of service at age 56 will increase to \$525 at age 54, but remain at \$450 at age 62 in the first contract year. During the second through six years of the plan, benefits after 30 years of service will range from \$550 to \$700, and after age 62 from \$460 to \$470.

New Jersey Bank Employees Gain \$2,000 Each in New Pact

Wage gains totaling approximately \$2,000 each, plus greatly improved pension benefits, were won in a new two-year contract renegotiated by Jersey City's Local 142 for its 338-member bargaining unit at Central Trust Company of New Jersey.

International Representative Gene Dwyer says that the new pact calls for a \$12 per week salary increase across-the-board in the first year and an \$11 general increase in the second year. The pact also calls for a lump sum payment of \$150 to each employee in lieu of a cost-of-living clause.

He says pension benefits were increased substantially to \$7.50 per month for each year of service, against \$4 per month under the old agreement.

Mrs. Florence McNally

We deeply regret to announce the recent death of Mrs. Florence E. Cook McNally, 64, a charter member of Chicago Local 28 and its Secretary-Treasurer when she retired in October, 1971, following the death of her husband, Charles.

A former employee of the Federation News, Mrs. McNally was a member of two federal labor office unions before becoming a charter member of Local 28.

Burial was in Mount Carmel Cemetery, Chicago. She is survived by her son, John R.; three grandchildren and a cousin, to whom we extend our sincere sympathy.

Local 277 V.P. Named To Hospital Board

Ronnie Jones, vice president of Fort Worth Local 277, has been named to the board of the Tarrant County Hospital District. He is also president of the Central Labor Council Blood Bank, and serves as OPEIU delegate to the council.

Employed at General Dynamics, Brother Jones has been active in the Tarrant labor community for several years. He has been an OPEIU member since 1965, and was elected vice president of Local 277 in 1969.

He has been one of the prime movers in building the blood bank which now totals more than 600 members in 32 different trade union locals.

U.S. Price Index

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

1973	
July	132.7
August	135.1
September	135.5
October	136.6
November	137.6
December	138.5
1974	
January	139.7
February	141.5
March	143.1
April	144.0
May	145.6
June	147.1
July	148.3

Canadian Price Index

Statistics Canada
Base 1961=100

1973	
July	151.0
August	153.0
September	153.9
October	154.3
November	155.5
December	156.4
1974	
January	157.6
February	159.2
March	160.8
April	161.9
May	164.6
June	166.7
July	168.0