



WHITE COLLAR

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

No. 386

APRIL 1979



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

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

Business Manager John Kelly, who led the long and tedious negotiations, says it provides general wage increases totaling 22% over the period with a cost-of-living escalator; reestablishes a grade system that will further fatten paychecks; re-

duce work hours; improves fringe benefits, and deletes much archaic language sometimes used in the past against employee interests.

The new contract was ratified overwhelmingly by the exchange floor members and those of its subsidiaries—the Deposit Trust Co. and Securities Industries Automation Corp., all groups being represented directly on the negotiating team.

During the negotiations Kelly was assisted by Business Representative John Brady, former President of Local 205, which represented the employees un-

til they voted to merge with Local 153 some years ago to improve their bargaining posture.

The new agreement calls for an 8% general increase in the first year, retroactive to November, plus a skill pay adjustment resulting from the reclassification system; 6% in the second year, and 8% in 1980 with another grade increment.

Hours are to be gradually reduced for the DTC and SIAC employees to 37½ per week (from the previous 40) over the three-year period. The 600 floor unit members already have a 32-hour week.

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

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

The new contract spells out clearly sick and maternity leave provisions; an employee adopt-

ing a baby will in future be entitled to one day off; the bereavement leave was extended to four days (was three) for death in the immediate family, and the vacation clause liberalized. Those with 20 years' service (was 24) are now entitled to five weeks' vacation.

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

Appeals Court Upholds OPEIU

Refuses to Void Election at Alabama Computer Firm

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

Granting enforcement of a Board order requiring the employer to bargain with the OPEIU for a data processing unit, the court says that the company did not adequately demonstrate that there was some merit to its challenge. The unit cast 48 ballots for union representation and 44 against.

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

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

"The burden (of proof) is on the petitioning party to show that an error was made," the court continues, and "the company failed to demonstrate that the agent erred in denying the challenges . . .

"The company has never offered any employment records or testimony to contradict" the assumption that the employees "would respond truthfully to questions concerning the work

they did. It was incumbent upon the company to demonstrate that there was some merit to its challenges. Since it has failed to do so, invalidation of the election is not required."

OPEIU Unionizes First Red Cross Unit in Nation

A 40-member office unit at the American Red Cross in Lansing, Mich., voted overwhelmingly for OPEIU representation in a Michigan Employee Labor Relations Board election, Local 459 President Richard E. Elbert reports. It is believed to be the first Red Cross office unionized anywhere in the nation.

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

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

18-to-5.

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

Business Manager John Kelly, N.Y. Local 153, reports winning a unit of full-time and part-time employees at two Youth Centers operated by the Department of Youth Services of Passaic County, N.J., in a runaway victory.

The groups were formerly represented by the N.J. Civil Service Assn., which only received one vote. The two centers act as stations for neglected children and juvenile delinquents. They made news recently as a result of criticism of the county for allowing facilities at the centers to deteriorate.

Doris Noeldner, of Local 100

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

She joined Portland Local 11 in that year and transferred to Local 100 in May 1951. She had been elected its President

three times and served in all other elective offices at least twice, according to Sec.-Treas. Harry S. Muelhman who paid her this tribute:

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

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

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

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

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

In Charleston, W. Va., a "right-to-work" measure introduced in the state legislature for the first time in 21 years was rejected unanimously by the Senate Labor Committee. A subsequent motion to reconsider the anti-labor bill was also turned down by a unanimous vote.

The bill could be reintroduced again in either the House or Senate during the current session of the legislature, but the action appears unlikely because of its double rejection by the senate committee, the West Virginia AFL-CIO says.

OPEIU Member Wins B.A.



RECEIVES DIPLOMA: Bobby R. Stinnett, a classification specialist for the Tennessee Valley Authority and a member of Local 268 in Knoxville, was awarded a Bachelor of Arts degree in Labor Studies from Antioch University. He is shown as he received diploma in ceremony at the George Meany Center, Silver Spring, Md., from Russell Allen, Antioch professor and deputy director of the center. Stinnett, who lives in Seveerville, Tenn., received credit for earlier studies at the University of Tennessee and for his union work.

WHITE COLLAR

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Shoe on the Other Foot

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

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

Our "good old boys" in the banking industry here are still thinking in 19th Century terms now outdated. Maybe they can learn a thing or two from their foreign competitors, especially that unionism is also good medicine for banks.

Balancing the Budget

Some 26 states already have voted to authorize a Federal Constitutional Convention for the prime purpose of making a balanced budget mandatory. The AFL-CIO may agree with the desirability of the balanced budget concept but feels that it is a mistake to put a "rigid and arbitrary time standard" on it.

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

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

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

Anti-Union "Consultants"

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

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

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

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

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

We feel that this is an excellent move by organized labor which will have the fullest support of every union member.

GHA Pact Boosts Pay by 8%

Provides New Dental, Drug Plans for 340-Member Unit

Wage gains totaling 8% in two years, plus 2½% merit raises for employees who qualify, in addition to fringe benefit improvements were gained in a new agreement renegotiated by Local 2 for its 340-member unit of clericals, technicians and other medical support personnel at Group Health Assn. of Washington, D.C.

Local 2 Pres.-Business Manager Jim Sheridan says it calls for 5% in the first year, retroactive to November 1, and 3% in the second year. The new agreement was ratified by GHA's Board of Trustees.

New dental and prescription drug plans were added in which GHA agreed to pay 80% of the cost of prescriptions after a \$50 deductible. It will also pay full cost for employee group life insurance.

The educational benefit fund was increased to \$15,000 from \$10,000. GHA also agreed to continue to pay medical benefits for dependents of an employee who dies until the spouse remarried.

The Council on Wage and Price Stability has approved Washington, D.C. Local 2's request for an exception to the anti-inflation wage guidelines to

implement a pension plan improvement in its renewal contract with Group Health Association, covering 328 employees in the bargaining unit.

In its request, Local 2 pointed out that previous to the GHA contract with the Physicians' Association both groups paid the same percentage of their pay to the pension plan. Confirming this, the council replied:

"An inequity would result if this practice was then changed for only one group, solely due to the implementation of the pay standard."

Arbiter Awards 6.5% Boost at TVA

Employees Voice Disappointment; Had Asked for 7.7%

Pay increases averaging 6.5 percent, retroactive to July 2, 1978, were awarded to 3,000 clerical and administrative employees represented by the OPEIU in a ruling handed down by Arbitrator Eve Robins in a dispute with the Tennessee Valley Authority in Knoxville, Tenn. The award also covers 9,500 other engineering and service employees.

The issue was submitted to binding arbitration last September when negotiators between the Authority and the Salary Policy Employee Panel, which bargains for the employees, reached a deadlock. Under TVA's open-ended bargaining

agreements, negotiations on pay could be instigated at any time. The Panel asked for increases averaging 7.7 percent, while TVA's final offer was for increases averaging 6.5 percent.

Former Federal Mediation & Conciliation Service Director William E. Simkin was brought in to mediate the dispute but agreement still could not be reached. It is the first time that the issue of employees' pay was decided by an arbitrator.

Employees expressed disappointment with the award, saying their pay previously had been set according to prevailing wages in the Knoxville, Tenn., area. They explain that pay for

comparable jobs in the area had increased by some 7.6 percent in the previous year, which was the reason the Salary Panel did not accept TVA's offer of 6.5 percent originally.

In addition to the OPEIU unit, the Panel comprised negotiators from the TVA Engineering Association representing some 7,000 engineers; the TVA Association of Chemists and Chemical Engineers, bargaining for about 200, and the Service International Union's directly affiliated Local 3133 representing custodians and security personnel.

The award will expire July 1, 1979.

New Office Unit Wins \$2,000 Pay Hike

First Pact Also Boosts Benefits at Life Insurance Firm

Wage gains totaling \$2,040 per individual over the pre-union rate, plus numerous other fringe benefits, were gained in an initial three-year agreement negotiated by Detroit Local 10 for its new bargaining unit at Gleaner Life Insurance Co., in Birmingham, Mich.

Business Representative Arnold L. Shamis says the new contract is retroactive to December 1, 1978. It calls for across-the-board increases of \$1,000 in the first year; \$600 in the second, and \$540 in the third year, plus a cost-of-living adjustment clause providing a percentage increase each year, up to 5%, for each one-half point move above 8% in the Consumer Price Index.

Among fringe benefit gains are an extra half-hour paid lunch period each pay day; an additional floating holiday, and an improved vacation schedule providing one day for each year over 20 to a maximum of five weeks.

Job grades were reclassified with grade 5 eliminated. Employees promoted in future will receive not less than the minimum rate of the higher grade,

and where an employee is receiving more than the minimum the increase will be to a maximum of \$75 a month. The mandatory retirement age was raised to 70.

The contract also includes group health and life insurance plans, with a paid-up life insurance policy for \$3,000 upon re-

irement after 25 years of service, plus a fully paid supplemental health insurance plan for retirees.

The unit negotiating team assisting Shamis included Steward Minnie Szelepski and asst. Steward Janet Grace. The agreement runs to December 1, 1981.

Michigan Member Wins Job Back Plus \$7,000 Pay

Rosemary DiPonio, a general secretary in the office of the State of Michigan Laborers' District Council in Lansing and a member of Detroit's OPEIU Local 10, was awarded \$7,000 in back pay and ordered restored to her job after she was discharged for alleged insubordination, when her case was brought to arbitration.

After hearing evidence by Local 10 Business Representative Arnold L. Shamis, and all parties involved, Arbitrator Samuel S. Shaw from the Federal Mediation and Concilia-

tion Service decided that the employer had failed to prove that she had been "insubordinate."

In the 12 years she had been employed by the council, she had served under four previous business managers and, it was admitted by the new business manager that otherwise she had done her work.

From the evidence, the arbitrator concluded that her discharge was due to a "personality clash," before making the award.

A Canadian Newspaper Slams "Right-to-Work" Laws

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

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

But there are other, more fundamental reasons why a turn to right-to-work laws would be bad for the province, bad for industry and bad for labor relations in general. Those reasons are based on the origins of trade unionism.

Trade unions did not grow in a vacuum. They were, to a large extent, a reaction to what workers perceived as infringements in the work place of their rights as individuals and as workers. They became a political expression of those rights and a response to the poor conditions imposed on them by unenlightened employers at the end of the last century and the beginning of this century.

In other words, the unrest existed long before trade unions came along. Wise political leaders saw it was necessary to give form to those rights, not only because the workers were entitled to them but also to

make sure that the workers could be reasonably controlled in their pursuit of rights. That is why the first collective bargaining laws were written.

Industrial unrest, strikes, machinery smashing, goon bashing and all the other manifestations of classical civil strife would have gone on even if the governments of the day had outlawed the unions.

But the collective bargaining laws provided a legislative framework on which a system of balanced labor relations could be built. By and large, these laws have worked pretty well.

It is true that some unions have become too powerful and are now trying to exert an influence far beyond the rights they were originally established to protect. Often there is simply not enough balance between labor and management. And in a complex industrial society like ours large unions can sometimes cripple an economy and severely damage the public interest.

But these problems would have been much worse had there not been unions able to focus worker interests through a recognized, accepted and legislatively based channel. And they will not be resolved with right-to-work laws whose underlying intention is to

weaken the trade union component in the industrial society.

The argument that people should be free to choose whether to join a union may seem appealing in a democracy. But should workers have any more freedom of individual choice than, say, doctors or lawyers, who must belong to professional organizations and be governed by them in order to practice?

In collective bargaining it is important to have balance, or at least strive for balance, between the negotiating partners. Any move designed to weaken one partner will obviously weaken the balance as a whole.

The union therefore is entitled to some reasonable control over the people it's responsible for. Right-to-work would diminish that control.

Of course, the unions may sometimes need to be controlled like any other organization in our society. Where they have become undemocratic, action should be taken to make them more responsible to their members' wishes.

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

3 Canada Bank Branches Sign First Pacts

Large Salary Gains Won Over Pre-Union Job Scales

The first contract negotiated by Vancouver Local 15 for a unit of bank employees at the Bank of Nova Scotia in Port Hardy, B.C., won substantial pay raises over their pre-union rates amounting to 17.4% in the lowest grade to 17% in the top classification.

Local 15 Sec.-Treas. Opal Skilling reports that before unionization, those in the lowest grade had annual minimum salaries ranging from \$6,800 to a \$9,200 maximum. The new union negotiated rates boost these to a minimum of \$8,000 and a maximum of \$10,800.

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

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



ANOTHER FIRST: Contracts covering Bank of Montreal employees in Canada at two branches in British Columbia were signed by (from left) Bank Employees Relations Manager T. Gary Wilson, Roy Legge, bank negotiator, Toronto, Opal Skilling and Bill Evers. Conciliation Officer Vince Ready (standing) views signing.



FIRST AGREEMENT: Signing Bank of Nova Scotia pact seated from left are Louise Binder, bank negotiator from Toronto; Local 15 Sec.-Treas. Opal Skilling and Ann McMillan, Port Hardy unit member. Standing are Bill Lomax, Bank Personnel, Toronto; Bank Manager Dave Ellis, and OPEIU International Representative Bill Evers.

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

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

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

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

Fortunately, he reached the



Local 106 President Paul Bruno (left) congratulates Brother Anchors, holding check.

Electric Boat operator on the same day and on the next Thursday reached the records department when the plant was reopened. His calls were long distance and these were recorded on his telephone bill.

The company denied ever receiving the calls but Arbitrator Peter Seitz ruled that the grievance was sustained as the phone bills were proof of the calls.

AFL-CIO Urges All Locals to Negotiate VOTE Checkoffs

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

The Executive Council called on federation affiliates "to make it as simple and easy as possible for union members to volun-

tarily contribute to their union's political efforts."

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

Campaign contributions by business, trade associations and right-wing PACs totaled nearly

\$50 million in 1978 contrasted with voluntary contributions of \$14.5 million from all labor sources.

While union members can never match employer contributions, a voluntary checkoff will help unions do more "to support the candidates who support them in legislative battles," the council said.

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

Communications Agency Signs Initial OPEIU Pact

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

Sec.-Treas. Gary D. Kirkland reports that it sets a monthly starting rate of \$1,091 for a Communications Dispatcher, rising to a \$1,325 rate in four steps, and \$1,202 for a Supervising Dispatcher, rising to a \$1,461 maximum. Dispatcher trainees start at \$942. Shift dif-

ferentials of 15¢ and 20¢ an hour were also obtained.

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

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

The agreement, which runs to Dec. 31, 1979, was negotiated by Business Representative Johnnie Ruth Storer and Shop Steward Ron Miller.



from the desk
of the
PRESIDENT

New Health Plan Draft Meets OPEIU Objectives

The original Kennedy-Corman proposal for National Health Insurance called for a national plan to be administered through the Social Security Administration. As a result of numerous objections, including those of the OPEIU, a number of changes were made and incorporated in the plan proposed by Senator Edward M. Kennedy.

The principal differences with the original plan are in the funding and the administrative machinery. OPEIU objections were with the administrative machinery. While we had no objections to the Social Security Administration as such, we felt that the program should not lose the experience gained by numerous Health Maintenance Groups such as Blue Cross-Blue Shield, Kaiser Permanente, Group Health, Health Insurance Plan and others.

As it is now proposed, insurance coverage would be provided through one of three consortiums that would be set up to handle premium payments. One would represent private insurance companies, another would be made up of Blue Cross-Blue Shield plans, and a third would consist of Health Maintenance groups such as Kaiser Permanente Health Insurance Plan and Group Health Insurance that provide prepaid services.

Douglas Fraser, President of the United Automobile Workers, is Chairman of the Committee for National Health Insurance which has worked closely with Senator Kennedy in framing the new bill. AFL-CIO Secretary-Treasurer Lane Kirkland is Secretary of the committee which consists of unions, community and senior citizens groups, as well as representatives of various churches. AFL-CIO President George Meany is strongly supporting the plan which lists the following basic principles:

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

The first point would, in effect, provide full and equal coverage for everyone regardless of occupation or income.

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

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

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

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

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

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

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

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

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

We agree wholeheartedly with Senator Kennedy.

Ohio Firm Signs First OPEIU Pact

Orville Products Yields Big Pay Gains, New Benefits

An initial agreement for the new OPEIU bargaining unit at Orville Products in Orville, Ohio, raises the average office pay in the first year to \$5.31 an hour over the pre-union \$4.78 rate and includes numerous fringe benefits that previously were non-existent, according to International Representative George V. Porcaro.

The general increase was "not less than 40 cents an hour for

any individual" in the first year, with another 25 cents an hour retroactive to their anniversary date for those who lost merit reviews. In some cases, he points out, the merit increases go back as far as nine months. A wage reopener in the second year guarantees another 50 cents an hour raise.

The employees also won retroactively their Christmas bonus for 1978, worth about 5 cents

an hour, this to be continued in the future. Another gain is two personal days off each year; an automatic wage structure system with all jobs classified into labor grades, a union shop and dues check-off. A sick leave clause is cumulative up to 20 days.

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

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

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

Ed Edom, N.Y. Local 153, Led Its Retirees' Assn.

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

Before that, he had been a salesman at Canada Dry where he organized his sales colleagues in 1939, leading this group to affiliate with Local 153 a few years later. Dedicated to the cause of unionism, he helped to organize other groups of salesmen later.

For many years, he served as Chairman of Local 153's VOTE campaign and in this capacity was a major contributor to its highly successful annual fund-raising drives. Through phone calls and letters, he inspired the stewards in Local 153's hundreds of shops to personally solicit the membership for contributions.

When Local 153's Retirees' Association was founded in 1970, Ed was unanimously elected its President. Under his dynamic leadership, the association grew from a handful to a total of more than 500 members today.

These helped Local 153's new organizing efforts by dis-



Ed Edom

tributing handbills and other activities. They also eagerly looked forward to the social programs he planned such as boat and bus rides, and an annual Christmas Party which has become a fixture. He will be missed sorely by his countless friends.

He is survived by his wife, Ann; and two sons, Edward G., who lives on Long Island, N.Y., and Walter H., of Arlington, Mass. We offer them our deepest sympathy on their bereavement.

British Unions Sign Ford Pact on Use of Computers

British white-collar unions have signed an agreement with the Ford Motor Company to regulate the utilization of computers. Initially, Ford tried to introduce computerized technology without consultations with the unions.

Management agreed to talk only after the unions reacted by banning all new production techniques in all Ford plants in the United Kingdom. The 10-point agreement provides for: (1) no dismissals resulting from computerization; (2) any staff reductions to be subject to union agreement; (3) increased productivity to be reflected in union scales; (4) additional skills also to be recognized in salary scales; (5) shift work not to be required of employees not normally employed on that basis; (6) adequate training

programs; (7) salaried employees not to be replaced by less qualified workers; (8) the union medical officer to be consulted on health implications; (9) work performance not to be measured by computer-based systems, and (10) any change in the use of computers to be subject to union negotiation.

"We will certainly be taking up the issue with other major companies on similar lines," said a union spokesman. "The other major point about it is, of course, that with the real threat nowadays being from the new micro-processors — the 'chip' computers—we've got in very early.

"If we'd waited, it would have been very difficult to get a good agreement, since the labor-saving impact of 'chip' computers will be even greater."

U.S. Price Index

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

| 1978 | Old | Revised |
|-------------------------------------|-------|---------|
| February | 188.3 | 188.4 |
| April | 191.3 | 191.4 |
| May | 191.2 | 193.3 |
| June | 195.1 | 195.3 |
| (Old Index discontinued after June) | | |
| July | | 196.7 |
| August | | 197.8 |
| September | | 199.3 |
| October | | 200.9 |
| November | | 202.0 |
| December | | 202.9 |
| 1979 | | |
| January | | 204.7 |
| February | | 207.1 |

Canadian Price Index

Statistics Canada
New Base 1971 = 100

| | |
|------------------------------------|-------|
| 1978 | |
| February | 168.9 |
| March | 170.8 |
| April | 171.2 |
| May | 173.6 |
| June | 175.1 |
| July | 177.7 |
| August | 177.8 |
| September | 177.5 |
| (*First decrease since Sept. 1971) | |
| October | 179.3 |
| November | 180.8 |
| December | 181.3 |
| 1979 | |
| January | 182.7 |
| February | 184.4 |

If you move, send you 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