WHITE COLLAR

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

No. 310 April, 1972

Bills curbing bargaining threaten, AFL-CIO warns

Passage of compulsory arbitration legislation has now become a threat in the U.S. Senate, AFL-CIO Director of Legislation Andrew J. Biemiller warns in a letter to all International Presidents.

He reports that the Administration is pushing very hard for a so-called "Crippling Strikes Prevention Act," and that U.S. Labor Secretary Hodgson has circularized every Senator and member of the House of Representatives urging enactment of the measure.

The Senate Committee on Labor and Public Welfare will hold executive sessions on this legislation in the near future, and "it is imperative that not only our leaders, but our membership as a whole, let the Congress understand that we are unalterably opposed to any form of compulsory arbitration," Biemiller's letter says.

In an effort to stimulate action by rank-and-file OPEIU members, President Howard Coughlin urges all Locals to back up organized labor's opposition by writing to their Senators and Representatives. The AFL-CIO has prepared a "Fact Sheet on Compulsory Arbitration" which is available without cost in any quantity that Locals can use to good advantage. Write to:

Department of Legislation
AFL-CIO Headquarters
815 16th Street, N.W.
Washington, D.C. 20006.

Deadlock broken, Local 205 and N.Y. Stock Exchange negotiators sign agreement on new contract. Seated from left are Local 205's Rec.-Sec. John Waldron and President John R. Kret; N.Y. Stock Exchange President Robert W. Haack; Local 205 Vice President Paul B. Greenspan; Sec.-Treas. J. Vincent Blessing and Marie DeMarco, Chief Shop Steward and Executive Board member. Behond them are Stock Exchange executives and union negotiators.

Proof is in the bargaining Board of Ed employees learn

Concrete negotiating experience has proved to 45 secretaries and office employees at the Timmins Board of Education in Ontario, Canada, that it pays to belong to the Office & Professional Employees International Union, International Representative Wilfred L. Peel reports.

More than a year ago the group organized an uncertified "employees association" and began to bargain with the board for an initial contract. However, after 11 months of negotiating the best they could obtain was a two-year contract providing an 8½% wage increase in the first year and 6% in the second. Dissatisfied, they then decided to join the OPEIU.

After five days of bargaining, the OPEIU's expertise in negotiating white-collar contracts came up with a 20-month pact calling for a 16½% across-the-board wage boost in the first year, retroactive to July 1, 1971, with a further 6% boost on July 1, 1972.

By the time the initial contract expires on Feb. 28, 1973, wage boosts will total 29½% and will range from $650 to $2,054 annually per individual—double the amount originally offered by the board.

Improvements were also made in vacation schedules, statutory holidays, overtime, sick leave and welfare benefits. Contract language guarantees increased rights, privileges and job security.

Assisting Peel in the negotiations were Bonnie Prevost, Sharon Hillgren and Sharon Kearns.

Pace-setting Local 205 signs Stock Exchange

Local 205 and the New York Stock Exchange have agreed on a two-year contract after delays caused by an adamant attitude on the part of the employer and fuzzy wage freeze rulings from Washington. The agreement also covers the employees of the Exchange's Stock Clearing Corporation.

The settlement raises wages by 11% across-the-board, advances by seven months all progression hikes for those below their top scale, and provides more liberal fringe benefits in paid holidays, vacations and health and welfare.

In announcing the pact, which runs to Feb. 1, 1974 and covers 2,200 employees, Local 205 President John R. Kret said the deadlock was broken by Federal Mediator John Wilson and International Representative Gene Dwyer whose efforts brought both sides together.

The agreement won the unanimous approval of the Local 205 negotiating committee which urged acceptance by the members. In a record turnout, 1,115 bargaining unit members ratified the contract by a 2-to-1 margin.

The terms make N.Y. Stock Exchange floor employees "the highest paid in Wall Street," Kret reported, estimating that Local 205 pay scales now average at least $40 a week more than those offered for comparable jobs in non-union brokerage houses. He gave as an example the $140 to $170 being offered to newly hired brokerage employees with experience, while the same jobs command $215 under the new Exchange contract.

The first year increase of 5½% is retroactive to November 15, the second takes effect on the same date this year. Of course those at the top of their progression scales get the increase too.

Floor pages (now mostly girls), start at $99 for a 30 and 5/6 hour week, rising to $118. In the top category, a $223 a week wage is set for a reserve employee who operates the pneumatic tubes and reports the stock transactions that appear on the tape.

The settlement also brings an additional personal holiday, making the annual total 13. An improved vacation schedule calls for three weeks after four years of service. four weeks after 14, and five after 29 years beginning next year.

The employer also agreed to pay all costs for Major Medical, which were increased to $25,000 from $15,000, and to double maternity benefits. Tuition reimbursements for employees wishing to further their education were increased from $200-$300 per semester to $300-$600.

Kret paid tribute to the negotiating team for its patience and concentration during the prolonged contract talks, which were made unusually complex by the ambiguity of Pay Board rulings.

250 welcomed into OPEIU

With new organizing efforts at peak levels in Canada and the U.S., another 250 office employees joined OPEIU ranks as a result of certifications and National Labor Relations Board elections. The new bargaining units include a copper mining company in Canada's Far North, a warehousing concern, a musical firm, a publishing house, a hospital and a credit union.

The biggest victory was scored by Vancouver's Local 15, certified as bargaining agent for a 75-member office unit at the Granduc Operating Co., Ltd., a $200-million copper mining complex in British Columbia near the Alaskan border. The company is jointly owned by American Smelting & Refining Co. and Newmont Mining Corp.

Business Representative Bill Swanson's report says that certification was granted after more than 80% of the employees signed OPEIU designation cards. They reside in two locations 28 miles apart, near the mining camp. The new unit elected Denise Crothers as Chief Steward to assist the negotiating team now engaged in bargaining for an initial contract.

Local 15 also was certified as bargaining agent for a 23-member office unit at Johnston Terminals & Storage Ltd., in Vancouver, B.C. It has launched a new campaign for another 200 employees at the firm's headquarters there and has high hopes of gaining this much larger unit.

In New York, Sec.-Treas. John Kelly reports Local 153 won a 25-member office unit at the headquarters of G. Schermir, the well-known Manhattan musical firm. In another NLRB

(Continued on page 2)

Unions gained 8.1% in 1971

Wage increases in major union contract settlements during 1971, covering nearly 3½-million workers, averaged 8.1% over the life of the contract, down from 8.9% in 1970, according to the U.S. Bureau of Labor Statistics.

Gains in contracts with cost-of-living escalator clauses averaged 7.1% against 7.3% in 1970. Contracts without such clauses showed somewhat larger increases, 9.2% in 1971, against 10.1% in 1970.

Ninety-five delegates representing 30 OPEIU Local Unions attended the fruitful conference of the Eastern Canada Council. Subjects discussed included collective bargaining, grievance handling, provisions of the unemployment insurance act, OPEIU structures and Convention resolutions of particular interest to Canadian members.

Pay Board eases ruling on fringe improvements

The Pay Board has set up a special exemption with a 10% ceiling to encourage formation of fringe benefit plans by companies that now give few, or none, allowing a total increase of up to 5 percentage points outside its general pay increase guideline.

For example, an employer who currently devotes only 3% of his total compensation outlays to fringes could raise his expenditures on benefits to 8% of over-all compensation. If an employer is spending 7% of total compensation on fringes, this special provision could be used only to raise the benefit outlays to 10% of total compensation.

The 10% ceiling was established on the basis of a survey of large manufacturing concerns' expenditures on fringe benefits showing this figure as the national average. The Pay Board stressed that its ruling applies only to the fringe benefits specifically exempted by Congress in the Economic Stabilization Act, which include most pension, profit-sharing and annuity plans, group-insurance policies and disability and health plans.

Newly instituted plans, however, must be reported to the board 30 days before they are to take effect and could be voided if a majority believes it was being used as a loophole to the guidelines.

The board also spelled out the extent to which existing fringe benefit increases are exempt from wage controls. This ruling allows annual increases in fringe benefits equal to 0.7% of total compensation without counting the board's standard wage guidelines. In addition, where fringe benefits have not been improved during the past three years, catch-up increases totaling as much as 1.5% also could be given outside the guidelines.

The board's general wage guidelines allow new pay increases of 5.5% a year, and in some cases up to 7% annually. Thus, under the new ruling many employees could get wage-and-benefit boosts totaling either 6.2%, or 7.7%, as long as at least 0.7% of the increase was in fringes. Some catch-up situations could run as high as 9.2%.

Under the catch-up provision, where employers have boosted fringes by less than 1.5% during the past three years, they can give the difference in added benefits without having the increase counted against the guideline.

CANDIDATE: Wayne Burt, member of Local 277 in Fort Worth, Texas and mayor of White Settlement for seven years, is running for county clerk in Tarrant County in the Democratic primary. He is a photographic technician at General Dynamics and proud of his OPEIU membership.

Typing without typists—voice machine patented

The 700,000 non-union typists throughout the nation, who feel they are immune to technological change and therefore secure in their jobs, have something now to worry about. Dr. D. Thurston Griggs of the University of Maryland faculty, in Baltimore, has been granted a patent for a speech-controlled typewriter. It is designed to recognize vocal sounds instantaneously and to draw on a stored vocabulary of 12,000 words.

Timers and filters first detect the elements of speech. A computer immediately performs linguistic analysis, drawing on the stored vocabulary. Dr. Griggs predicts that the printout will be about four-fifths in conventional spelling with some transcribed sounds that are not words.

The machine will not be capable of typewriting all kinds of talk, but can be adapted for industrial or other special technology. Although Dr. Griggs says he has a feeler from one manufacturer, his Talkwriter has not yet been built and remains a concept. However, he has two more patents pending and looks for a year or more of further development work.

Board revises merit ruling

In an effort to insure "equality of treatment," the Pay Board announced a new policy on merit increases providing that those set forth "in existing contracts and pay practices" prior to November 14 "may continue to become operative subject to challenge."

The Board also decided that all presently scheduled deferred increases exceeding 7% and affecting 1,000 or more employees must be reported 60 days prior to their effective dates.

Local 3 pact brings 4-day week to 800

A three-year master agreement calling for a four-day, 32-hour workweek in the second year with no reduction in pay, has been reached by San Francisco's Local 3 for some 800 employees in 192 trade union offices in three California counties—San Francisco, Marin and Sonoma.

In the first year, the pact calls for a 7% across-the-board wage boost, retroactive to Nov. 1, 1971, with employer contributions to health-welfare and pension plans increased by 1½%, Local 3 Sec.-Treas. Phyllis Mitchell reports.

In the second year, the agreement establishes a 32-hour workweek without any reduction in weekly wage rates. It provides an option between a straight 32-hour workweek of four eight-hour days, or a workweek of four days at seven hours plus a fifth day of four hours. Employer fringe benefit premiums contributions rise another 1½%.

Another across-the-board 4% wage hike is called for in the third year, plus a further 1½% increase in fringe benefit premiums.

Twin Cities Local wins 11½% for professionals

Across-the-board wage raises totaling 11½% and 2½ additional paid holidays are included in a two-year contract negotiated by Twin Cities Local 12 for its all-professional bargaining unit at the Bureau of Engraving, Inc. (School Division), in Minneapolis.

The unit includes art and writing instructors and working supervisors at the correspondence school, according to Business Manager H. R. Markusen, who headed the OPEIU negotiating team.

The first-year pay increase of 5½% is retroactive to Oct. 21, with another 6% raise scheduled for the same 1972 date. Advancement to the maximum rate in higher classifications was reduced to three from five years. The pact runs to Oct. 20, 1973.

Christmas Eve, formerly a half-holiday, now becomes a full holiday. This year, July 3 also becomes a paid holiday, and next year the day after Thanksgiving. The gains bring the holiday total to 10.

Other improvements include a rewrite of job requirement standards, clarification of working rules for instructors, and a maternity leave clause meeting Human Rights Commission requirements.

Members of the bargaining team assisting Markusen were Frances Miller, Dan Brennan, Ray Dowsett and Herb Okins, all Stewards.

250 brought into union

(Continued from page 1)

election, Local 153 scored a second victory in winning a 50-member office unit at Kings Highway Hospital, Inc., in Brooklyn, N.Y., by a substantial margin. Business Representatives John McKeon and John Gonzalez headed the hospital campaign.

Philadelphia's Local 14 won a 20-member unit by almost a three-to-one margin in an NLRB election among the business office employees at Triangle Publishing Co., according to Business Representative John McCusker. The firm turns out such nationally-known publications as *TV Guide* and *Seventeen*.

In a Detroit NLRB election Local 10 won a unit at Cooperative Credit Union by a two-to-one margin, President Thelma O'Dell reports.

As mediators see it

Unions will seek short contracts, more fringes

The shape of collective bargaining, but not its vitality, will be affected by government wage controls in the opinion of some of the nation's most experienced federal mediators.

Shop talk at the Federal Mediation & Federal Conciliation Service staff seminar in Washington, D.C., included trend-spotting and predictions by men who have helped settle hundreds of contract disputes. These are some of the educated guesses percolating through the conference:

Controls will not inhibit unions from seeking higher wages, and getting them wherever possible. But to the extent that pay raises are limited, the expectation is that unions will seek shorter-term contracts or at least wage reopeners in longer contracts. In the industrial sector, this would reverse a trend to longer agreements and would be resisted by management.

Since pension and health-welfare benefits are not subject to as stringent controls as direct wages, they will get more emphasis at the bargaining table.

Furthermore, if Congress should pass a national pension law of some sort, the problem of meshing pension plans into federal standards would become a major negotiating issue.

In another fringe area, dental care and prescription drug coverage plans are likely to become more common.

Despite a Supreme Court ruling that companies cannot be required to bargain on pension improvements for retired employees, a number of firms probably will continue to negotiate with their unions on this issue. And unions will continue to try to persuade management to agree to such negotiations.

Employees who don't already have at least 10 paid holidays are likely to seek and get them.

There will be more contracts providing a higher vacation bonus for employees who agree to take their vacations at less popular times of the year—a feature that would ease management problems of work scheduling.

A continued trend is anticipated for elimination or at least reduction of geographical differentials, for compression of service time required for vacation eligibility and for preservation of skilled craft differentials through percentage raises rather than flat cents-per-hour increases.

And unless the Pay Board clearly adopts a liberal policy on the issue, companies may find it difficult to "buy out" work rules that limit productivity in exchange for higher pay, according to the mediators.

State Dept. moves for diplomatic relations with its secretaries

The U.S. State Department has opened an intramural diplomatic campaign to raise the status of its secretaries and persuade their supervisors (mostly male) not to regard them as housekeepers, office wives or "go-fers."

Says the current issue of the State Department's monthly newsletter: "Secretaries have long suffered from what one might call the 'reliable old shoe' syndrome—too often considered the indispensable workhorse of the office while somehow never gaining the status career specialists deserve."

A list of do's and don'ts also said secretaries should not be required "to 'go-fer' coffee, cigarettes, newspapers, breakfast, lunch, etc." If a secretary volunteers, the supervisors were told, "treat it as a favor to be returned sometime."

Most of the flap over secretaries has emanated from Mrs. Gladys P. Rogers, head of the department's Office of Women's Affairs, who has the backing of Secretary of State William P. Rogers. They are not related.

Her guidelines to help secretaries include the following:

- "Encourage their independent thought, decision-making, and activity. Do not condescend or otherwise assume them to have disabling intellectual limitations. Be aware of their role as colleagues who desire to improve their status via promotion and recognition of performance—the same as officers."
- "If you are a supervisor who drafts everything, try dictating instead. Secretaries learn this skill for your benefit and, like a foreign language, it can't be maintained at a professional level unless practiced."
- "Secretaries are individuals with private lives outside the office. Distribute work—particularly that of routine nature—evenly throughout the day. Secretaries, too, may have families at home, dinner plans or tickets to the symphony which preclude overtime every evening."
- "Be certain the work for which you have called in the duty secretary is truly of an emergency nature—or could it wait until the next day?"
- "Keep your work area in order. Secretaries should not have to assume the role of unpaid char help."
- "Secretaries are not omniscient mindreaders. When dictating, organize what you want to say in advance. Don't waste her time and yours by skipping from one disjointed thought to another."
- "Enunciate! A secretary can't interpret mumbles resulting from talking with a cigar, cigarette, pipe, or pencil in your mouth—or even more disconcerting, with your back to her while playing with the adding machine."

The OPEIU message is brought to employees of the U.S. Chamber of Commerce in Washington, D.C. by enthusiastic members of Local 2. Some of the 325 clerical employees of the business organization want a union, Local 2 Business Manager John P. Cahill reports. The "Wall Street Journal" gave the organizing effort page one notice.

WHITE COLLAR

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

HOWARD COUGHLIN, *President* — J. HOWARD HICKS, *Secretary-Treasurer*

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

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Tell Congress where you stand on compulsory arbitration bills

At this moment Congress is considering several bills which would deny workers the right to strike and force them to work under conditions dictated by the government *(story on page 1)*.

The immediate target of the Administration and some short-sighted alarmists in Congress are workers in the transportation industry—railroads, longshore, airlines, maritime and trucking.

Unions don't like strikes. No one does. But free workers—if they are to remain free—must have the right to strike.

Write your Congressmen and Senators TODAY. Tell them that under the terms of any of the pending compulsory arbitration bills, free collective bargaining will end. For all an employer has to do is say "no" and the government will set the terms of your contract and prohibit you from striking.

Tell your representatives that if America is to remain a free country, then the worker must be free.

As a union membeer, protect your freedom. Write immediately. The challenge now is not in the form of a high school topic, as it was in 1965-66. This time the threat is real.

More than ever— the unorganized need unions

Some non-union office employees wrongly believe they have little to gain by unionizing during the wage-freeze. But others in growing numbers are joining the white-collar union movement, reasoning correctly that collective bargaining is their only hope of solving the perplexing problem of frozen wages and escalating prices.

A new Pay Board ruling should now convince the doubtful. This allows wage boosts plus fringe benefits and "catch-up" situations to run as high as 10% of an employer's total compensation costs. In fact, the ruling is designed to encourage institution by managements of fringe benefit plans where few, or none, now exist. (See story on Page 3.)

Certainly, a non-union employee today can't cope as an individual with the complex rules and regulations, their interpretations and re-interpretations, governing labor-management relations at the present time.

Despite soaring living costs over the past three years, we regularly hear of cases in unorganized offices where employees bitterly complain that they haven't had even a single raise.

But the weakness of the position of non-union employees, and if their unhappy reliance on employer "paternalism," should by now be evident to all. If no raises were given to these unorganized employees before the wage-freeze, isn't it most unlikely that they can expect any now?

Employers can be expected to stall their unorganized employees by telling them that "times are bad," etc. Yet all indications are that corporate profits are headed for record levels.

In view of the prevailing economic climate, non-union office employees have everything to gain and nothing to lose by joining the OPEIU and negotiating a living wage through collective bargaining. Unorganized, they'll get far less than the 10% in annual wage gains and fringe benefits now legally available to them. Above all, they need the help of experienced OPEIU specialists in collective bargaining to negotiate for them in these frustrating times.

Handbook out on retirement

A handbook describing how union locals can set up pre-retirement planning programs is being distributed by the AFL-CIO.

The Social Security Administration has distributed copies to its 850 local offices which offer to assist unions in setting up such programs. Information may be obtained by writing to:

Bert Seidman, Director
Dept. of Social Security
AFL-CIO Headquarters
815—Sixteenth St., N.W.
Washington, D.C. 20006

from the desk of the PRESIDENT

Private pension reform

Private pension plans have been under scrutiny by the Senate Committee on Labor and Public Welfare for the past several years. Recently that Committee issued a statement indicating that it has become evident that private pension plans are subject to financial abuses and are failing in many cases to fulfill the retirement expectations of employees.

Senator Harrison A. Williams, Jr., chairman of the Senate Labor Committee, will introduce a reform bill that will require vesting, funding, termination insurance, fiduciary responsibility and improved disclosure for private pension plans, in addition to the establishment of centralized federal regulations and portability. Senator Jacob K. Javits of New York will co-sponsor the bill.

In the House, the General Labor Subcommittee's Pension Study Task Force is working on proposed legislation that would require every employer to provide a minimum guaranteed private pension.

There is no question that legislation is needed to control private pension plans. Union-management pension plans have long since been covered by Taft-Hartley legislation. The subject matter of pension plan reform requires a great deal of discussion and study before reform proposals are enacted.

There is no question of the fact that reform is long overdue. There are numerous private pension plans in effect which disallow pensions for numerous years of service when a worker is severed before he reaches his 65th birthday. Thousands of pension plans provide no vesting whatsoever.

Many plans are tied in to the general funds of the employer and pension payments depend entirely on the health of the company involved. The law should protect the pension rights of employees and insure the fact that all pensions are funded.

While we are in agreement with Senator Williams' reform proposals which will require vesting, funding, termination insurance, disclosure and portability, we know that these proposals require substantial additional payments to existing pension plans. The question immediately arises as to the competitive position of the union employer who is forced to make these additional payments as opposed to his non-union competitor who has no pension plan whatsoever for his employees. Obviously such a competitive advantage for the non-union employer could well result in the complete annihilation of the union company.

Therefore, we are well disposed not only to the proposals of the Senate Labor Committee, but completely favor those on the House side which would insist that all employers provide a minimum private pension plan embodying all of the guarantees proposed in the reform bill sponsored by the Senate Labor Committee. Only in this way will proposed legislation affect all employers equally. Only in this way will all workers be protected against loss of pension because of inadequate safeguards, the dissolution of companies, or poorly worded plans which provide no vesting or funding.

Reform of existing private pension plans is a must. However, it is also imperative that employers who do provide adequate pension plans be not placed in the position of being forced to increase pension payments with the resultant competitive advantage to employers who provide no pension coverage whatsoever. It is imperative, therefore, that the labor movement get behind legislation which will not only result in reform but provide much needed additional pension coverage to all workers.

11% and fringe gains won for Dallas unit

An 11% across - the - board wage hike, an additional holiday, and improved seniority and vacation plans were gained in an initial 18-month contract negotiated by Fort Worth Local 277 for its new unit at Braswell Motor Freight Lines, Inc., in Dallas.

Local 277 President-Business Manager J. B. Moss says the first 5½% wage hike took effect Feb. 1, with a similar boost scheduled for the same 1973 date. Automatic progression within pay grades is specified.

The agreement calls for eight paid holidays, including the employee's birthday. The vacation schedule provides one-week after one year; two for two-to-ten years; three for 11-to-15 years, and four for more than 15 years.

Chief negotiators were Moss and International Vice President Frank E. Morton.

Toronto Star reports

Office women 'are getting fed up'

The climate for unionizing women office employees in Canada is changing rapidly now because "the women are getting fed up; they're not sitting still for those lousy salaries any more," the *Toronto Star* declares in a full-page illustrated feature story entitled: "Why women today are up in the air for higher wages."

The OPEIU sparked a new militant spirit among Canadian office women two years ago when Regional Director Romeo Corbeil announced in Montreal that in future contract negotiations a $100 a week minimum starting wage would be demanded for all unionized office employees regardless of sex.

At the time, the OPEIU announcement received widespread publicity not only in Quebec but throughout Canada. Since then, OPEIU has been negotiating wages in new contracts that, in most cases, equal and even far exceed the $100 a week starting minimum.

Newswriter Margaret Daly's story in the *Toronto Star* points out that there are now 2.9 million working women in Canada, a million more than 10 years ago. They comprise one-third of the total labor force, compared with one-quarter a decade ago.

She observes that more than half of Canada's working women are in jobs called "clerical" or "service," the two fields where they make up large majorities of total employees. But the jobs they fill in offices, banks, insurance and trust companies are invariably low in status and prestige (although not necessarily in responsibility and difficulty); dead-ends as far as advancement is concerned, and above all "poorly paid," she noted.

Up to now, there's been no real demand for higher pay, her interviews with Canadian office women revealed. "But that's changing," she adds. "Single girls leave home, support themselves—and one can't do that in the city on $80 a week. Then they come back to work after they get married, even while their children are still small, because today they find two incomes are needed to maintain any kind of standard of living.

"The idea of pin money doesn't apply any more; there's pressure on young married women to deliver a real pay check since, as they quickly learn, they can't get decent infant care for less than $35 a week."

AAA offers faster, cheaper arbitration

Unions in the New York area will now be able to arbitrate less complicated grievances in faster time at approximately half the previous costs, under an optional American Arbitration Association program announced by President Donald B. Strauss. It was launched April 7.

The expedited plan will be offered routinely to all parties filing cases with AAA in New York. Hearings will be held within a week or two and an award will be handed down shortly thereafter.

Under the low-cost option plan, instead of the parties selecting an arbitrator from a list, the AAA will name one of ten qualified arbitrators—furnishing a brief statement of his qualifications. Those who accept will pay the AAA $100 each for a half-day of hearing and $200 for a full day. This will be the total direct cost, as the AAA will pay the arbitrator's fee. Those who use the plan are expected to need only a half-day of hearing.

Conventional costs usually are about $500, without counting stenographic records.

Under the low-cost plan, arbitrators usually will not be required to write opinions accompanying their awards. Friday of every week will be set aside for hearings and parties will have to be ready to present their cases when called.

The rules bar the use of written briefs or stenographic records, two practices which often account for high costs and delays in the handing down of decisions.

$1,729 in wage raises achieved in Vancouver

An unusual vacation plan plus wage gains totaling $1,729 per individual are highlights of a two-year contract negotiated by Local 15 for its bargaining unit at Melchin Auto Transport Ltd., in Vancouver, B.C.

The new pact calls for three weeks vacation after two years of service in the current year, but starting on Jan. 1, 1973, employees will be entitled to three weeks after one year of service. Those employed for six years will get four weeks.

The first across - the - board wage boost of 32½¢ an hour for a 35-hour workweek became effective Jan. 1 with a further 30¢ hike scheduled on the same date next year. Wage scales run from a $434 monthly minimum in the lowest office grade to a $605 maximum in the top classification.

A 10th paid holiday and a 15% across - the - board wage boost were won for OPEIU members in another two-year contract negotiated by Local 15 with Bapco Paint Ltd.

The first 8% wage hike became effective Jan. 1, with a further 7% boost set for the same 1973 date. It sets minimum wage scales of $440 per month in the lowest office grade, rising to a $647 maximum in the top classification.

The Bapco agreement was reached with the aid of Mediation Officer Clive McKee.

Olin unit advances 16%

Wage gains totaling 16% over a two-year period, 8½% in the first year and 7½% in the second, were negotiated for office employees of Olin Corporation by Local 87, Lake Charles, La. The increases are subject to Pay Board approval.

The pact sets a starting rate in the lowest grade of $127 a week in the first year, rising to $136.50 in the second. In the top bracket, maximum salaries are $181.50 in the first and $195 in the second year.

The OPEIU negotiators included Business Manager A. Malone Herbert and Leo Bourgeois, Jr.

If you move, send your old and new address, including zip code to:

J. Howard Hicks, Sec-Treas.
1012-14th St., N.W.
Washington, D.C. 20005

U.S. Price Index

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

1971	
February	119.4
March	119.8
April	120.2
May	120.8
June	121.5
July	121.8
August	122.2
September	122.4
October	122.6
November	122.6
December	123.1
1972	
January	123.2
February	123.8

Canadian Price Index

Dominion Bureau of Statistics

1971	
February	130.9
March	131.3
April	132.2
May	132.7
June	133.0
July	134.1
August	135.0
September	134.7
October	134.9
November	135.4
December	136.8
1972	
January	135.7
February	137.3