



# WHITE COLLAR

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

No. 351

FEBRUARY, 1976

17 COUNCIL 17

## OPEIU Wall St. Unit, Local 153 Join Forces

Two OPEIU Locals in New York City—Local 205 (United Financial Employees) representing bargaining units in the financial district, and Local 153 representing office employees in a broad spectrum of industries from banks to universities—have agreed to combine forces and merge their activities. General membership meetings of both Locals have approved the merger.

Local 205 represents employees at the New York Stock Exchange, the American Stock Exchange and the New York Cotton Exchange, and has a membership of approximately 1,800. Addition of its members to that of Local 153 will bring membership in the latter to some 16,000, according to Local 153 Sec.-Treas. John Kelly.

Local 205 President John

Brady will become Business Representative for Local 153 and will continue to service the three bargaining units in the financial district, retaining the present office at 80 Broad Street.

He says the merger was brought about because of the mutual interests of both Locals in new organizing, especially among brokerage houses in Wall Street which, so far, have been unresponsive to unionism. Local 153's manpower will give a "powerful stimulus to new organizing" in the Wall Street area, he added.

Brady declared that the merger also will give Local 205 members access to Local 153's Strike Fund thereby strengthening their bargaining position with the New York Stock Exchange when the present contract expires in the near future.

## OPEIU's Joyce Angel Elected President of TVA Council

Local 52 President Joyce H. Angel, of Sheffield, Ala., was named President of the Tennessee Valley Authority (TVA) Council to fill the unexpired term of James D. Hood, who resigned to accept the position of Supervisor, Power Stores, at Browns Ferry Nuclear Plant.

Joyce is a long-service TVA employee and an OPEIU member with extensive representation experience at the Local and Council levels. She works for the Educational and Communications Services Unit as a clerk SB-4. She will complete her requirements this summer for a BA degree in English and Business Administration, after which she plans a career as a writer.

Her nomination by the board created three historical firsts. She became the first woman president in TVA Council his-



Joyce Angel

tory; she's the first rank-and-file Local 52 member to head the Council, and since OPEIU membership is approximately 65% female, she is also the first president to represent this majority on the Council.

## Full Union Pact Gained Under New Indiana Law

Office employees at City Utilities in Fort Wayne, Ind., ratified a wage reopener agreement providing an across-the-board increase of 36 cents an hour, retroactive to December 28. They are members of Fort Wayne Local 325.

For the first time under legislation passed by Indiana State Legislature last June, members

of the bargaining unit are now covered by a full union agreement rather than a Memorandum of Understanding concerning wages and working conditions.

As a result, additional positions in the General Accounting and Programming Departments have been added to the unit and come under the new increases.

## All-Canada OPEIU Sets Up Conference for Montreal

In accordance with the resolution adopted at the last OPEIU Convention, all Canadian Locals will hold their first national conference at the Sheraton Mt. Royal Hotel in Montreal on Saturday and Sunday, April 24 and 25.

Canadian Director Romeo Corbeil announces that circulars have been sent to all Canadian Locals urging them to name delegates to this first national conference. Registration fees are \$20 per delegate for the first five from each Local, and \$10 per person thereafter.

A simultaneous bilingual translation service in French and English will be available to delegates throughout the confer-

ence.

The first session will start at 10 a.m. on Saturday with opening remarks by Corbeil, who will preside; President Howard Coughlin, from New York, and Vice President Fred Trotter from Vancouver, B.C.

Following this there will be a discussion of various items submitted by the delegates, as well as procedures to be adopted on use of the OPEIU Strike Fund. The afternoon session will include an educational conference and a discussion on wage guidelines now in effect in Canada.

The Sunday session will include a general discussion on matters suggested by delegates

from Local Unions, who will also decide the place and date of the next meeting.

Cheques covering registration fees should be made payable to "OPEIU Eastern Canada Council," and forwarded to Romeo Corbeil, OPEIU, 1290 St. Denis, St., #26, Montreal, P.O., 129, and sent as soon as possible.

Delegates are asked to make their own reservations by writing directly to: Reservation Office Manager, Sheraton Mt. Royal Hotel, 1455 rue Peel, Montreal P.Q., re OPEIU Conference. Hotel rates for single rooms are \$26 per day, and \$33 for double rooms, plus 8% room tax.

## 24% Wage Hike Won at Sea-Land 3-Year Pact Covers 850 Clericals at Ten Ports

Members of ten OPEIU bargaining units, covering some 850 clerical employees with Sea-Land Services, Inc., which operates containerships from ports throughout the U.S. and Puerto Rico have ratified a new three-year contract with the company providing two extra half-holidays and across-the-board wage increases totaling 24% over the period, according to OPEIU Vice President John Kelly who was chief negotiator.

He says the new pact provides an initial increase of 9% retroactive to November 9, 1975, with additional raises of 7% due next November, and 8% to take effect in November, 1977. Under the old contract employees were paid an average of \$200 per week.

The new increases will be in addition to annual progression raises averaging 2.5 to 3% a year.

In the future, employees will receive days off on Christmas Eve and New Year's Eve. Previously, they were required to work half-days on those days. In Seattle, Wash., only, employees will receive their birthdays as holidays.

The company also agreed to pay \$9 per employee each week into the pension fund in the second year, an increase of \$1 over the old agreement.

The new agreement, which runs to November 8, 1978, covers Sea-Land employees in New York City and Brooklyn; Elizabeth, N.J.; Baltimore, Md.; Portsmouth, Va.; Charleston, S.C.; New Orleans, La.; Jacksonville, Fla.; Houston, Tex.;

Seattle, Wash., and Puerto Rico.

The OPEIU negotiating team assisting Kelly included Local 153 Business Representative Joe Scully; committee members from the various ports who met in Washington, D.C., a neutral point, so that all bargaining units involved would be fully represented. It was the first time this has occurred in negotiating a master Sea-Land agreement.

Representing Elizabeth, N.J., were a team comprising Joe

Goracy, Joe Klimanski, Bob Grabowski, Clarence Gaffney, Elaine Nasta, Grace Walsh, Eleanor Osavich, Frances Sania, Maureen Thorne and Barbara Rumpf.

Committee members from other ports were Mike Allison, representing Baltimore, Md., and Norfolk, Va.; Elaine Jenkins, Charleston, S.C.; Paul Mari, Jacksonville, Fla.; Ron Tardo, New Orleans; Lorncne Scarscallato, Houston; William Burton, Seattle, and Luis Melandez, Puerto Rico.

## 4 Organizing Victories Add 200 More to OPEIU Rolls

More than 200 members in four new bargaining units have been organized according to latest reports from the field. They include a school board in Ontario, Canada; a food company in Seattle, Wash.; a credit union in Florida, and dietitians in California.

International Representative Gilles Beauregard reports that Toronto Local 343 has been certified by the Ontario Labour Board to represent 111 clericals and secretaries at the Secondary School Board of Education in Hamilton, Ont., and has filed for certification for another group of 35 in the same school system.

In this campaign, Beauregard was assisted by Local 343 Business Representative Florenz Seychuk; Local 343 President

Ruth Crechiola and other members of the Local.

OPEIU Organizer Bill Domarotsky reports that Seattle Local 8 won a 17-member unit of clericals at Cudahy Foods in an NLRB election held in Connell, Wash. The company is a General Host Corporation subsidiary which operates a similar non-union plant in Phoenix, Ariz.

Local 443 Business Representative Naomi Parsons reports that Kaiser Entities has recognized a group of 60 dietitians which will be added to the hospital's OPEIU bargaining unit.

Regional Director J. Oscar Bloodworth reports that Local 337 in another election won a unit of office employees at the Hudson Employees Credit Union in Palatka, Fla.

**WHITE COLLAR**

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

HOWARD COUGHLIN      WILLIAM A. LOWE  
President      Secretary-Treasurer

Room 610, 265 West 14th St., New York, N.Y. 10011

POSTMASTERS, ATTENTION. Change of address Form 3579 should be addressed to Office and Professional Employees International Union, 815 16th St., N.W., Washington, D.C. 20006.



Published monthly at 810 Rhode Island Ave., N.E., Washington, D.C. 20018. Second class postage paid at Washington, D.C. Reproduction by the Labor Press of any or all material herein contained is not only permitted, but wholly desirable in the interest of workers' education.

Subscription Price \$1 a Year

**N.Y. Retirees Enjoy Christmas Luncheon**



Some 200 members of Local 153's Retiree Association turned out at the Hotel Commodore for a pre-Christmas luncheon which has now become an annual event. Photo shows part of the group which attended. On the dais are OPEIU President Howard Coughlin, Local 153 Sec.-Treas. John Kelly and Ed Edom, president of the association, who disclosed that the group started with 37 members and now numbers in the hundreds.

**A Call for More Action**

At its semi-annual meeting, the Executive Board strongly urged all OPEIU Locals and the International field staff to step up new organizing drives, particularly in Blue Cross/Blue Shield offices, hospitals, banks and among public employees who are now eligible to unionize in most states.

We are glad to note that many of our Locals are now actively participating in new organizing, scoring notable successes in recent representation elections. This reflects the type of aggressive, dedicated Local leadership our Union needs in greater numbers. It shows that the membership, which elects these officers, has a strong sense of duty to their organization and is concerned with the quality of the men and women elected to fill key posts.

On the other hand, too many Locals remain indifferent. They seldom, if ever, attempt to organize new bargaining units in their jurisdiction. Their failure to do so is a disservice to present members of such Locals because it weakens their bargaining position, places their employer at a competitive disadvantage against non-union offices which, as a general rule, pay lower wages and lesser fringe benefits. Only alert members can change this situation.

Today, women are clamoring for opportunities to show that they have equal capabilities with men to forge ahead. We are happy to point out that the trade union movement, especially the OPEIU, offers them this opportunity in their own communities. We have scores of Locals which could grow spectacularly with energetic new leadership.

Needless to say, this calls for a little hard work in the beginning but it can be a rewarding and fulfilling task. Since the majority of OPEIU members are women, they will realize that in working for their Union they are also participating actively in the women's movement as a whole.

There are now some 37 million women in the labor force, the majority working in offices. The best and easiest way to reach them is through working actively in the trade union movement to organize the unorganized in the ranks of the OPEIU—starting at the level of every Local.

**A Lesson From History**

Can the U.S. learn a lesson from history? Academic researchers suggest we might profit from the British experience of what happens when investment capital emigrates.

In a study for the Senate Subcommittee on Multinational Corporations, Prof. Peggy B. Musgrave of Northeastern University focuses on the early 1900's in Britain, when direct or multinational investments became the dominant route of British investment overseas.

"It has been estimated that annual British investment abroad rose eightfold between 1900 and 1914, and by World War I Britain was investing an astonishing 80 to 90% of her total capital formation abroad.

"The earlier heavy investment in communications, utilities and other forms of infrastructure had paved the way for manufacturing development which was apt to compete with British-based production. It was during this period that the British terms of trade turned down, domestic capital grew at a slow pace per head of population, and real wages declined slightly."

Are our multinational corporations taking the United States down the same path that Britain chose at the beginning of this century? The evidence certainly points that way.

The question posed today for the labor movement and for the country as a whole is whether the multinationals' ever-growing export of U.S. technology, investment, production and jobs can go on as it has—not only unchecked, but with huge tax breaks which encourage them to move overseas.

The U.S. provides between 50 and 60% of the world's total technology exports, with multinationals accounting for 88.5% of these exports. Economists estimate that these technology exports resulted in a loss of more than a million jobs in this country between 1966 and 1973.

The need for correction of this situation is apparent.

**Women Sue Chase Bank on Sex Bias Charge Hiring Policy Based on Female Discrimination**

A group of ten women, present and former employees, filed a suit in the New York Federal District Court accusing the Chase Manhattan Bank of discriminating against their sex in its hiring and employment practices.

The class action suit contends that the alleged "unlawful discrimination" violates the civil rights of more than 10,000 employees at the bank or who have sought employment with the company, which operates 250 offices in New York State.

According to allegations in the suit, the bank; its parent

company, the Chase Manhattan Corp., and their directors, "maintain a pattern and practice of discrimination" against women employees and women seeking employment.

The suit seeks court orders prohibiting the alleged discrimination and compelling the bank to compensate women for "all earnings, wages and other benefits which they would have received but for the discriminatory practices."

It also charges that Chase Manhattan hires women "into sex-segregated groups" and

training programs, while "actively discouraging" them from obtaining better paying and more prestigious positions.

Chase Manhattan is further alleged to fire, harass and retaliate against "female employees who have expressed objections to said discriminatory policies and practices."

The jobs held by the women included public relations associate, teller, clerical employee and secretary. Some were in training programs for such positions as commercial lending officers.

**5 Other Nations Now Top U.S. Wages**

**BLS Study Finds Drop to Sixth Place; Productivity Lag**

If you think U.S. workers are the highest paid in the world—forget it!

If you think productivity in U.S. industries is rising faster than in other major industrialized countries—you're wrong again!

Both widely held myths are exploded by U.S. Bureau of Labor Statistics as of mid-1975 that show estimated hourly earnings of workers in five other industrialized nations—Canada, West Germany, Belgium, Holland and Sweden—were all higher than those of U.S. workers.

In fact, as of last year, average hourly wage of Swedish workers was estimated at \$6.93, or 14% higher than the U.S. rate of \$6.07. And the German worker whose hourly wage was less than a third of the U.S. worker's in 1960, surpassed the latter's last year, rising to \$6.27 an hour.

Other BLS statistics disclose that the United States is being outpaced by at least nine other industrialized nations in the annual rate of productivity increases per manhour.

A major part of the relative drop in pay and productivity of U.S. workers can be attributed to the export of U.S. tech-

nology initiated after World War II to stimulate recovery of Europe, the Middle East and Japan—tax and trade laws that achieved their aims years ago.

The perpetuation of these laws is now undermining U.S. workers' wages and productivity. These permit multinational corporations to defer tax payments on 50% of their overseas profits, making it tougher

for unions to win bigger wage increases.

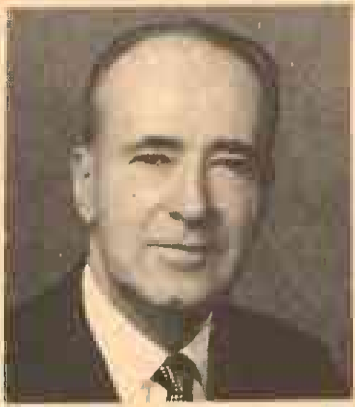
This is because when productivity rises significantly corporate profits tend to rise too and companies can afford more significant wage increases. Moreover, union bargainers can justifiably press harder for bigger increases when output per manhour shows significant improvement.

The column figures on compensation per manhour are not precise estimates but they do make a strong case that U.S. manufacturers can no longer claim that they are at a competitive disadvantage in the export market because U.S. workers' wages are higher than those in Europe or elsewhere.

Nation	Compensation Per Hour			
	1960	1970	1974	mid-75
U.S.	\$2.66	\$4.20	\$5.65	\$6.07
Canada	2.12	3.46	5.49	6.10
Japan	0.26	0.99	2.70	3.00
France	0.81	1.75	3.41	4.65
Germany	0.83	2.32	5.25	6.27
Italy	0.63	1.75	3.43	4.55
Britain	0.82	1.48	2.51	3.34
Belgium	0.82	2.05	5.18	6.74
Holland	0.64	1.99	4.91	6.19
Sweden	1.20	2.93	5.48	6.93

This study shows that the annual rate of gain in productivity in Japan has been three times the U.S. rate and that even in economically beleaguered Britain the gain has outstripped that of the U.S.

The 1960-74 annual rate of gain for the U.S. was 3.4%. That for Canada 4.1%; Japan, 10.2; France 5.9; Germany 5.8; Italy 6.3; Britain 4; Belgium 6.5; Holland 7.5, and Sweden 7.1%.



from the desk  
of the  
**PRESIDENT**

## VOTE Contributions Now Vital

Those who believe that labor is in the ascendancy in the United States should have second thoughts after reading of the demise of common situs picketing and predictions that a national health plan will not be enacted this year. The newspapers and radio and television media continue to harp on labor's great political power. They very seldom, however, prove their exaggerations with concrete legislative programs enacted by the Congress as a result of AFL-CIO pressure.

Most commentators are predicting that a national health program won't be enacted this year. Reasons given are the federal deficit, opposition of the American Medical Association, and lack of fervor in the Congress. It is apparent, therefore, that the organized labor movement with all of its alleged "power" has been unable to convince Congress that a sorely needed national health bill is long overdue.

The common situs picketing measure recently vetoed by President Ford is one example of where the power really lies when the chips are down. The Building Trades Department of the AFL-CIO for almost 25 years has attempted to persuade the Congress of its need to be able to picket all entrances to a construction site where it has a legitimate labor dispute with an employer, even though tradesmen employed by other contractors use the same entrances to and from the same project.

The Supreme Court in 1951 held that common situs picketing was illegal. Secretary of Labor John Dunlop, after receiving a go-ahead from President Ford, prepared a bill that would not only allow common situs picketing but, for the first time, would give national Presidents of Building Trades Unions a voice in local wage and fringe benefit settlements.

This specifically would be accomplished through a top level committee of ten union leaders, ten management representatives and three public members who could postpone strikes for 30 days, and get involved in local negotiations.

This last provision of the bill, in the writer's opinion, was even more important than common situs picketing. Settlements in the construction industry throughout the country have been made on an irregular basis from craft to craft so that in many instances Local Unions of the building trades have priced themselves out of business.

President Ford assured Secretary Dunlop and the Building Trades Department President Robert Georgine that he would sign such a measure if passed by the Congress. After the measure passed both the House and the Senate, great pressure was built up against the proposed legislation by the National Association of Manufacturers and the United States Chamber of Commerce. Non-union building trades contractors, fearful of the effects of a picket line, not only persuaded President Ford to reverse himself but prevailed upon leading political figures, such as Ronald Reagan and Barry Goldwater, to announce publicly their opposition to such a measure. The possibility of more competitive wage settlements at the local level was completely lost in the fight by employer organizations against common situs picketing. President Ford vetoed the measure. The monied interests of our country showed their great power in prevailing upon the President to break his word.

The failure of Congress' leaders to support a national health bill is another example of the administration's knuckling down before those who control medicine and industry in our country.

The Federal Election Commission is now allowing corporations to "persuade" their employees to contribute to the party and candidates friendly to management. It is estimated that these corporations will raise anywhere from five million to one hundred million dollars to elect members friendly to them in the House and Senate.

Newspapers have recently indicated that some of these giant corporations have slush funds totaling close to a billion dollars for their use overseas. Obviously, they consider the United States more important than their overseas operations and will increase their spending accordingly.

Secretary-Treasurer Bill Lowe attended OPEIU Educational Conferences this past year asking for greater participation by OPEIU Locals in our VOTE Program through contributions of \$2 per member. The need for full participation by all members of organized labor in the legislative goals of the AFL-CIO is now absolutely imperative.

## Women Who Work Set New Record But BLS Study Finds Pay Still Lags Behind Men's

Some 37 million women as of mid-1975 were in the labor force, representing an increase of more than 11.5 million in the past 10 years, the Bureau of Labor Statistics reports in its magazine, *Monthly Labor Review*.

It says that 46% of all women 16 years of age and older held jobs in mid-1975. Women workers between the ages of 16 and 24 increased from 43% in 1964 to 57% in 1974. This increased participation is due to such factors as more women remaining single, holding a job

after marriage or postponing childbirth, the magazine notes.

Women between 25 to 54 who had jobs rose from 44.5 to 54% basically due to changing attitudes towards women's role in society. Women over 55 dropped from 24 to 23%, due to changes in pension plans encouraging workers to retire.

Despite more women working, there still remain inequities, with the workers "clustered in the same industries and occupations as women 35 years ago"—the service industries, manufacturing, trade, the BLS

reports. Average salaries are still below those paid to men, and women suffer greater unemployment.

A positive note is that younger women are narrowing the gap in earnings between men and women, particularly those women who are better educated. In 1974, female college graduates in the 25-to-34 year brackets earned 70% of the salaries of their male counterparts, whereas among 45-to-54-year-olds the figure was only 56%. (See editorial on page 2).

## Regina Unit Stages Wage Coup Beats Canada Freeze With 22% Raise at SGIO

A new one-year agreement, reached just three days before the Canadian federal government's wage controls took effect, succeeded in winning a 22% wage boost for Local 397's 700-member bargaining unit in the Saskatchewan Government Insurance Office (SGIO), in Regina, Sask., according to President Bill Wittal.

Had the settlement been delayed, federal controls would have limited wage boosts and fringe benefits to a combined basic increase of only 8%, Local 397 Business Representative David M. Maki notes.

The new pact, based on a formula of \$20 plus 8%, together with \$100 applied to each classification in addition to other adjustments for senior positions, also includes a cost-of-living allowance.

Other gains are a compressed workweek, consisting of four workdays and five workdays in alternate weeks; one additional paid holiday; improvements in vacations and sickness provisions, and a company-paid plan to reimburse employees, who are transferred to other cities, for moving expenses.

Maki credits experienced senior Local officers and a newly created General Council, having representation from all the Union's branches, with Local's success in achieving this excellent agreement.

The OPEIU bargaining team comprised President Wittal, Sec.-Treas. Harry Van Eyck, Vice President Bob Zimmer and members Marjorie Severson and Lewis Strum. They were assisted during the negotiations by Business Representative Maki.

### Twin Cities Local 12 Adds Business Agent

Twin Cities Local 12 announces that Vern Paul, former Business Agent for OPEIU's Midwestern Organizing Council, has been added to its Minneapolis-St. Paul staff as Business Representative. Business Manager H. R. Markusen said that he "is a most welcome addition to our Local and will be involved in both organizing and unit servicing."

### Helen McDonnell, Holyoke; OPEIU Pioneer

We regret to announce the death which occurred rather suddenly of Helen McDonnell, first and only Secretary-Treasurer of Local 247 in Holyoke, Mass., until her recent retirement from the Brown Company which she had served for 50 years.

She had helped organize the Brown office force 25 years ago and on her retirement was the

guest of honor at a farewell party attended by company officials and fellow-employees. She also received on that occasion a congratulatory letter from President Howard Coughlin praising her for her long service to the OPEIU and her dedication to the white collar union movement.

We offer our sincere sympathy to her relatives and family.

## Mrs. John Kinnick Joins Staff Of California State AFL-CIO

Mrs. Kathleen Kinnick, a charter member of Oakland Local 29 and wife of Vice President John Kinnick, has joined the California Labor Federation AFL-CIO staff in charge of women's activities. In her new capacity she will work closely with the state AFL-CIO's Committee on Political Education (COPE).

She won the first Miss Union Secretary of America title in a national AFL-CIO contest some years ago, is currently a member of San Francisco's Local 3 Executive Board, a trustee of its pension fund, and served on its negotiating committee in 1974-75. She has also taken part in a number of successful OPEIU



Kathleen Kinnick

organizing campaigns in California.

## Stone-Hearted Bank Tries to Bilk 47-Year Employee

An employee of the Rock Island (Ill.) Bank for 47 years had to sue his employer to get three weeks accrued vacation pay, amounting to \$850.65, when he retired on December 31, 1973, after the bank refused to give it even though he had worked in the final three weeks of that year "breaking in a new employee."

The bank contended that he forfeited the vacation pay "because he didn't work until January 1, 1974." After he won his case in a lower court, the bank appealed the decision on the ground that the employee failed "to meet his burden of proof" in the earlier trial, and that the lower court's decision was "contrary to the weight of the evidence."

However, the appellate court upheld the decision, finding "no support" for the bank's claim that the judgment of the lower court was "contrary to the weight of the evidence."

After 47 years of loyal and faithful service, this employee was earning a little more than \$14,000 a year but the deepest cut of all was the bank's ingratitude. If this bank had been unionized, this despicable treatment could never have happened. We hope all unorganized bank employees learn a lesson from this incident. They urgently need to UNIONIZE!

# OPEIU's Ontario Locals Meet in Toronto; Form New Council



At a meeting in Toronto, delegates representing 1,500 OPEIU members in 13 Locals in Ontario decided to form a new Council. Its purpose will be to develop leads for new organizing, expand the membership in these Locals and provide better services for a growing organization. Above shows delegates who attended the founding conference. Seated at extreme left is Canadian OPEIU Director Romeo Corbeil. Standing behind seated group (in center) is International Representative Gilles Beauregard.

## Michigan School Unit Scores 2-year Muskegon Hts. Pact Nets Big Gains

A 40¢ an hour pay boost, two additional paid holidays plus improved longevity rates and vacations were gained in a new two-year contract renegotiated by Local 487 for its bargaining unit of clericals and secretaries in Muskegon Heights, Mich., School District Board of Education.

International Representative John W. Richards says the new pact calls for a 28¢ an hour across-the-board wage boost retroactive to September 1, 1975, raising the average pay rate to more than \$4 an hour,

plus longevity. He says the minimum hiring rate is now \$3.13 with the top rate \$4.93. Another improvement is pay for working in a higher classification.

In the second year, the new agreement calls for another 12¢ an hour pay increase, the school board also agreeing to pick up the 5% contribution to the retirement plan now being made by employees, making this plan non-contributory.

After 12 years of service, employees in future will be en-

titled to a 2% longevity pay increase (formerly 15 years), and after 15 years longevity pay becomes 4%. Vacations were improved to 12 days per year (was 10) by changing the accrual method from five-sixth day earned each month to one day per month.

Assisting Richards during negotiations was an OPEIU team comprising Local 487 President Ida J. Smith and a committee headed by Joyce Twining that included Pat Chambers, Myrtis Coleman and Casandra Parker.

## Fine Arts Unit Signs First Pact New Twin Cities Group Gains 14% Wage Hike

A 14% across-the-board wage increase in the first two years, with a reopener in the third, was gained by Twin Cities Local 12 in an initial three-year contract negotiated for its new bargaining unit at the Minneapolis Society of Fine Arts, Local 12 Business Manager H. R. Markusen reports.

He says the pact calls for a first year 8% wage boost, retroactive to July 1, 1975, with another 6% on the anniversary date. It sets a starting minimum of \$5,817 annually in the lowest classification and \$13,161 in

the top grade, with 3% increments each year from minimum to maximum.

When all money items are renegotiated in June 1977, a chart will be prepared reflecting existing rates for all employees, Markusen explains.

The agreement provides eight full holidays and two half-days; two weeks vacation after one year; three after five, and four after ten. It calls for sick leave of one day per month cumulative to 30 days; three days bereavement leave, and pay differential for jury service.

Another provision calls for

severance pay for employees, with more than three years service who may be permanently laid-off, of three weeks' salary with one additional week's pay for each further year of service.

The bargaining committee assisting Markusen included Chief Steward Wendy Knight and members Ruth Dean and Mary Borgh.

### Correction

The December issue credited Local 443 in organizing sociological Abstracts, Inc., San Diego. Local 139 organized this unit.

## Local 450 Wins 63¢ Hike At Ohio Plumbing Firm

Across-the-board wage boosts of 23¢ an hour in the first year were gained by Local 450's office bargaining unit at Trumbull Plumbing Supply Company, Youngstown, Ohio, in a new three-year contract, International Representative John W. Richards reports.

The raise became effective February 1. The new pact calls for additional 10¢ an hour increases on the anniversary date in 1977 with three further 10¢ boosts each six months in the final two years.

The job grading system was revamped from three to four grades, providing a further 17¢ hourly increase to those in the new Grade II level effective August 1. Another gain was a one-day extra bonus pay for employees who do not miss work in a three-month period.

The OPEIU negotiating team comprised Linda Thomas, Ricky Stinson, Cindy Hedrick and Jan Racich. They were assisted by Richards during the negotiations.

## Georgia Utility Unit Wins 8% Pay Hike With Reopener

An 8% across-the-board wage boost together with an improved surgical-hospital plan were gained in a new one-year agreement by Local 455 for its bargaining unit at the Savannah Electric & Power Company, Vice President J. Oscar Bloodworth reports.

The new pact runs to December 1, 1976, with the pay raise retroactive to September 1, 1975, and can be reopened for a general salary adjustment on May 1 next.

Effective January 1, 1976, the company agreed to increase its medical-hospital insurance contributions to \$18.19 per month for each individual from the previous \$17 per month.

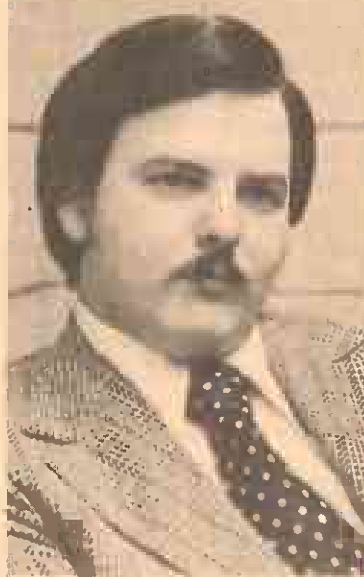
Effective November 1, 1975, the company also agreed to combine the two grades of mail clerk under the single title of Mail Clerk with a salary sched-

ule the same as that of Engineering Clerk. Meter Readers and Credit Representatives were also upgraded by adding \$25 per month to each step of their salary schedule.

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

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

## Named to Board



International Representative Gary D. Kirkland, who is only 28, was elected to the OPEIU Executive Board at its last meeting to represent Region VI, filling a vacancy created by the resignation of Walter E. Engelbert. He's the youngest ever named to the Board. He began his union career as a staff organizer with Portland Local 11 and was named an International Representative in 1973.

## U.S. Price Index

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

1974	
December	166.4
1975	
January	166.1
February	167.2
March	167.8
April	168.6
May	169.3
June	169.6
July	169.8
August	169.8
September	169.6
October	169.6
November	169.6
December	169.3

## Canadian Price Index

Statistics Canada  
Base 1961=100

1974	
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
* New Base 1971 = 100	
August	141.2
September	141.5
October	142.8
November	144.1
December	144.3

### Solzhenitsyn Film Available to Unions

A 1½-hour color film of the speech given by Soviet author Aleksandr Solzhenitsyn to the American people at the AFL-CIO sponsored dinner in Washington, D.C., has been edited down to 28 minutes and is now available to labor unions.

It can be rented for \$3 or purchased for \$150 to show at union meetings. Locals wishing to use the film can get all details by writing:

AFL-CIO  
Department of Education  
815 - 16th Street, NW,  
Washington, D.C. 20006