



WHITE COLLAR

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

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A helping hand



SANTA CLAUS HELPERS: Local 391 Sec.-Treas. Carolyn Combs writes out checks to cheer needy in the community. President Carrie B. Brown (right) and Marian Schranz, secretary of Social Services Committee, look on with satisfaction.

Local 391 members at Roosevelt University, Chicago, showed the real spirit of Christmas by raising \$300 for 83 needy persons in the area. Among those helping was an 85 year old woman struggling to obtain her M.A. at the university.

The money was raised

through a raffle of turkeys and fruit cakes (the latter donated by Community Bakeries) which was generously supported by the community. Turkey winners were Jane Bastian and Tilly Glidewell, both Local 391 members.

Not everything goes in office attire . . .

The no-bra look and hot pants may draw admiring glances from ogling male office employees, but they are strictly taboo in most offices. But a miniskirt and boots or a pants suit are acceptable, according to a survey of 370 companies by the Administrative Management Society.

It says that a male office employee may also grow a beard, wear long hair, a moustache and bell-bottom slacks — but sandals are out. A tie and jacket are essential.

Of the companies responding, 91% stated that they now permitted miniskirts and boots as regular office attire, and 92% approved pants suits. However, hot pants were rejected for office wear by 67%.

The question of whether the no-bra look was appropriate for the office drew the most negative comment from the companies surveyed, but most of the replies were flippant.

The society said little controversy was raised by men's apparel. Previously taboo long hair is now approved by 69 of the companies surveyed, and 68 said beards were acceptable. Ties and jackets were demanded for males by 71% of the companies, but 79% rejected men's sandals with safety cited as the reason.

More than 15,000 large and

small companies and individuals, representing a cross-section of major industries in the U.S., Canada and the West Indies, are members of the society.

SPACE maps program to aid professionals

Delegates to the Council of AFL-CIO Unions for Scientific, Professional and Cultural Employees (SPACE) at its convention in Florida were told that a "major breakthrough in white collar organizing in the private sector" is in the offing.

SPACE represents 17 international unions, including the OPEIU, with hundreds of thousands of members in the performing arts, the sciences and office and professional jobs.

Executive Secretary Jack Golodner reported on SPACE activities during the past two years and made the forecast.

Delegates adopted a number

Board of Education unit joins Local 11 in Oregon

By an overwhelming margin, 350 secretaries and clerical employees of School District 1, in Portland, Oregon, chose Local 11 as their collective bargaining agent in an election conducted by the State Labor Relations Board, Sec.-Treas. Walter A. Engelbert reports.

This is the sixth Board of Education to be unionized by the OPEIU in the U.S. in recent years. The others are in Missouri, Illinois, Wisconsin, Pennsylvania and Connecticut. Four education board units have been organized in Canada, all in Ontario.

Assisting in the Portland campaign, which was headed by

Engelbert, were Business Representatives Gary D. Kirkland, Lance A. Meier and John T. Bral, with office secretaries Colleen Cole and Betty Perret and Credit Union secretary Pat Bibbes pitching in also.

The board's employees undoubtedly were impressed by the splendid contracts publicized by Local 11. Campaign handbills stressed office salaries ranging from \$547 per month for file clerks to \$807 for computer operators obtained through collective bargaining in the Portland area. The Bureau of Labor Statistics cites Portland office employees as "among the highest paid in the nation."

The handbills pointed out that Local 11 is one of the "ten largest unions" in Oregon state, providing numerous services to its members through its Credit Union as well as having its own pension, health-welfare, dental, optical and prescription drug plans covering the full family. The Local also has its own legal counsel, and membership brings with it, \$1,500 life insurance coverage.

Engelbert reports that certification has already been received, and that proposals are now being drawn up for an initial OPEIU contract for the new Portland unit.

Congratulating Local 11 on its victory, Director of Organization Art Lewandowski said it should help to focus the attention of other OPEIU Locals on boards of education as prime organizing targets in their communities. He commented:

"The Oregon victory proves that more and more non-teaching employees of school boards are realizing their vital need for collective bargaining. This is particularly true since teachers across the nation began to unionize to obtain better pay and working conditions.

"School secretaries and office staffs of Boards of Education, everywhere, are beginning to see that without union representation, organized teachers will get the lion's share of budgets allocated for education at the expense of unorganized non-teaching personnel."

Local 29 signs for newest unit

Wage gains ranging from 5% to 15% were won in a first contract negotiated by Local 29 for its new 75-member bargaining unit at the Housing Authority, City of Oakland, Calif., Sr. Business Representative Joe Nedham reports.

The agreement, approved by the Board of Commissioners at a special meeting, runs for one year and is retroactive to July, 1971. Its provisions include the benefits of Local 29's Health-Welfare Plan.

Trial of short week written into N.Y. pact

Wage gains averaging 14.6% over two years, together with several unique innovations in fringe benefits and working conditions, were won by New York's Local 153 for its 700-member unit of clericals and computer operators at Group Health, Inc., according to Sec.-Treas. John Kelly.

Both parties agreed to experiment with a shorter week for computer operators.

The details will be worked out in discussions between the union and management.

An unusual provision gives all employees an additional 15-

minute lunch hour period on payday (Thursday) to do their banking business.

The first 7.3% wage boost took effect Jan. 1, with a similar general increase scheduled for the same 1973 date. First-year raises run from \$6.25 a week in the lowest grade to \$13 in the top bracket. The package will bring the lowest grade to \$108.25 and the highest to \$191.

Other gains are an additional holiday in the first year, bringing the total to 13. In the second year, a further holiday is provided, either Martin Luther King's birthday or a religious holiday of the employee's choice.

Health coverage is expanded to include 100% of drug costs and \$960 a year for psychiatric care. The Dental Plan coverage is also increased to 100% (was 75%), and includes all dental and prosthetics work.

Major medical coverage now includes all dependent children 19 to 23 years of age, as well as all employees on extended leave because of illness. Previously, they had to pay for this themselves.

Severance pay, in the past limited to one week for each year of service up to 10 years, is now unlimited. The new pact, which expires Dec. 31, 1973, also provides that employees who leave for reasons other than discharge will be paid for sick days accumulated in excess of 120.

of resolutions, including one calling for legislation "to delete that section of the Wage-Hour law that presently exempts professionals from the overtime provisions of the Act."

In another resolution, the Council declared that either on its own or jointly with the AFL-CIO, a program should be undertaken that "would, on a continuing basis, provide the college press and broadcasting stations with information about the labor movement, the role of the professional in it, and the position of our unions on public affairs matters."

Inside

Howard Coughlin on wage and price controls—page 4.

AFL-CIO, OPEIU oppose 10-hour 4-day workweek

Eight U.S. Senators, both Democratic and Republican, including Majority Leader Mike Mansfield, have jointly sponsored a bill (S.2463) that would allow manufacturing firms on government contracts to work a 10-hour, 4-day workweek without violating the Walsh-Healey Act.

The move by the Senators, with Senator Marlow Cook (R-Ky.) as principal sponsor, focused more attention on experiments underway with the four-day week idea. Cook explained that some 350 firms, with acquiescence of some unions, are already experimenting with the 10-hour, 4-day week and there appears to be a serious desire to adopt the shortened week as soon as several obstacles are removed.

Joining Senators Cook and Mansfield in sponsoring the bill

are Democrats Cranston of California, Bible of Nevada, and Republicans Taft of Ohio, Stevens of Alaska, Bennett of Utah, and Bellmon of Oklahoma.

The AFL-CIO is vigorously opposing the proposal to allow government contractors to institute a four-day workweek if that means employees must work 10 hours daily at straight-time wages. OPEIU President Howard Coughlin also has repeatedly voiced objection to the 10-hour day idea, although he strongly favors a four-day, 32-hour workweek.

An AFL-CIO spokesman pointed out that the proposal would cost working people eight hours of overtime pay a week, to which they are now entitled if they work four 10-hour days during a workweek. Moreover, institution of a 10-hour day would have several harmful ef-

fects, he added, such as multiplying work-related safety and health hazards, and reduction of employee time for community and family activities.

The AFL-CIO made the following proposals for a shorter workday and workweek:

1. Eventual reduction in the standard workweek to four days of eight hours.
2. Guarantee employees against loss of earnings as the result of such a policy.
3. Payment for all hours in excess of eight per day, or 32 per week, at 1½-times the employee's basic rate.

Otherwise, says the AFL-CIO, institution of a longer work day could lead "to a reversal of the historical trend—the lowering of real incomes without any change in weekly hours."

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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'Tis better to light a candle

The OPEIU convention in Miami Beach last summer unanimously adopted a resolution vigorously supporting the fight by women to gain equality in employment, pay and promotions.

It declared that "this International Union and all its Locals have as one of their major objectives the achievement of equality for women by means of collective bargaining," and pledged our fullest cooperation to assist "in every way possible, groups and organizations whose bona-fide objective is achieving full equality for all women."

The time has come to follow through on this resolution.

Women's organizations and groups are now actively opposing sex discrimination. Repeatedly, we have pointed out that women office employees can end sex bias in jobs almost overnight by becoming directly involved in the white-collar union movement. Their involvement will enable them to assert their legal rights through collective bargaining, with union contracts guaranteeing those rights. However, we must sell the union movement to women employees—persuade them that their interests will be best served by getting together in the OPEIU.

The OPEIU has the machinery available to assist all women who work in offices to achieve their purpose. But we must let them know about it. We must introduce the OPEIU to all women's groups and organizations throughout this country and Canada. This calls for contacting all such groups at every level in each community.

It can be done if every Local organizes rallies to generate mass media publicity. This can be followed up by press interviews and letters-to-the-editor publicizing a slogan like: "An OPEIU card is a woman office employee's best friend."

Millions of unorganized office women in both our countries now urgently need to unionize. But we must first acquaint them about the OPEIU; what it is; what it has done, and what it can do in the cause of women's lib in the best sense of that term.

As an old proverb put it: "'Tis better to light a candle than to curse the darkness."

And this candle can become a wondrous light.

Labor wins on retroactive pay

The Pay Board has spelled out in a new set of regulations the terms and conditions under which employees can receive retroactive pay caught in the 90-day freeze of Phase I of the wage-price controls.

The board ruled that retroactive pay increases held up by the freeze may be put into effect immediately for units of 5,000 or fewer employees if the raise does not exceed 7%.

If the raise is more than 7%, it may be paid immediately in units of this size if price increases or tax or budgetary allowances had been made in anticipation of the wage boost.

In those cases, the employer is required to notify the Internal Revenue Service within 20 days after the retroactive wage increases are paid.

In all other cases involving retroactivity—units of more than 5,000 workers or raises above 7% where there has been no anticipatory price, budget or tax allowances—the Pay Board must be notified in advance of payment, and the parties must hold themselves available to justify the action.

If there is no challenge to these raises by the employer or by five or more members of the Pay Board, they may be put into effect 14 days after notification to the board.

The regulations were adopted unanimously to put into operation those labor-sponsored provisions of the law extending the Economic Stabilization Act which allowed retroactive payment of Phase I increases.

They are the result of a determined effort by the AFL-CIO and its affiliates—one more instance of the labor movement's service to the people.

Pity the working stiff

The following is extracted from an article by a columnist of The Province, a Vancouver, B.C. daily newspaper.

By CHARLES WOLVERTON

Executive salaries have a way of maintaining themselves amid weal and woe much better than the wages of ordinary people. Which goes to prove that if your old man said go and get yourself a union card he was wrong; he ought to have said get yourself a degree and join the management team.

The laboring type, with all his pressures of strikes and political muscle, isn't in the game with the executive classes.

An astonishing statistic is this: That labor's wage—on a take-home basis, according to an American economist who based his calculations on Bureau of Labor Statistics figures—has gained but .5 per cent in five years since 1966 on a "real" money basis. But his bosses, in

the same period, are doing 10.8 per cent better.

The sturdy condition of executive salaries appears to have been borne out in Canada. Management, according to a study by H. V. Chapman & Associates Ltd., continued to improve its salaried position in 1970, a poor year for profits and revenues. Executives gained as much as 7.9 per cent.

The Canadian figures aren't quite comparable inasmuch as they do not report take-home pay in real dollars as do the American figures. But similar general conclusions can be drawn, and they favor the boss over the worker.

Supposing you were a key man in a business. On average, in Canada, your salary since 1963 would have risen from an index of 100 to 155.62 in 1969.

Supposing you were a wage earner. Your wages also on index of 100 in 1963, would have risen to 141.

because of its unions, actually trailed the executive class index of 155.62 by 14 index points.

Executive compensation, in the Chapman report, did not include bonuses, the better opportunities for personal enrichment that come with high status, and the lush benefits of retirement plans. These goodies, that aren't in the salary report, rarely trickle down to the ordinary staff.

Still another factor affecting lower paid people is the unemployment, which robs them of income more frequently and more severely than it does the boss types.

U.S. Price Index

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

| 1970 | |
|-----------|-------|
| December | 119.1 |
| 1971 | |
| January | 119.2 |
| 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 |

Canadian Price Index

Dominion Bureau of Statistics

| 1970 | |
|-----------|-------|
| December | 129.8 |
| 1971 | |
| January | 130.3 |
| 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 | 136.3 |

A Union Steward's prayer

Grant me, O Lord, the genius to explain to my brothers and sisters the policies and plans of our great union even though no one explains them to me.

Give to me the understanding that I may forgive the apathetic member, curb the over-ambitious member and accept the views of the member who does nothing until I have done something, and then tells me how I should have done it and what I should have done.

O Lord, make me formidable in debate, logical in argument, fearless in confrontation. A lawyer, actor, mathematician, sage, philosopher, sociologist and economist: pleasing, cajoling, threatening, belaboring so that I may make the best of a good case and a good case from no case at all.

Teach me, O Lord, to stand at all times with both feet firmly on the ground—even when I haven't a leg to stand on.

Lord, I am a union steward. In your infinite wisdom see my need for all these things and in your great mercy grant them to me.

And, when I have them, Lord—MOVE OVER!

Local 180 in \$4,000 arbitration success

A group of Aluminum Company of America employees in Massena, N.Y. are \$4,000 ahead because Local 180 won an arbitration case in a dispute over sick benefits.

When Alcoa withheld an office employee's sick leave insurance benefits because of a strike at the Massena plant, Local 180 brought to arbitration a grievance by Bernard Hewitt who underwent an eye operation during a strike there and later claimed sick benefits.

The company contended that the June 1 strike "abrogated all the provisions" of the old contract which had expired and since a new contract did not become effective until the strike was settled a month or so later, the grievant was not covered for benefits.

Basing its case on language in the old contract stipulating that "notwithstanding any other

provisions, insurance benefits are extended to Dec. 31, 1971," the OPEIU argued that the sick leave provisions remained in full force and effect and the grievant was entitled to sick benefits.

The arbitration board majority sided with the union. It awarded Hewitt \$1,900 in withheld benefits. As a result of the arbitration decision several other Alcoa employees, whose sick benefits were also withheld on the same pretext, collected an additional \$2,100 from the company.

The board, which met in New York City, was headed by Burton Turkus and comprised Art Lewandowski and Larry Wilson, representing the OPEIU and Alcoa, respectively. International Representative Justin F. Manning presented the grievant's case at the hearing. Local 180 President Joe Elliott assisted him in preparing it.

Hands best machines in courtroom test

Court reporters proved "far superior" to electronic devices in recording the proceedings in New York City courtrooms in an officially-sponsored contest, pitting experienced court stenographers against two types of recording instruments. A committee of judges, lawyers and courtroom observers concluded that people beat the machines in this area, at least.

One of the findings was that "the much larger number of errors committed by recording machines—including statements left out and wrong speaker identified—clearly indicated that machines are not viable substitutes for court reporters."

After a study comparing manual and electronic methods of court reporting, the eight-man committee concluded: "The transcripts of court reporters are far superior to those of recording machines."

Some of the flaws in the electronic reporting could be traced to bad courtroom acoustics, the report indicated. Under such circumstances the stenographer can ask for a repetition if he is in doubt—a judgment the machine cannot make.

Committee chairman Louis Waldman, a prominent labor lawyer, warned that "any attempt to introduce recording machines in the courts may well discourage prospective court reporters from undertaking the highly specialized profession."

In New York City about 400 licensed stenographers work in courtrooms, earning from \$12,500 to \$21,500 a year in addition to what they net from the lucrative sale of transcripts to lawyers and other interested parties.

Most are men, carrying on a tradition that once was all male, but more and more women are now joining the profession. The little Stenotype machine, that sits on a tripod between the court reporter's knees, has all but replaced the shorthand notebook although a few old-timers still use the Gregg or Pitman shorthand system.

Women tellers win wage equality case

Reversing a lower court decision, a U.S. Appeals Court ruled that the American Bank of Commerce in Victoria, Texas, violated the Equal Pay Act by paying its male tellers more than the female tellers. The case was remanded to determine the amount of wages due to the women.

The suit was brought by the U.S. Department of Labor which appealed the district court's decision. The bank defended its practice by contending that some female tellers made more than their male counterparts and, where the latter were paid more, claimed this was because they

performed "additional duties."

Circuit Judge Homer Thornberry said the court found the bank's arguments unconvincing because while some of the female tellers were paid more than the men, they had eight or nine more years of experience, while others with seven more years of experience were "paid substantially less" than the male tellers.

If the appeals court accepted this reasoning, he said, it would mean that "an employer could consistently hire women at a lower starting rate and be protected by the fact that some wo-

men, after long periods of service, ultimately reached higher salary levels than men subsequently hired."

The appeals court also held that while the bank may award extra pay to an employee for performing additional duties, the alleged supervisory duties of the male tellers were "such small, insignificant duties" that they did not justify the pay differential, particularly since in one instance a female teller with ten years of experience was paid \$100 a month less than a male employee when the same duties were assigned to her.

Kalmas named to safety body



Gerald C. Kalmas

Local 423 member Gerald C. Kalmas has been named by Indiana Governor Edgar D. Whitcomb to the state's Occupational Safety Standards Commission. A resident of Highland, Ind., he is one of three representing organized labor on the nine-member body.

Local 423 is bargaining representative for the office employees of American Oil Company (a Standard Oil of Indiana subsidiary), at its Whiting, Ind., plant.

The commission was set up recently by the Indiana State Legislature and is charged by Gov. Whitcomb with the responsibility of rewriting the occupational safety codes so that they equal or exceed the federal regulations.

Retirement benefits lead in survey at L.A. Times

Which major benefit would you like to improve or add, if this were possible, to your union contract? Employees of the *Los Angeles Times* were asked this question and here's a summary of their replies:

In the editorial department the first choices were retirement (31%), group insurance (19%), and vacation (11%). Retirement and group insurance also were first choices in the production and all other departments. But a dental plan was the third choice in the production department, and additional sick leave days in all other departments.

By sex, the first choices for males were retirement (33%), group insurance (21%), and a dental plan (11%). For females, they were retirement (27%), sick days (25%), and group insurance (14%).

By age, sick days headed the

list for under-24 employees; and dropped to third place for all other age brackets except for the 60-65 group who didn't include it among their top three choices. Group insurance headed the list for the 25-29 and 30-39 age groups, but was replaced by retirement for all subsequent age groups.

By weekly earnings, those paid less than \$125 listed sick days (24%), group insurance (20%), and retirement (16%). At the other end of the scale, those earning over \$300 listed retirement (46%), group insurance (17%), and profit-sharing (11%).

First contract raises wages by \$728 in year

First year across-the-board annual wage gains totaling \$728 per individual, plus vastly improved fringe benefits over pre-union days, highlight an initial three-year contract negotiated by Twin Cities Local 12 for its new 70-member bargaining unit at Physicians & Hospital Supply Co., Minneapolis, according to Business Manager H. R. Markusen.

The pact calls for a 20¢ an hour wage hike retroactive to Nov. 15, 1971, with another 10¢ to take effect on May 15. In the second and third years, further 6% and 7% raises are slated. These reflect a "catch-up" to remedy pre-union wage inequities.

Other gains are an additional paid holiday (employee's birthday), personal leave to 60 days; improved sick leave; three days

funeral leave, plus a \$2 increase monthly in the employer contribution to the Health-Welfare plan. The pact also calls for union security with dues checkoff; job bidding, grievance and arbitration machinery, and maternity leave meeting the high standards of the Human Rights Commission.

The OPEIU negotiating team included Nelson Aldrich, Harold Raeker, Carol Schilling and Lila Stanton. They were assisted by Markusen and Local 12 Business Representative Jerry Schmit.

Many firms drop personnel tests

The use of tests for hiring, promoting, and other employment purposes has been challenged in recent years because of their potential for subtle discrimination. As a result, the number of companies testing personnel has dropped.

In a nationwide survey on "personnel testing" conducted this year by the American Society of Personnel Administration and The Bureau of National Affairs, Inc., only 55% of the companies polled said they are

testing at the present time, a drop of 30 percentage points from a 1963 survey.

By employee group, the survey shows that office employees are the most frequently tested workers, with 94% of all firms which test administering them to this group.

One major reason for the decline in testing has been the Equal Employment Opportunity Commission's requirement that companies validate tests to avoid

racial bias. Since validation involves providing correlation of success on a test with success on the job, many companies have decided that the investment of time and money to validate their programs isn't worth the benefits.

Among companies which continue personnel testing, the current survey revealed that more than half have already validated their programs to show that success on the test correlate statistically with success of the job.

Professionals need unions too

Canada's Labour Minister Bryce Mackasey has gone on the offensive for proposed changes in labour law to allow professionals to unionize.

Letting all professional employees bargain collectively would help many "restore their economic position," which in some cases has worsened "because of their exclusion from bargaining," he said in a recent speech.



from the desk
of the

PRESIDENT

Exceptions threaten controls

Organized labor realizes that alternatives to the success of the Pay Board are either rigid controls without flexibility or the return of an uncontrolled inflation. The AFL-CIO is therefore intent on making the Pay Board work as far more preferable to the alternatives.

There are numerous differences between the labor, management and public representatives. In his criticisms of the Board, I. W. Abel, President of the Steelworkers International Union, said "The public members think they and they alone have the responsibility for achieving stability right now," while management representatives seem to take the job of "putting labor in its place" as one of its responsibilities. Abel further stated "They think we're trying to get more than we're entitled to, and that's the basis for conflict."

In effect, therefore, all segments of American society agree that inflationary pressures brought about by a \$40-billion deficit make price and wage controls imperative. Obviously, there must be some play in the wage and price controls if the President's goal of controlling inflation to a range of two to three percent each year is to be attained. It will, therefore, be essential for the government to make price controls work if the Pay Board is going to remain operative.

When the government announced last week that it would exempt businesses grossing \$100,000 a year or less from price controls, it undermined its price controls program. These firms make up 15% of the business done in the nation's retail outlets. The government's thinking, as spelled out in the newspapers, is that the large multi-million dollar chains will control the prices charged by small retailers. This is a fallacy. The small stores doing less than \$100,000 a year exist as convenience stores and are not significantly influenced by prices charged by our country's giant retailers.

When the Price Board continues to grant price increases which resulted in a .4% increase in the nation's living costs in the month of December 1971, it is obviously not doing the job. It granted the steel industry, for example, an exceptionally liberal increase and at least one steel company announced that it would cut back prices because the increase allowed made the company non-competitive.

The Pay Board, on the other hand, is continuing to enforce its 5.5% guidelines, with some exceptions. These exceptions include the coal miners, the railroad workers and the building trades. Building trades wage increases are governed by another agency. If other workers in the United States, including white collar workers, arrive at the realization that wage controls are not going to be administered equitably, the Pay Board will be forced to dissolve. Numerous exceptions cannot continue to be made by the Pay Board without the exceptions eventually becoming the rule.

While the Office & Professional Employees International Union has a strong antipathy for controls of any kind, we are more concerned with controlling inflationary pressures in the immediate future. AFL-CIO President George Meany said on a number of occasions that organized labor is willing to accept controls providing all segments of society are controlled. The Pay and Price Boards should insure the fact that the burden of controls is shared equally by labor and industry alike.

New Kansas City unit wins 32% in 3 years

Wage gains totaling 32% over a three-year period plus greatly improved fringe benefits were won by Local 320 in an initial contract for its new 30-member bargaining unit at Western Union International-Telephone Answering Service, known as WUI/TAS, of Kansas City, Mo., Inc.

Business Manager Larry O. Green, who led the negotiations, reports that the pact calls for average across-the-board wage boosts of 10.3% in the first year; 13.7% in the second, and 8% in the third. It also pro-

vides for a union shop and dues checkoff.

Other gains are a 20-minute daily rest period; one extra paid holiday; three weeks vacation after three years; maternity leave of absence; five days sick leave per year (paid for if not used); a 100% increase in the Christmas bonus, and 10 weeks severance pay after 15 years of service.

The agreement also sets up a health-welfare plan calling for life, health, accident and major medical insurance coverage with the employer paying half the costs.

Spread the word: jobless have new benefits coming

More than a million jobless persons who have used up their unemployment benefits are entitled to a new round of payments this year. Most of them do not know about it. And unless someone tells them, they will be left out.

Newspaper, radio and television coverage has been skimpy, at best. And despite a prod from the Labor Dept., many state employment services have not yet made an effort to track down persons who have been dropped from the unemployment rolls—and who may be eligible for an additional 13 weeks of payments.

To help close the information gap, the AFL-CIO has called on union newspapers, its affiliates and central bodies to do the job the states should have done.

"Do everything possible immediately to inform jobless workers of the availability of this program," AFL-CIO Social Security Director Bert Seidman

urged in telegrams and follow-up letters to affiliated unions and AFL-CIO state labor councils."

There are actually two new programs now in effect—both based on laws passed by Congress to extend the normal 26 weeks of unemployment compensation during periods when jobs are scarce.

More important than the details and complexities of the new programs, the AFL-CIO stressed, is the urgency of getting the word to those who might be eligible for extended benefits.

Every unemployed person who fits the circumstances listed below should check with his nearest employment service office to find out if he or she is eligible for additional payments:

1. A person who has received unemployment benefits at some time during the past 12 months, and
2. He no longer is receiving

benefits, but is still unemployed.

Persons who are currently on the benefit rolls will receive any extension automatically. But those who have used up their benefits and were dropped from the rolls before the new programs took effect will have to file new applications.

What of the unemployed in states which have had the extended benefit programs in effect—and who already have used up their 13-week extension?

They are not affected by the national program because they already have been covered by its provision. But most of them, starting this month, will be eligible for still another 13-week extension under the Magnuson Act that Congress passed in December.

This is a temporary law, scheduled to be phased out in July. It provides a further 13 weeks of benefits—bringing the maximum duration to 52 weeks—in states with the highest unemployment. To trigger eligibility under the Magnuson bill, the state's unemployment rate must be at least 6.5%.

Court opens union door to analysts

An historic decision opening the door for Systems and Procedures Analysts to become union members if they so choose has been handed down by the Second Circuit U.S. Court of Appeals in the case of Westinghouse Electric Corp. versus the National Labor Relations Board.

The dispute arose when, over the objection of the employer, the NLRB added the systems analysts to the International Union of Electrical Workers' bargaining unit of clerical and technical employees at the company's plant in Jersey City, N.J.

On appeal, the court decided that systems analysts are technical, rather than professional, employees and that the NLRB had it within its powers to add

them to the bargaining unit.

Heretofore, only computer operators and programmers were considered eligible for union membership. Systems analysts had been excluded as part of management or were viewed as having the status of professionals.

The court decision gives to "such an employee the broadest rights to decide whether or not he might wish to be a union member or remain outside the fold."

Dear Editor . . .

Union wife tells the awful truth

An editorial in the *Portland Oregonian*, notable for its anti-union stance, brought this reply from the wife of a union member:

"I read your editorial in regard to labor unions and must say I agree wholeheartedly with you.

"Ever since my husband took a job that made him join a union we have led an awful life. He made me quit work and stay home to take care of the kids and house. He said his wages alone had now gone up enough to support us.

"Every year his boss insists he take a paid vacation instead of letting me have the fun of trying to skip enough to make up for a lost week of wages. As for holidays, it's really hard on him to stay home with pay. He used to enjoy working on those days, or making them up on Saturdays.

"When we dropped our private insurance policy it really hurt. That union contract calls on his boss to provide a group policy.

"We've had the misfortune to be able to afford to buy our own home and my husband can occasionally disagree with his boss without being fired.

"Yes, sir, thank you, *Oregonian*. I would not want anyone else to get mixed up in such an awful way of life."

Women pros lag in Canada too

Women are under-represented in Canada's professions and those who get in don't get paid as much as men, according to Sylvia Gelber, director of the federal labour department's women's bureau.

Although discrimination is commonplace in industry, she said that "it might have been expected that where brainpower was involved, there would be more justice." But most professions remain male-dominated and wage discrimination means women professionals earn as much as 41% less than men doing the same work, she declared.

She cited statistics showing that almost 25% of doctors in Great Britain are women, compared with only 12% in Canada. In France, 20% of lawyers are women but in Canada less than 3% are.