



WHITE COLLAR

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

No. 357

SEPTEMBER, 1976

OPEIU Members Serve In Top CLUW Offices

The Coalition of Labor Union Women has a large OPEIU representation among its Regional Directors and on its national Executive Board. Just over two years old and endorsed by the OPEIU, CLUW's goals are more active participation by women members within their unions; organizing the unorganized; political and legislative action, and affirmative action in the work place.

CLUW has proved its usefulness in union organizing drives by promoting educational programs; its support of labor-endorsed legislation, and its active involvement in programs sponsored by Local unions and central labor councils.

Three OPEIU members and one alternate serve on CLUW's Executive Board. They invite all OPEIU members to give them any suggestions that may help the organization to grow in numbers and influence. They also welcome any ideas that can stimulate more active participation by union women in their Local and International Unions, or that can help organize the 30-million non-union women now in the work force.

Suggestions should be sent to these OPEIU representatives on the CLUW Executive Board: Madge Cruce, 10390 Cedarlawn, Detroit, Mich. 48204; Luella Hanberry, P.O. Box 4341, Vallejo, Calif. 94590; Mabel Holleran, 3000 E. Grand Boulevard, Detroit, Mich. 48202, and Reeva Olson, 775 Goettingen, San Francisco, Calif. 94134.

The five OPEIU members who serve as CLUW Regional Directors are Gloria Busman (Pacific region); Australia Davidson (South); Helen Hensler (Upper Mid-West); Susan Holleran (Mid-Atlantic), and Camille Robinson (Northeast region).

6 New Units Organized; Largest in Oakland, Cal.

Six new units to represent approximately 250 office employees in collective bargaining are listed in latest reports from the field, the largest group being in Oakland, Calif.

Before his retirement from active service, Vice President John B. Kinnick reported that Oakland Local 29 had won exclusive bargaining rights for 130 clerical employees at the Navy Public Works Center in that city.

The OPEIU participated in a joint organizing drive among 1,000 federal employees conducted by the Federal Metal Trades Council, and coordinated by Allen Coats, General Representative of the Metal

Trades Department. Nine other craft unions teamed up in the campaign.

"This is a good example of what nine Local unions, working together through a council, can accomplish," Kinnick commented after the election.

International Representative Gene Dwyer reports that recognition has been received for a unit of 35 employees in the Ocean City Road Department in Ocean City, N.J.

Local 14 Business Manager Gerry Iushewitz reports that in a National Labor Relations Board election among a unit of 30 employees at the Philadelphia Employees City Federal

(Continued on page 3)

Insurance Clericals Top 5-Figure Salary

A new two-year contract raising the average salary of office employees at Northwestern Mutual Life Insurance Company to \$10,111 annually in the first year, plus a cost-of-living escalator, has been renegotiated by Milwaukee Local 500 for its 1,600-member bargaining unit at the firm, International Representative Mike Walker reports.

Under the new agreement, first-year increases will range from \$120 for messengers (lowest classification) to \$264 for three top classifications of technicians, correspondents and calculators. The COLA provides

quarterly pay adjustments ranging from \$12 to \$18 for each 0.3 percent increase in the CPI when the latter goes up 0.9 percent.

Second-year increases will range from \$84 to \$228 if employees choose a dental plan in the second year, and from \$132 to \$276 if they reject the dental option plan.

Employees will vote in May 1977 on the dental plan. If more than 50% of the unit membership vote for dental coverage, the insurance carrier will explain the plan to all Northwestern employees. If 70% approve the plan, it will go into

effect. If fewer than 70% vote for the plan, the employees instead will receive the higher second-year increases.

Other provisions include an increase in maximum medical insurance to \$250,000 (was \$50,000), and an extension of coverage for dependents from age 23 to 25; minor vacation improvements for employees with more than 20 years of service, and a new pension plan formula providing 2.5% of average salary in the last five years for the first 20 years of service and 1% for each year thereafter, minus a social security offset.

Union Wins Bump Back Pay Dispute

Arbiters Rule For Cutler-Hammer Employee

An office employee whose salary was increased following a promotion but was then bumped back to her old position for lack of work was entitled to the increase, according to a ruling by a three-member arbitration panel.

The decision was made in a dispute between Cutler-Hammer, Inc., and OPEIU Local 500, Milwaukee, Wis., although the 1974 contract covering the employee included conflicting provisions regarding salary increases for transferred or "bumped" employees.

In January, 1975, the employee who had been earning \$472.50 per month got an increase to \$496 as a result of her promotion but was then bumped back to her former classification and was paid her previous salary. She filed a grievance, citing the OPEIU contract as entitling her to retain the higher salary.

Noting that two contractual provisions conflicted, the panel said her right to retain the promotional increase "hinges, in part upon the interpretation of the word 'probation' and a determination of which is her 'regular job,' the one she was promoted from or the one she was promoted to."

The employer was ordered to continue to pay the grievant

the higher salary, retroactive to the day she was bumped back to her former position, the panel notes that two separate problems might arise in the course of a probationary period.

"The panel is persuaded that were it the intention of the parties to return the employee to her former rate in the event of a layoff such would have been specified in the language."

Bakery Contract Gains \$6,000 for Each Member

Wage gains totaling almost \$6,000 per unit member over three years, plus new dental and vision care plans paid by the employer, were won in a new contract renegotiated by Local 2 for office employees at ITT-Continental Baking Company in Washington, D.C.

Local 2 Sec.-Treas. Emmet C. Etheredge reports that the new pact calls for across-the-board wage boosts of 50¢ an hour in the first year, and 45¢ in each of the following two years. Increases of 65¢ an hour in the first year were gained for those in Grade 5.

Part-time employees are now

required to become and remain union members, entitled to holiday pay as well as other provisions of the wage agreement. Other gains are advance notice for overtime work with a guarantee of four hours; three days funeral leave for mothers and fathers-in-law (was one), and the addition of a separability clause. The vision care plan takes effect in the second contract year.

The negotiating team assisting Etheredge included Shop Steward Diane L. Kleyla and Billy R. White, assistant Shop Steward. The new pact runs to May 5, 1979.

C. W. Transport Yields 30% Plus

Wisconsin Rapids Local 95 Wins 45 Changes in New Pact

A packet of wage gains and fringe benefits valued at more than 30% over three years was won by Local 95 in a new agreement renegotiated for its office unit at C. W. Transport, Inc., in Wisconsin Rapids, Wis., Business Representative Larry V. Cross reports.

He says the new pact calls for a 9.5% wage hike in the first year, 8.75% in the second, and 8% in the third year. Those replacing supervisors in future will be entitled to 40¢ an hour over their regular rates

(was 10¢).

Fringe benefit improvements equal about 4% more in the three years, he added, noting that there were 45 changes or additions in the new contract. Some of the more important require new employees to join the union after 60 days (was 90); employees' birthdays become floating holidays, and one-half of all unused sick leave will be converted into vacation time in the following year.

Others are a requirement

that all promotions be filled within the unit, probation for promotion reduced to 30 days (was 90), no sub-contracting if such would result in office unit layoffs, and language restricting management, supervisors or confidential employees from performing work done by union members.

Assisting Cross was a unit negotiating team headed by Chairperson Jan Musch, with Paul Sperry and Diane Duscenske serving as committee members.

San Diego Local Scores in New Kaiser Contract

Across-the-board wage hikes of 5% in the first year and 6% in the second, with a wage reopener in the third, were renegotiated with Local 443 for its 950-member wall-to-wall unit at Kaiser Foundation Hospitals and Southern California Permanente Group in San

Diego, Calif.

Local 443 President Naomi Parsons, in making the announcement, says that it calls for a starting salary of \$5.96 an hour for registered nurses in the first year. The contract also provides a 5¢ an hour night shift differential in the first year.

Maine Paper Unit Wins Large Gains

Gt. Northern Yields Big Pay Hikes, Fatter Fringe Benefits

A general increase of \$25.20 per week in the first year and an 11% boost in the second, plus greatly improved fringe benefits including an extra paid holiday, were gained by Local 192 for its 150-member office unit at Great Northern Paper Co., in Millinocket, Me., President Raymond Paoletti reports.

The company agreed to increase life insurance coverage and AD&D to \$17,000 each (were \$15,000), and to boost major medical to \$250,000 from the previous \$50,000 at no ex-

tra cost to unit members, he adds.

He says the pension plan was revised to provide vesting after 10 years (was 15), to increase benefits in the first year to \$10 per month for each year of service, and to \$12 per month in the second year.

Other gains are a provision covering equal opportunity for the handicapped, and higher pay for employees filling in on supervisory jobs. The company agreed to pay them 25¢ an hour in the first year over the

highest rate being supervised (was 15¢).

International Representative John F. Fitzmaurice assisted the negotiating team headed by President Paoletti. It comprised Local 192 Vice President Stephen Vinson, Sec.-Treas. George Bissonnette and Rec.-Sec. Tresea MacDonald.

Other members were Stewards Theresea Coffin, Danny Michoud, Robert Farrington, Richard Farrington, Lowell Nason, John Nicholson, Ernie Vaznis and Lorraine Harris.

Conn. Firm Yields 30% Packet

Two-Year Pact at Jenkins Bros. Ups Pay \$30 Per Week

A new three-year contract providing wage boosts and fringe benefits valued at 30%, with wage gains amounting to \$30 per week over a two-year period, has been renegotiated by Local 123 for its office bargaining unit at Jenkins Bros., in Bridgeport, Conn.

Local 123 President John Jaconette reveals that the new agreement was negotiated several months before expiration of the old one so that the new salary schedules take effect long before they were anticipated.

He says that the average weekly wage at the concern will now be \$210 per week with a substantial number earning more than that amount.

He announces that he has been named as the company's representative on the Board of Junior Achievement of Western Connecticut, and the election of two other Local 123 officials as officers of the company's credit union. They are Vice President Joe Wegrzyn and Executive



BRIDGEPORT UNIT SCORES: Bargaining team which negotiated new Jenkins Bros. contract from left (front row) are: Dorothy Cicero, Local 123 Rec.-Sec.; President John Jaconette and Vice President Joe Wegrzyn. Rear row (from left): Sec.-Treas. Ed Arkison; Stewards Cathy Hoefler and Pat Bodnar, and Executive Board member Ed Demovik.

Board member Ed Demovik.

He also disclosed that Local 123 Sec.-Treas. Ed Arkison was recently appointed to the post of Fire Commissioner for the

City of Bridgeport.

International Representative Justin F. Manning assisted the Local 123 negotiating team in working out the new contract.

Pay Raised \$5,500 Per Member

Wage gains totaling more than \$5,500 per unit member over three years, improved vacations and increased pension benefits were won by Local 29 in a renegotiated contract for its 80-member unit of office employees at Grand Auto, Inc., which operates a group of retail auto supply stores in Oakland, Calif.

The new agreement calls for a 50¢ per hour wage increase across-the-board in the first year; 40¢ in the second, and 35¢ in the third year, according to Business Representative Bruce D. Groulx.

In the final contract year it provides a minimum hiring rate of \$148.40 a week in the lowest office grade, rising to a \$212 maximum. In the top classification, it sets a hiring rate of \$238 per week, rising to a \$254 maximum. For those working swing shifts after 6 p.m., there is also a 10% wage differential.

The vacation schedule was liberalized to provide four weeks after January 1, 1976,

on completion of 12 years' service (was 15), and on January 1, 1978, eligibility will be further reduced to 10 years.

The employer agreed to contribute \$87.50 per employee each month to maintain benefits in OPEIU's Welfare Fund Plan which provides hospital-medical care; \$7,000 group life insurance; expanded dental care; major medical coverage; full

cost of dependent coverage; vision care; prescription drugs, and extended disability benefits.

Contribution by the employer to the Western States Pension Fund will be increased to 17¢ per hour per employee on September 1, 1977, and to 23¢ on September 1, 1978.

The agreement is retroactive to September 1, 1975, and runs to September 1, 1978.

6 New Units Organized

(Continued from page 1)

Credit Union, OPEIU representation was chosen by a very substantial margin.

Business Representative Frank E. Fennerty Jr., reports that Tacoma Local 23 has been certified by the Washington State Department of Labor and Industries as bargaining agent for 25 employees of the Thurston County Juvenile Department. The unit includes probation officers, detention and clerical employees.

International Representative

Dan McShain reports winning a 15-member office unit at Avis Corporation in Norfolk, Va., in an NLRB election. The vote was 2-to-1 for OPEIU representation.

Local 8 Business Representative Bill Domarotsky reports winning a 10-member office unit at the Pike Paint & Glass Company in Seattle, Wash.

Give to VOTE!
Help elect our friends to Congress in November.

Mid-Canada Council Elects



RED ROCK MAN NAMED: Murray Tomes (left), of Red Rock, Ont. Local 267, was elected President of the OPEIU Mid-Canada Council at its twelfth annual meeting at the Red Oak Inn. International Representative Gilles Beauregard (center) and Mid-Canada Council Representative Emil Stencer (right) addressed 50 delegates representing OPEIU Locals from Winnipeg to Marathon. Missing from the picture are two new Council vice-presidents, Richard Piccinin, of Local 486, Port Arthur, and Sandy Robachuk, of Local 81 in Fort William, Ont.

Truck Pact in Twin Cities Wins \$7,000 Per Member

Wage hikes amounting to more than \$7,000 per unit member over three years, plus a cost-of-living escalator, were gained by Twin Cities Local 12 for its office unit in a new contract renegotiated at Pacific Intermountain Express in Minneapolis, Minn.

Business Manager H. R. Markusen says that it calls for a 65¢ an hour wage increase in the first year retroactive to July 1, with 50¢ an hour in each of the following two years. In the second year, a COLA clause provides 1¢ an hour for each 0.4 rise in the CPI, and in the

third year 1¢ for each 0.3 CPI increase.

The employer also agreed to pay 32½¢ an hour for each employee into the Western States OPEIU Pension Plan, to increase it to 40¢ on July 1, 1977, and to 47½¢ on July 1, 1978.

Other changes were the addition of a personal paid holiday, to be agreed on by the employer and employee with the employee's birthday being substituted for Christmas Eve.

Assisting Markusen in the negotiations were Stewards Raymond Joa and Charles Rees.

OPEIU Pioneer Retires From Bay State Firm

Marking his retirement, union colleagues and employer representatives paid tribute at a farewell party to Local 269 Sec.-Treas. Gilbert LaValley, employed by the Spalding Company in Chicopee, Mass., for more than 40 years.

A charter member and one of Local 269's founders 25 years ago, Brother LaValley had served as its secretary-treasurer for most of that time. He had also been a delegate to OPEIU Conventions since 1953.

Among speakers at the farewell was International Representative Justin F. Manning who read a letter from President Coughlin expressing appreciation for his long service with the Local. We wish Brother La-

Valley many long and happy years in a well-earned retirement.

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J. B. MOSS, President-Business Manager of Fort Worth, Texas, Local 277, who was recently named to the OPEIU Executive Board to fill the vacancy created by the retirement of Frank E. Morton.

The Next Congress

President Coughlin discusses the need for action on AFL-CIO's 62 pages of Platform Proposals submitted to both parties. Says public mood now demands action, not talk. See his comments on Page 4.

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from the desk
of the
PRESIDENT

Labor's Aims for New Congress

The AFL-CIO prepared 62 pages of Platform Proposals which were presented by President George Meany to both the Democratic and Republican Conventions. This AFL-CIO Program of 1976 covers a wide variety of subjects including the national economy, full employment, tax reform, housing, transportation, energy, social security and health, labor-management relations and numerous other subjects including foreign policy and defense. As this edition of "White Collar" goes to press, both parties have chosen their national tickets, candidates for the House of Representatives and candidates for one-third of the United States Senate.

While it does not necessarily follow the AFL-CIO is 100 percent right in all of its positions, many of its proposals are on target without question. In the past, the House of Representatives and the Senate have played politics with numerous issues including a number of those presently sponsored by the AFL-CIO.

We do not believe that political gimmickery will ever disappear. We do feel, however, that it's time for both parties to forget politics and agree upon a program designed to take our country off dead center and move it ahead, particularly in the fields of employment, energy, medical care, tax reform and labor-management relations.

Primaries Clue to Public Mood

Throughout the Presidential primaries, the public made it abundantly clear that it was fed up with Washington's history of politics as usual. The support received by two candidates in each of the major parties who had no previous experience in Washington indicates the feelings of American voters. It will no longer be enough to talk about energy and our growing dependence on OPEC countries. The Congress is, in effect, mandated to work up a program designed to give the United States energy self-sufficiency within a reasonable period of time. Unless this is done, and the American public realizes it, our country will follow Great Britain and quickly become a second- or third-rate nation.

Americans are sick and tired of reading about hundreds of millionaires who continue to avoid the payment of taxes to the states in which they reside and to the federal government. Americans will not continue to put up with a system whereby working people pay more than their share of taxes and tax loopholes which are available only to the wealthy are used by the wealthy to avoid tax payments. A fair and equitable tax program must be enacted into law.

Voters Want Action, Not Talk

The Congress has been talking about a national Medical Program for years. That's been the problem. Representatives and Senators have been talking, but not acting. In the meantime, medical, surgical and hospital costs skyrocket at the expense of the working classes. Voters will expect action in this, a distressed area, in the near future.

The Social Security Program has been running at a deficit for a number of years. The Congress has regularly voted a cost-of-living increase to recipients each year and rightfully so without, however, providing for the additional monies needed to make up the recurring deficit because of fear of voter opposition. We hope with the elections out of the way in November that the Congress will look at this problem realistically and push through legislation designed to make the Social Security program actuarially sound.

As indicated by an Oversight Committee of the Congress headed by Congressman Frank Thompson of New Jersey, the National Labor Relations Board machinery is not working. Its policies are antiquated and pro-management. A complete overhaul of the National Labor Relations Act, designed to make this legislation more equitable and to foster and encourage collective bargaining, as was the original intention of the Wagner Act, is imperative.

The AFL-CIO Platform Proposals, as presented to both major parties, contain many recommendations which a bi-partisan Congress can easily enact into law for the good of the country. The Congress will be expected to act in a statesmanlike non-partisan way if it is going to regain the respect of the American public. Action, not words, should be the order of the day when the new Congress convenes in 1977.

D.C. Bank Pact Signing Ceremony



AFFIXING SIGNATURES: Shown at ceremony marking final step of Local 2's new two-year contract with the National Bank of Washington (seated from left) are: Chief Shop Steward Jane Peden, Local 2 Staff Representative L. J. Sheridan, Sr. Vice President Frederick M. Henschel, Asst. Cashier George H. Cravan (bank officials); and Asst. Chief Shop Steward Lillian Dent. Standing from left are other members of OPEIU negotiating team: David M. Thruston, Lemuel Beall, Robert Cadow, Elinor Tyson, Carmen Pow and Lillian Tadesse. (Contract details reported in May issue).

What's a Union Card Worth? In This Case \$30,000 Plus!

After litigation lasting more than two years before the National Labor Relations Board, Florida Local 73 in Jacksonville won an award of more than \$30,000 for its member, Mrs. Lois Powell, unfairly discharged from her job by Carpenters Local 627, her employer.

When Local 73 was unable to reach a new contract agreement with the employer, it picketed the office. The employer then discharged the employees and replaced them with "scabs" after which the OPEIU

Local filed a complaint with the NLRB.

The board upheld the complaint. After all appeals by the Carpenters were dismissed by the NLRB, the employer agreed to pay Mrs. Powell \$30,000 for lost wages with 6% interest, and offered her old job but she declined reinstatement.

The employer union also agreed to pay for her social security, and continue its contributions for her health-welfare benefits and pension plan until such time as she qualifies for Medicare and retires under the pension plan.



HAPPY OCCASION: Shown reviewing final NLRB decision from left are Local 73 Sec.-Treas. Bertha Hiatt, Mrs. Lois Powell (center) winner of \$30,000 award, and OPEIU Vice President J. Oscar Bloodworth.

Extra Pay Hike Extends Lumber Company Pact

An across-the-board wage increase of 3 3/4% in addition to an already negotiated 6 1/4% boost has been agreed on by Local 354 and the Weyerhaeuser Company for an extension of its contract to November 1, 1977, Regional Director J. Oscar Bloodworth reports.

He says the company has also agreed to another 10% wage increase on November 1, 1976. During the negotiations he was assisted by a unit committee comprising Local 354 President Nancy Crisp, Billie Alexander, Betty Elks and Barbara Gardner.

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

U.S. Price Index

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

1976	
July	162.8
August	162.8
September	163.6
October	164.6
November	165.6
December	166.8
1976	
January	166.7
February	167.1
March	167.5
April	168.2
May	169.2
June	170.1
July	171.1

Canadian Price Index

Statistics Canada
Base 1961=100

1976	
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
1976	
January	146.1
February	146.6
March	146.2
April	146.8
May	148.0
June	148.7
July	149.3

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