



# WHITE COLLAR

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

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from the desk  
of the

## PRESIDENT

### One-Sided System of Justice

Certain newspapers and magazines would have the public think that organized labor is too powerful and is responsible for many of the ills facing our nation today. These media point out the size of the organized labor movement, but generally neglect to add that almost four out of five workers in the United States today are unorganized. The same media would have you believe that business is over-regulated and that businessmen as a whole are treated unfairly by the government as compared to the "favored" treatment accorded organized labor leaders.

A recent article in *The Wall Street Journal* points up the fact that the opposite is true. Top officers of numerous corporations have been found guilty of unlawful use of company funds for political purposes and have generally been let off with a slap on the wrist. On the other hand, one labor leader was found guilty of making illegal contributions to politicians running for office and was not only found guilty but given the maximum sentence of three years in jail to deter "others in a position of trust."

Some years ago, I had the privilege of attending an off-the-record meeting with former U.S. Supreme Court Justice Arthur Goldberg. In discussing capital punishment, Justice Goldberg stated that never in the history of this country has a wealthy man been executed. The policy of one type of justice for those who represent money as opposed to those who are without money is still being carried on today.

Northrop Corporation, the Ashland Oil Company and Phillips Petroleum Company were all found guilty of creating and illegally disbursing corporate slush fund for political purposes. They were not subjected to jail sentences and all three men today are continuing to run Northrop, Ashland and Phillips. *The Wall Street Journal* writer said that men of this stature might be assumed to have personal standards that would rule out illegality, particularly when it consists of efforts to subvert the American political process.

*The Wall Street Journal* article expressed surprise that the Boards of Directors of the three companies not only condoned the actions of their executive officers but issued expressions of support for the wrong-doers. Directors of two companies even sought to excuse the illegality of their actions by arguing that such practices were widespread or that they did not know that these laws were being enforced.

Obviously, when the public and particularly the younger generation sees a one-sided system of justice or lack of it, the moral character of our nation must decline. A Harris Poll noted that the number of Americans expressing a great deal of confidence in business leaders has dropped from 55% to 27% between 1966 and 1973.

The use of slush funds for illegal political purposes was not confined to Northrop, Ashland Oil and Phillips Petroleum. Companies known to have made illegal contributions of corporate funds to President Nixon's 1972 campaign included some of America's largest such as Gulf Oil Corporation, Goodyear Tire and Rubber, Braniff Airways, American Airlines, and Minnesota Mining and Manufacturing Company. One of these even laundered the political contributions through a bank in Switzerland.

Most of the businessmen who have been accused and found guilty of making illegal political contributions have not only gotten off with nothing more than light fines and admonitions, but still head up their respective companies. George M. Steinbrenner 3rd is still Chairman of American Shipbuilding, despite the fact that he was found guilty. Orin E. Atkins is still Chairman of the Board of Ashland Oil Company and is paid a salary of \$314,000 a year. Harding L. Lawrence, despite his guilty plea, is still Chairman of the Board of Braniff International. Thomas V. Jones remains the

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## \$5-Million Packet Gained By 1,500 at N.J. Blue Cross Employer Attempt to Cut Benefits Backfires

The Blue Cross/Blue Shield of New Jersey contract, admittedly the best of any in the nation for such units, was further improved by a new settlement that gained Newark Local 32's 1,500 unit members an extra \$5-million in wages and fringe benefits over the life of the 44-month agreement.

Negotiated wage increases of 11% to 13% in each year will

raise the average pay rate for the group from \$5.24 to more than \$7 an hour by September, 1978, when the agreement expires.

The new contract which contains the finest existing sick leave plan (up to 200 days a year for employees with 15 or more years of service), provides 14 paid holidays, four personal days and up to five weeks vaca-

tion after 25 years of service, was further enriched by a new flexitime schedule in selected departments.

It also contains improvements in clauses covering promotions, transfers, job bidding and layoffs, while retaining restrictions on management doing bargaining unit work, subcontracting and assignment of mandatory overtime.

In fringe benefit areas, life insurance was raised to \$5,000 per individual. Insurance coverage for hospital-medical services was greatly improved, as well as that for disability and the Dental Plan. It was also agreed that present and future retirees will receive major medical coverage.

Sales, service and field claims representatives, who use their own cars on company business, will be entitled to a 15¢ mileage allowance. The employer also agreed to pay 90% of liability and collision insurance premiums. On the contract's anniversary date, the parties will meet again to evaluate the gasoline

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### White House Fellowships Offered to Union Applicants

Outstanding individuals between the ages of 23 and 35, associated with organized labor, are invited by the President's Commission on White House Fellowships to apply for selection to serve as special assistants to the Vice President and to members of the Cabinet and of the President's principal staff.

Each year, these fellowships are awarded to between 14 and 20 highly motivated young Americans. Purpose of the program is two-fold: to bring into federal government the vigor of youth, and to provide the private sector with individuals who have a thorough understanding and working knowledge of government processes at the federal level.

A brochure describing the program, together with an application form or any additional information, may be obtained by contacting the President's Commission on White House Fellowships, Washington, D.C., 20415. Phone (202) 382-4661.

## Initial Pact Wins 40% Wage Gain Vancouver, B.C. Strike Ends in Victory

A shorter workweek with pay raises approximating 40% gained over the pre-union scales, three weeks vacation after one year plus major advances in health-welfare and other fringe benefits were won by Local 378 in an initial one-year agreement for its new 1,800-member office unit at the Insurance Corporation of British Columbia, in Vancouver, B.C., which administers automobile insurance for the province.

Local 378 President Fred Trotter reports that the settlement was reached after a 15-week strike in which the new union members stood firm, their only income being strike benefits paid by Local 378, supplemented by an additional \$268,000 from the International Union's Strike Benefit Fund.

The settlement calls for an initial 15% wage boost (or \$100 a month minimum) retroactive to June 1, 1974, another 8% retroactive to November 1, 1974, a further 6% retroactive to September 1, 1975, and an additional 6% to take effect March 1, 1976.

On that date, office pay in the

lowest grade will be \$660 per month, compared with the \$476 pre-union scale which existed on June 1, 1974. Trotter revealed that the company offered only a 15% increase after the strike had lasted 12 weeks but the employees rejected this offer by an overwhelming 85.5% vote, insisting on a "fair first contract."

Agreement was finally reached after an Industrial Inquiry Commission made recommenda-

tions to resolve the two major issues of work hours and wages. Thus the workweek was reduced to 35 hours (a 7-hour, 5-day week from 36 for the majority. The Claims Centers with 300 to 400 employees will work a four-day week (8 hrs. 20 mins. daily), and the Computer Department a three-day week (11 hrs. 40 mins. daily) on a trial basis only.

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### Veterans' Day Reverts to November 11 in 1978

The House of Representatives by a vote of 410 to 6 passed a bill to return observance of Veterans Day to November 11, as originally designated, instead of the fourth Monday in October as declared in 1968 when Congress increased the number of three-day holiday weekends.

Because of calendar changes and other problems, the bill will not take effect until 1978.

Although states and localities accepted the change of three other holidays to Mondays to

provide more of the long week-ends, 46 of the 50 states resisted the Veterans Day switch. Veterans groups had objected to the change.

Public school students and state employees were getting November 11 off for Veterans Day, while national banks and Federal government employees were getting the Fourth Monday in October. This created confusion within those 46 states and defeated the purpose of the three-day weekend legislation.



## WHITE COLLAR

Official Organ of  
OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION  
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## White Collar Militancy

Until this year strikes by professionals and white collar employees were rare events. But a new militancy is emerging among this type of worker, especially among professionals who until recently regarded unionism as beneath their dignity.

Inflationary pressure have no respect for dignity so doctors, nurses, teachers and other white collar groups no longer hesitate to walk out as the only way to find a solution for their grievances when other means fail.

In Toronto, Canada, 330 unionized nuclear scientists—most holding four and five university degrees—staged a walkout that tied up \$6-billion worth of atomic power projects in that country.

In this issue, President Howard Coughlin reveals that so far this year strikes have cost the OPEIU's Strike Benefit Fund roughly \$750,000 since January sent to 6,000 union members forced to withhold their labor by recalcitrant managements.

Significantly, the disputes in most cases were not over pay or economic issues, but revolved around managements' unilateral attempts to whittle away past benefits that had been won through collective bargaining down through the years.

The growth in white collar strikes this year reflects the changing temper of this class of employee. They are no longer willing to be pushed around by arbitrary management resorting to outmoded tactics in labor relations. The new white collar worker won't stand for it any more.

Both office men and women, as well as professionals, are now ready to fight for their rights. They realize that in Unity There's Strength, and without that strength gained through unionism and collective bargaining they are helpless in the hands of big employers or large corporations.

Unwelcome as strikes are both to members and their Union, nevertheless they prove that when white collar employees are unionized then and only then do they fully realize their own strength.

## Fighting Unionism is Costly

A Chicago management consultant calculates that the average employer spends \$124 per employee to fight union representation during the course of an election run by the National Labor Relations Board.

Even if management wins, consultant Woodruff Imberman figures legal costs, productivity lapses, and lost worker and supervisor time add up. A union organizing drive, he notes, "is hard to smother and is quite expensive."

The \$124 cost total is reached by adding an estimated \$19 a worker to hire special legal talent; \$27 for worker pay and overhead during captive audience anti-union meetings; \$58 for an average 8% dip in productivity while campaigning goes on; and \$20 in executive pay for fighting the union.

The estimates assume a four-week campaign in an average-sized U.S. plant paying \$4.50 an hour in wages and fringe benefits. For larger plants with over 1,000 employees, the cost is less—about \$102 per worker.

Non-union employees should give the above figures some thought, keeping firmly in mind that it's their legal right to join a union and enjoy the benefits of collective bargaining. For example, the average anti-union employer will spend \$12,400 in an effort to keep the union out if he has an office force of 100 employees. He will pay \$1,900 for legal talent to find loopholes to delay a representation election to deprive his non-union employees of their legal rights. Why?

Because the anti-union employer knows only too well that when collective bargaining is duly installed in an office, his costs in wages and fringe benefits will run far higher and his profits will be that much lower.

Consequently, the anti-union employer gambles that if he can give his employees a "paternalistic snow-job" that he is their "friend" while the union is their "enemy," interested only in collecting dues, he has much to gain and nothing to lose.

On the other hand, by voting for management in an NLRB election the non-union employee actually is voting against his own best interests.

## Washington, D.C. Local 2 Wins COPE Trophy

OPEIU's Local 2 was awarded a trophy for its outstanding work in behalf of the Committee on Political Education (COPE) of the Maryland State and D.C. area, AFL-CIO, at its Tenth Biennial Convention in Baltimore, Md.

Local 2 members worked 1,516 volunteer hours for COPE, the highest number for any group in the Greater Washington Central Labor Council. Local 2's First Vice President Margareta Crampton volunteered 500 hours for which she received a 500-hour pin.

The Washington Local also scored high in points for having a good percentage of its members registered to vote.

New trophies will be awarded each year to the best COPE Local, according to state Director Edward R. Lamon.



At award ceremony from left are Maryland State & D.C., AFL-CIO COPE Director Ed Lamon, WAD Director Patricia Sleeth, President Bob Petersen, Greater Washington Central Labor Council, holding trophy; Local 2 First Vice President Margareta Crampton, and President Nick Fornaro, Maryland State & D.C., AFL-CIO.

## Women's Bank Opening in N.Y. City

### Seven Others Planned Elsewhere; Will They Go Union?

The First Women's Bank in New York is expected to open its doors for business this month after several delays, due to the recession and remodeling of its premises in the Ritz Tower Hotel on East 57th Street.

Its president is Madeline McWhinney who had been the Federal Reserve Bank of New York's first female assistant vice president. It will be the first of many others planned in cities across the nation.

One of the primary reasons for establishment of women's banks is that their founders feel that women have been held back from executive jobs due to lack of opportunity for training and now can forge ahead in the new institutions.

While there are a good many women's associations for savings and loans and for credit unions scattered across the country, at present there are no women's banks giving full banking services. But following the New York lead there are now at least seven other women's banks in various stages of organization, with two planning to open next month in Los Angeles and San Diego.

A women's group in Greenwich, Conn., would like to open a bank this fall. One in San Francisco has April as its target. Another in Washington, D.C., is about to apply for a charter and hopes to be ready for customers next summer. A Chicago group also hopes to make it around the same time. A Seattle group has not yet applied but is ready to do so, and in several other cities there is also talk of organizing women's banks.

Curiously, not all this new activity has been inspired entirely by feminism. In Los Angeles, the group organizing the

First Women's Bank of California reveal that a man is going to be president and chief executive officer.

In Greenwich, the women who are organizing the First Women's Bank & Trust Company cannot be considered a feminist group either. "It's strictly a business venture," one said. Although this is one of the women's banks which disavows feminism, it has only one man among its 14 organizers, and is counting on having a woman as president. It plans to have seminars and educational services for women. It says also that it will help women to start their own businesses.

So far, nothing has been heard from any of the proposed women's banks on what labor policies they will follow in hiring rank-and-file staffs, whether they will copy the policies of existing banks or allow their new staffs to unionize and negotiate decent wage scales and

promotion opportunities, in addition to the other employee safeguard of a union contract.

If the new women's banks do plan to operate with unionized staffs, a public announcement of this policy would reflect a new enlightened attitude that would have a powerful appeal to new depositors among both men and women trade union members and labor organizations.

But if they don't, the latter will conclude that these women bank organizers are merely capitulating on the present popularity of the feminist movement. And those now active in the latter movement also will become disillusioned and, undoubtedly, will draw a similar conclusion.

Organized labor will watch this new banking development with deep interest because it gives these women pioneers a golden opportunity to set a new trend in this anti-union industry heretofore entirely dominated by reactionary male bankers.

## One-Sided System of Justice

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chief executive at Northrop Corporation and is still receiving \$286,000 a year. And, this list goes on and on and on.

The United States government on a number of occasions stated that it would prosecute not only corporations but executives as well. The fact still remains, however, that only the President of a labor union who was found guilty of illegal political contributions is serving a prison term and still has some time to go before he completes the maximum sentence meted out to him. Unless the U.S. government enforces its laws without fear or favor, it is going to justify the argument that a law's non-enforcement somehow justifies violation of that law.

The world is changing. Awareness is increasing. More and more Americans are becoming knowledgeable with respect to the workings of our system. It is vital to the future of America, therefore, that all violators of the law be accorded the same type of justice. Only through the abolishment of legal favoritism, with the resultant equitable punishment of all such law violators, will we avoid future Watergates and the proliferation of those who downgrade our system of government.



# Insurance Company Pickets at Entrance to Office in Vancouver, B.C.



## Initial Pact Wins 40% Wage Gain

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However, Trotter explains, both management and these employees were willing to try out the three-day week although the Union Negotiating Committee had strong reservations on the increase of daily work over eight hours, and the fact that the majority of employees must still battle traffic in the heart of the city for five days a week.

He adds that the remaining part of the initial agreement now provides a "reasonable base for future negotiations." Overtime will be at the rate of time and one-half for the first two hours and doubletime thereafter. Job classifications and evaluations will be submitted to a four-member Joint Union-Management Committee with equal representation. This committee will work fulltime over the life of the agreement with the employer paying the full costs.

Further benefits in the vacation clause, which provides three weeks after one year, were not negotiated at the time because the majority of the employees had two years or less of service.

The corporation also agreed to bear the full cost of coverage under the Medical Plan, Extended Health Benefit Plan, Dental Plan (70% and 50% co-insurance) and the Group Life Insurance Plan, equal to one year's salary for each individual, plus the cost of the Short-Term Disability Plan providing up to 15 weeks pay for any illness paid at the rate of 100% and 75% of pay based on service.

On the other hand, the Union will be responsible for introducing a Long-Term Disability Plan to become effective when benefits expire under the Short-Term Plan. The employer will administer this plan, with employees paying full premium costs.

Trotter notes that this was "a long and, at times, a bitter dispute." Although ICBC is a Crown corporation, it used many strike-breaking tactics as a result of which the B.C. Federation of Labour early in the dispute branded the corporation's services as "hot."

Despite these pressures, he says that the 1,800 unit members remained "strong and determined" to gain their objective of a fair first contract. He noted that "even though the vast majority never had any union experience before, no more than

two or three ever tried to cross the picket line," adding:

"Their solidarity should cause the corporation to reflect carefully in the future before precipitating another strike, especially after it has the opportunity to fully assess the costs and inconveniences to the public in terms of processing the mass of automobile claims which accumulated during the period.

These new OPEIU members have earned the respect not

only of white collar workers in this province, but that of all workers in British Columbia."

The OPEIU negotiating team comprised Marilyn Coleman, Bob Bogula, Barry Jarvis Evelyn Tackaberry and Wes Thompson. It was assisted throughout the strike and in negotiations by President Trotter with Staff Representatives Bill Kyles and Ray Warren.

The new agreement runs to September 30, 1976.

## 5 New Bargaining Units Organized by Three Locals

Five new bargaining units have been organized in various parts of the country, according to latest reports from the field.

Regional Director J. Oscar Bloodworth says that Local 367 won a 30-member office unit at Armour Foods in Memphis, Tenn. The campaign was led by Local 367 officers Rhonda Bryant, Pat Parker and Jennie Lee Murphy.

International Representative Gary Kirkland reports that Local 100 in Pasco, Wash., organized a 60-member office unit at Bovee & Crail, a large construction company, winning the election by a 2-to-1 margin.

Local 42 President Mabel Holleran reports that three smaller office bargaining units have been organized in Detroit, two of which were credit unions. They are Michigan-Columbus Credit Union and Clark Credit Union of Jackson. The other included the office staff of the Postal Workers of America in Detroit.

## OPEIU Strike Fund Paid Out \$750,000 Since Start of Year

The OPEIU Strike Benefit Fund has distributed some \$750,000 in payments to almost 6,000 members in the U.S. and Canada forced into strike situations by recalcitrant employers since January, 1975, with Canadian members receiving 38% of the total, President Howard Coughlin reveals.

Although four major strikes, in terms of people involved and duration, accounted for the bulk of the disbursements numerous other small units received weekly benefits which enabled the strikers to withhold their labors until an equitable settlement was obtained, he explains, adding:

"Without the help of the Strike Fund, some of these strikes might have been lost. There would have been greater incidences of strike-breaking and, in most cases, the final settlement would not have been as favorable to the employees."

He notes that both Blue Cross/Blue Shield strikes in Newark, N.J., and Buffalo, N.Y., were caused by employer attempts to emasculate existing agreements, and that the Insurance Corporation of British Columbia strike was resorted to in order to obtain a fair initial contract. The Electric Boat strike in New London, Conn., came about because of the employer's efforts to change drastically long established rules, he disclosed.

Other OPEIU strikers had equally valid reasons for "hitting the bricks," he said, emphasizing that in "every case all possible avenues for resolving the difficulties, short of a strike, were exhausted. In no case was there a scintilla of evidence that a strike was caused by unreasonable demands of the Union, or as a result of irresponsible actions by the leadership."

Below are listed some of the principal bargaining units involved in strike activity and the payments they received from the OPEIU Strike Benefit Fund:

Local	Bargaining Unit	Received
378	British Columbia Insurance Corp., Vancouver, B.C.	\$268,540
32	Blue Cross/Blue Shield, Newark, N.J.	200,000
106	Electric Boat Div., Gen. Dynamics, New London	166,000
212	Blue Cross/Blue Shield, Buffalo, N.Y.	50,620
3	No. California RCIA Pension Fund, San Francisco	7,764
57	Dominion Stores, Ltd., Montreal, Canada	7,604
15	Two Strikes in Vancouver, B.C. area, Canada	6,990
61	American Standard Corp., Louisville, Ky.	4,360
29	Two Strikes in Oakland area, California	3,940
471	Brownsville General Hospital, Redstone, Pa.	3,652

## \$5-Million Packet Gained by 1,500 at N.J. Blue Cross

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price situation and readjust the mileage allowance at that time, if warranted. But the gains did not come easily.

Had it not been for the militancy of the 1,500 dedicated members of Local 32 who endured a lengthy and costly strike, the final agreement would have been a hollow shell. The strike was precipitated on June 5 by Blue Cross/Blue Shield management which unilaterally imposed a program that would have wiped out previous contract gains. This would have:

- Permitted management and supervisory employees to perform bargaining unit work at will.
- Denied grievants access to arbitration.
- Allowed subcontracting whenever management found it necessary.
- Imposed a stringent absentee control program that would have resulted in mass firings or disciplinary action against employees legitimately ill.
- Penalized those legitimate-

ly ill by withholding sick leave benefits for the first two days, and reducing all sick leave accumulation of 90%.

Forced to strike in order to maintain standards gained through 25 years of collective bargaining, Local 32 members persevered with unyielding solidarity through the long hot summer. Their determined attitude in refusing to compromise on any major issues finally convinced management that it could not win.

After numerous bargaining sessions, the final one lasting 29 hours around-the-clock, a new agreement was hammered out which retained the key provisions of the expired contract and incorporated the improved wage and fringe benefits in the new one.

At a meeting on August 29, more than 1,300 employees by an almost unanimous vote ratified the new settlement and returned to work on September 2. Prior to the strike, the Local 32 negotiating team of Lida Ronches, Arleen Acquilino, Esther Holtz, Rita Kirkley, Phyllis Picco, Ralph Walsh, Robert Hausmann and John Ronches was headed by Business Manager Nicholas Juliano.

After visiting the picket line in the third week of the strike, Juliano returned home where he collapsed and died of a heart attack. Local 32's Executive Board later appointed John Ronches to the post of Business Manager and he took over the negotiating reins as the strike continued.

Director of Organization Art Lewandowski was assigned to assist Local 32 in an effort to bring about an equitable settlement of the strike. The International Union's Strike Benefit Fund distributed more than \$200,000 to the embattled strikers which helped to maintain their spirits and solidarity.

Local 32 was also assisted by International Representatives Fitzmaurice, Manning, Dwyer and Porcaro in its strike activities, while Business Representatives from New York Local 153, one of the largest union locals anywhere and the largest white collar local in the nation, crossed the Hudson River to demonstrate their moral support by walking the picket line with the New Jersey Blue Cross/Blue Shield employees.



# Sift Big Business Bribery Abroad Senate Finds Millions Spent on Political Gifts

For some years multinational corporations have been stripping American workers of their jobs but the American people are now beginning to get a picture of some of the "ethics" of the multinationals.

One of the most revealing was the admission by the Chairman of Gulf Oil Corp., before the Senate Foreign Relations' Subcommittee on Multinational Corporations, that his company paid nearly \$5 million to political parties in South Korea, Bolivia and other countries as a cost of doing business.

Gulf's Bob Dorsey said a payment of \$1 million was made in 1966 and \$3 million in 1970 to Korcan President Park Chung Hee's ruling Democratic Repub-

lican Party prior to national elections.

Dorsey also admitted that Gulf paid \$460,000 to former Bolivian President Rene Barrientos. His political party then contributed \$50,000 of the money, through a Beirut bank, for a "public education program" to finance Arab propaganda in the U.S.

The latest development gives new dimensions to the multinationals' role in domestic and international politics which has included:

- United Brands Company admitted paying \$1.25 million to Honduran officials.

- Northrop Corporation, a defense contractor, being charged by the Securities and

Exchange Commission with disbursing \$130 million abroad in "fees and sales commissions" without adequate records.

- Mobil and Exxon admitting making political contributions in Canada and Italy. Although these payments may be legal, the ethics are still in question.

More developments are promised as the Senate Multinationals Subcommittee continues its hearings on a measure that would prohibit bribery of foreign officials.

(See Coughlin's column for comments on the imprisonment of a labor leader while big business tycoons go free for making similar illegal domestic political contributions.)

# Large Gains Made in Two Paper Pacts

## Nekoosa Edwards, IP&P Agree to Big Pay Boosts

A package of wage boosts and fringe benefits, estimated at 23.91% over two years and valued at more than \$686,000, was won by Local 95 for its 225-member unit at Nekoosa Edwards Paper Company in Wisconsin Rapids, Wisc., International Representative Mike Walker reports.

The new agreement calls for a 10% wage increase across-the-board in each of the two years, and in the second year a boost in shift premiums to 15¢ and 25¢ per hour (were 10¢ and 20¢ previously). The meal allowance was raised to \$2 from \$1.50.

In the first year, major medical coverage is increased to a lifetime maximum of \$100,000 (was \$25,000) with the family

deductible reduced to \$50 from \$100. The AD&D allowance is increased to \$16 per day (was \$12), and will be raised to \$17 in the second year.

Life insurance was raised to \$9,000 each (was \$7,000), with a further increase to \$10,000 in the second year. It also provides for accident and sickness hospital coverage on the first day, and expands AD&D benefits for those not receiving Social Security or Workmen's Compensation to 52 weeks (was 26).

The retirement plan was upgraded to provide vesting after 10 years. Benefits in the first year were increased to \$8 per month times years of service (was \$7), with a further boost to \$9 scheduled for the second year.

In the second year also, unit employees relieving supervisors will have their pay rate increased to 30¢ an hour (was 20¢).

Oakland Local 29 reached a two-year agreement with International Paper Company for its bargaining unit at Weed, Cal., after one negotiating session, gaining a 13.3% wage boost in the first year and 11.2% in the second. Other improvements were 1½ paid holidays added to the annual total, sick leave pay for maternity and better contract language on seniority and grievance procedure.

The OPEIU negotiating team comprised Ann Coghlin, Dorothy Hanner and Judy Millman.

# Vancouver, B.C. Unit Scores Big Gains in New Pact with Inland Natural Gas Company

Wage gains ranging from \$178 to \$248 per month with a new cost-of-living allowance, a wage reopener in the second year, and improved vacations among other fringe benefit boosts, were won in a new two-year contract renegotiated by Local 378 for its unit of office and technical employees at Inland Natural Gas Company in Vancouver, B.C.

Local 378 President Fred Trotter says that the new pact sets a starting monthly minimum rate of \$675 in the lowest office grade, rising to a \$810 maximum. In the top classification it calls for a starting monthly rate of \$1,289, rising to a \$1,547 maximum.

Effective December 1, a COLA will take effect providing 3¢ an hour for each one-point rise in the Vancouver CPI in excess of 2% for the period April 1, 1975, to Sept. 30, 1975, with the March 1975 index of 168.5 as the base. This could add approximately \$38 extra to monthly pay scales.

The vacation schedule was liberalized to provide four weeks after eight years' service (was

10), effective July 1, 1976, and five weeks after 18 years (was 20). Employees previously were entitled to three weeks' vacation after one year. Under the new agreement they may request an extra two weeks' vacation without pay after five years' service.

The parties also agreed to develop an income insurance continuance plan as soon as can be arranged to provide half-pay for those sick or disabled, one month after the onset of disability, with the company pay-

ing full cost of the premiums. Employees may supplement benefits from this plan from sick leave credits up to 30% of a day's pay for each working day they are in receipt of benefits from the plan, which may also be applied against the plan's waiting period.

The OPEIU negotiating team comprised Local 378 Sec.-Treas. M. G. Wooldridge and Business Representative R. N. Rennie. The new agreement runs to March 31, 1976.

## New Vancouver, B.C., Unit Wins Big Initial Packet

Wage gains ranging from more than \$1,000 per year in the lowest classification to \$2,340 in the top grade, plus \$250 each as settlement pay to cover the period of negotiations were won by Local 15 for its new bargaining unit at Farano Ltd., Vancouver, B.C., in an initial one-year agreement.

Business Representative Bert Mitchell reports that the pact calls for a 37½-hour week, 11

paid holidays and double rates for overtime. It includes two weeks vacation after one year; three after two years, and four after five years. After 12 years, employees will get five weeks vacation; six after 20 years, and eight after 30 years.

The agreement also provides a health-welfare plan, including dental coverage, with the employer paying 75% of the premiums and the employees 25%.

# Fired for 'Misconduct,' Wins Award for \$11,500

June Bolinger of Bakersfield, Cal., a member of Los Angeles Local 30, won a negotiated settlement of \$11,500 and her pension when the Union brought her grievance to arbitration after she was discharged by her employer, Local 743 of the Carpenters, for alleged "misconduct."

Employed there for 19 years, Arbitrator Joseph E. Gentile after hearing the case presented by Local 30 Business Representative Bill Roberts ruled that she was not guilty of any misconduct on all issues raised by the employer Union which fired her two years ago.

After winning the case, Local 30 had to file a Petition for Confirmation of the Award in California Superior Court when the employer refused to comply with the arbitrator's ruling. Meanwhile, Roberts was able to negotiate the \$11,500 settlement with her former employer who forwarded her a check.

# Big Pay Hike Won at Utility

A 15.8% general wage increase in addition to other improved fringe benefits were gained by Portland Local 11 for its some 100-member bargaining unit in a one-year agreement renegotiated with Public Utility District No. 1 of Clark County, Washington, electricity supplier.

Local 11 Sec.-Treas. Stuart W. Crosby reports that the new agreement sets a starting minimum rate of \$590 per month in the lowest grade, rising to a \$867 maximum, and a starting \$1,573 in the top grade, rising to a \$1,736 maximum.

It also provides longevity increases ranging from \$10 per month for those with more than 10 years of service to \$25 per month for those with 25 or more years seniority.

The new agreement changes Memorial and Veterans holidays to the last Monday in May and the fourth Monday in October, and revises the maternity leave section to reflect changes in federal and state laws. It adds a new non-discrimination clause and liberalizes the bereavement leave provision to include step-parents.

Both parties agreed to maintain the benefits of the present health-welfare plan, the employer undertaking the additional costs, and to further improve dental coverage and benefits after September 1. On the same date, coverage for prescription drugs became effective, with the present optical plan to be improved December 1.

The employer also agreed to provide \$3,000 additional term life insurance for each employee, and to give each one day's straight time pay on his birthday.

## Film on Medicare Now Available

A 29-minute color film called "Medicare: How it Helps You," is available through Social Security offices for meetings of labor organizations and other groups. It explains how Medicare hospital and medical insurance work, and it spells out what Medicare does and does not cover. Arrangements for showings can be made by calling or writing any Social Security office.



Photo shows June Bolinger (left), holding check, being congratulated by her Union sister Beth Reilly.

If you move, send your old and new address, including zip code to: William A. Lowe, Sec.-Treas. 815 16th Street, N.W., Suite 606 Washington, D.C. 20006

## U.S. Price Index

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

Year	Index
1974	
August	149.9
September	151.7
October	153.0
November	154.3
December	155.4
1975	
January	156.1
February	157.2
March	157.8
April	158.6
May	159.3
June	160.6
July	162.3
August	162.8

## Canadian Price Index

Statistics Canada  
Base 1961=100

Year	Index
1974	
August	109.6
September	120.6
October	127.2
November	174.1
December	175.8
1975	
January	176.6
February	178.0
March	178.9
April	179.8
May	181.3
June	184.0
July	186.5
August	188.4