



WHITE COLLAR

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

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From the Desk of the President:

Coughlin Raps 5% Income Surtax Plan Heard No Such Proposal At Any Summit Meeting

By Howard Coughlin

As indicated in your President's column in the previous edition of "White Collar," I attended the economic summit meetings held in Washington, D.C. on September 27 and 28, chaired by President Gerald Ford. All of the mini-conferences held prior to the summit meeting were given an opportunity to report.

The first report was given by representatives of the banking and finance mini-conference, which your President had previously attended. The speakers representing the banking, insurance and

brokerage industries for the most part presented solutions which were, in effect, designed to help their respective industries. The banking and finance groups contributed little in the way of proposals to resolve the broad problems of inflation.

AFL-CIO President George Meany, UAW President Leonard Woodcock and Secretary-Treasurer Murray Miller of the Teamsters were the spokesmen for labor. Each presented comprehensive programs designed to

combat inflation. These programs included an excess profits tax, easing of tight money and interest rates, particularly for home construction and community projects such as schools and hospitals.

The labor representatives also called for the elimination of major tax loopholes in the federal tax structure. AFL-CIO President George Meany stressed the need for reasonable interest rates for the construction of essential public utility plants. He also asked for government controls on the export of agricultural and other products in short supply until such shortages are ended and inflationary pressures on prices of these products subside.

Little Agreement Among Economists

The economists' session included some of the best known economists in the country. Walter Heller, Milton Friedman and John Kenneth Galbraith were among those presenting their respective points of view. There was very little agreement among these economists. Some called for the balancing of federal budgets. Others stated that this would have little or no effect on inflation. Some decried the lack of worker productivity. Others contested this point of view.

Some asked for easing of interest rates and a loosening of the money supply. Others opposed this possible action as inflationary. Some espoused selective controls over certain industries, such as energy. All were in agreement that the problems which came about as a result of astronomical increases in the price of oil by the OPEC countries contributed 4% to our inflationary spiral.

It should be pointed out here that AFL-CIO President George Meany had previously stated that high interest rates imposed by the Federal Reserve Board cost the government \$5.3-billion through increases in its borrowing costs. President Meany also pointed to the 1972 grain deal which accelerated the rise in the domestic prices of grain due to short supplies.

A number of the economists pointed to two devaluations of the dollar as lending impetus to our inflationary spiral.

John Winthrop Wright, president of Wright's Investor Service, called for control of Eurodollars. He stated that the uncontrolled issuance of Eurodollars had placed our country in a position where the amount of Eurodollars issued in Europe equalled the amount of dollars in existence in the United States.

Those who would take advantage of the summit conference to downgrade the organized labor movement called for the elimination of featherbedding, the repeal of the Davis-Bacon Act and

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Another Independent Union Joins OPEIU

80-Member Unit in Vancouver, B.C. Affiliates with Local 15

Impressed by the skilled collective bargaining record of the OPEIU for white-collar employees, Local 15 Sec.-Treas. Opal Skilling reports that an independent union of 80 office employees in Vancouver, B.C. has voted to affiliate with that Local. The group formerly comprised the Burrard Dry Dock Office Employees Association.

In Eastern Canada, International Representative Gilles Beauregard says that he filed for certification of a new bargaining unit of 30 office employees at Sydenham District Hospital in Sarnia, Ont., when they signed designation cards by a better than two-to-one margin requesting representation by Sarnia Local 347.

International Representative Gene Dwyer reports that a unit of 40 municipal employees of Jackson Township, N.J., voted by a similar margin for representation by Jersey City Local 142 in an election conducted by the State Public Employment Relations Commission.

In issuing the directive for an election Jeffrey B. Tener, PERC Acting Executive Director, said he was using for the first time

a new state law authorizing such an election without a hearing following a PERC investigation after the union filed a petition for the election. Tener said the township failed to offer "substantial and material factual issues" as a basis for its objection.

Responding to the election petition, the township merely stated what it called a "good faith doubt" that the office em-

ployees wanted a union. This position in itself was not sufficient to warrant a hearing, according to the PERC ruling.

International Representative Mike Walker reports that Milwaukee Local 9 had won an election to represent office employees at Commonwealth Land Title Insurance Company in that city. The margin was approximately two-to-one for union representation.

20% Wage Hike, 4-Day week Mark new Vancouver Pact

Across-the-board minimum wage boosts of \$125 per month or 20%, whichever is greater, a four-day workweek, plus more liberal paid holidays and vacations feature a new agreement renegotiated by Local 15 for its 160-member office unit at CU&C Health Services Society in Vancouver, B.C.

Local 15 President-Business Manager Bill Swanson says some of the new wage scales—all of which are computed on the 4-day workweek—are as follows:

	October 1, 1974	Former Rate
Clerk, Jr.	\$566-\$636	\$441-\$511
Switchboard Oper.	\$620-\$709	\$495-\$584
Stenographer	\$691-\$811	\$566-\$676

The new agreement calls for an employee's birthday as an additional paid holiday, bringing the annual total to 12. The vacation schedule now provides three weeks after two years; four after seven, and five after 13 years of service plus supplementary vacations.

Canada Mine Pact Proves Unionism Pays

New Vancouver Members Win \$6,600 Each in First Contract

Pay boosts averaging \$6,600 per individual over two years, together with a workweek reduced to 37½ hours from 40 with improved vacations and other fringe benefits, were won in an initial contract negotiated

by Vancouver Local 15 for its new unit of 50 clerical and technical employees at the Island Copper Mill of Utah Mines Ltd., in Port Hardy, B.C.

Local 15 Business Manager Bill Swanson describes it as "the

best settlement ever negotiated in the mining industry in Canada." He says the first year pay raises, averaging \$205 per month, are retroactive to July 1 with another average \$140 monthly increase scheduled for the same 1975 date.

He notes that the 1975 pay scale calls for \$801 per month in the lowest classification, that of Switchboard-Receptionist, compared with a pre-union rate of \$515. In the top classification, that of Technician IV, the 1975 pay scale becomes \$1,402 per month compared with a \$950 pre-union rate.

The pact also calls for 10 paid holidays annually, with a floating holiday to be added next January 1. A new vacation schedule calls for two weeks after one year; three after two; 16 working days after three; 17 after four, and 18 after five years

(Continued on page 4)

New Credit Union Pact Sets \$216 Weekly Average

Wage gains totaling \$1.46 per hour, bringing the average wage scale to \$216 per week in the final contract year, were won in a new four-year agreement signed by Local 106 for its office unit at the Federal Shipbuilders Credit Union in Groton, Conn., International Representative Justin F. Manning reports.

Prior to the new contract, the average weekly wage scale was \$157.60, Manning points out. He says that more than half the bargaining unit earn more than the average figure. Commencing with the fourth year he says the average pay scale will be \$5.40 an hour.

Assisting Manning in the negotiations were Local 106 President Ray Winklebleck, Vice President Carl Orsini and OPEIU Vice President Marie Metcalfe.

WHITE COLLAR

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affiliated with the AFL-CIO, GLC

HOWARD COUGHLIN.

President

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

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Income Surtax Unjustified

A recent Gallup Poll showed that inflation is the No. 1 worry of more than 48% of the population—three times their next most common concern: trust in government. Most disturbed were middle-income families earning between \$10,000 and \$15,000 who comprise the backbone of the nation.

President Gerald Ford invited OPEIU President Coughlin to attend summit economic meetings to give advice on how to combat inflation. Coughlin reports on those meetings but voices strong opposition to Ford's later proposal to levy a 5% income surtax on single persons earning \$7,500 and married couples earning \$15,000 (See story on Page 1).

A look at the Consumer Price Index, which measures the over-all cost-of-living, shows that it went up by a whopping 33% between 1967 and 1973. In the last year of this CPI survey, it rose an astounding 8.8% and in the current year is still soaring at a rate of some 12.1%. If this trend continues, it will soon require \$34,000 to equal \$10,000 of income in 1949.

Food prices alone skyrocketed 20.1% in 1973; gasoline 19.7%, and home heating oil costs leapfrogged 46.8%. Interest rates on bank loans have jumped so high that the housing market is at a standstill because the average wage or salary earner can no longer afford to buy a home.

The U.S. Labor Department says a typical urban family now needs \$8,181 a year just to maintain a low living standard. To live under a moderate budget requires \$12,626, and a high standard \$18,201.

During the so-called wage-price controls era, Nixon's economic managers focused their attention entirely on holding wages down while banks were allowed to hoist interest rates and oil companies to skyrocket prices to previously unheard of levels. Now these industries are almost embarrassed to report their astronomical profits.

If white-collar employees, mostly unorganized but comprising the majority of the labor force, ever hope to stop this erosion of their purchasing power they now must unionize. They must do this to gain the right to bargain collectively for a living wage.

Those of us who are already unionized have a common cause with the unorganized to protect our paychecks, our homes, our families and our future. We must make every effort to bring the unorganized into the ranks of organized labor.

Help Spread Union Message

From time to time we ask our members not to throw away their copy of *White Collar* when they have read it but to pass it along to some non-union friend or acquaintance. In this way we feel each member can become an active force in the growth of our Union.

Those who are unorganized may not even know a union exists for white-collar employees so giving your copy to a non-union individual serves as an introduction to the Office & Professional Employees International Union.

Thus the unorganized may learn for the first time what our Union accomplishes. As an example, we cite the initial contract signed by Local 15 with Utah Mines Ltd., in British Columbia, winning for these new OPEIU members some \$6,600 each in wage increases over the life of the agreement.

Contrary to what employers may tell their non-union employees, this is a fantastic return on their union dues these mine company employees now pay to enjoy the benefits of collective bargaining.

The present inflation and steady rise in the cost-of-living have produced a very favorable climate for new organizing but we cannot take full advantage of this unless, as individuals, we educate and inform the unorganized in our own communities.

In most cases, corporations do not extend cost-of-living allowances to their unorganized office employees. Moreover, improvements in health-welfare and pension programs are seldom enjoyed by the unorganized.

Thus, it becomes obvious that their only hope to survive in the present inflationary cycle is to join a strong, responsible union sensitive to their needs.

Says ILO Aims to Upgrade Status of Office Employees



UNION DELEGATES TO ILO: Three union delegates from the U.S. were among those from 24 nations attending the ILO meeting in Geneva, Switzerland. From left they are: Bert Seidman, AFL-CIO Social Security Director; Gerard O'Keefe, of the Retail Clerks, and OPEIU Director of Organization Arthur P. Lewandowski.

OPEIU Director of Organization Art Lewandowski who served as an official U.S. delegate to the International Labor Organization meeting in Geneva, Switzerland, disclosed on his return that the ILO has launched a new drive to insure that white-collar employees worldwide get their fair share of the fruits of social and economic progress.

The ILO is the oldest specialized United Nations agency which includes government, employer and union delegates working for peace through improved labor conditions and living standards.

Lewandowski said that a principal concern of the meeting was the long span of unemployment suffered by older workers in both the public and private sectors because of automation and technological change.

It was also emphasized that women employees are more liable to unemployment than men because their mobility is limited. Their skills are usually less than those of men due to the fact that their double job, outside and at home, prevents them from taking the initial and advanced, or retraining, courses which would enable them more easily to find or resume work in case of need.

Automation Hits Women Most

He found that various ILO studies of automation confirm that it seriously threatens the employment of women. In the United Kingdom, for instance, the increased use of computers in offices has led to few dismissals but these have affected mostly women, including married women and part-time workers, more than men, he said.

Up to January 1969 it was estimated that computers had displaced 158,000 jobs in the U.K., jobs which probably would have been filled by women, and by 1979 it is predicted that some 670,000 office jobs would thus be made obsolete, he disclosed.

ILO Sees Sub-Standard Conditions in Banks, Finance and Insurance

The increasing awareness of the worsening of their pay and working conditions was recently shown by a strike of bank clerks in France who described themselves as "semi-skilled paper shifters," it was brought out at the ILO conference.

"Much remains to be done, in fact, before conditions in banks, insurance and other financial institutions are fully satisfactory, and until standards of all office workers are brought up to the best," was a conference consensus, adding:

"Recent trends such as the increasingly widespread use of temporary and part-time workers also create growing problems, particularly in the matter of social protection of the worker. For shopworkers there is a need to set up and enforce satisfactory standards, especially for hours of work, restrictions on overtime and for weekly rest. Low wages are prevalent here—and are among the lowest outside of agriculture."

The Advisory Committee will consider all these problems and make suggestions on how the ILO can help improve conditions worldwide for office and commercial employees.

Young people are another category threatened by unemployment in the years ahead, he said. Although they are mobile, better trained and less handicapped by family and other responsibilities than older employees, they are less protected from dismissal by collective agreements.

A French survey on unemployment among those under 24 years of age showed that men were not attracted to office work, but it was the type most sought after by women, followed in decreasing order of popularity by social work of different kinds.

Accounting and computer work are the most popular office jobs and, generally speaking, the least popular are the unskilled ones in industry and commerce, he noted.

The conclusions drawn from the French survey, Lewandowski said, are that young peoples' basic problems seem to depend on the guidance and training they have had. But high turnover, frequent disappointment with their first job and a desire for change indicate that they were ill-advised in their choice of employment and were accordingly unsuited for it, he said.

New Scott Paper Pact Ups Wages, Pensions, Vacations

General wage boosts totaling \$25.60 per week, over two years, with improved vacations and pension benefits were gained in a new contract renegotiated by Local 260 for its office unit at Scott Paper Company in Winslow, Maine.

International Representative Justin F. Manning reports that the new agreement calls for a 64¢ an hour wage increase over the period. An improved vacation schedule provides four

weeks after 12 years of service and six weeks after 25 years.

Pension plan benefits were liberalized considerably, providing \$8 per month per year based on past service plus \$9 per month for each year credited to future service.

The Local 260 team assisting Manning in the negotiations included President Sandra Raymond, Vice President Joe Roy, Sec.-Treas. Barbara Welch and Rec.-Sec. Cindy Blanchard.

\$5,700 Per Member Won at Eaton

Phila. Unit Scores in New 3-Year Agreement

Local 14's office unit at Eaton Corporation (Industrial Truck Div.), in Philadelphia, won wage gains alone amounting to some \$5,700 per unit member plus greatly improved fringe benefits in a new three-year contract, Business Representative Jack McCusker reports.

He says the pact calls for a 70¢ an hour general increase in the first year, 22¢ in the second, and 20¢ in the third. This will be supplemented with a guaranteed 25¢ hourly cost-of-living allowance in the second and third years.

A floating holiday, bringing the annual total to 12, was also gained with substantial improvements in vacations. Em-

ployees are now entitled to four weeks after 15 years (was 20), with 8% of gross earnings, and five weeks after 20 years (was 25), with 10% of gross earnings.

New major medical and dental plans were negotiated into the contract, with other improvements made in health-welfare, insurance and pension benefits. Life insurance coverage was increased to \$9,000 per individual effective Sept. 1, 1974, and will be raised to \$10,000 on the same 1975 date. Coverage for retirees was raised to \$2,000 from \$1,750.

Accident and sickness benefits were raised to \$90 per week in the first contract year (was \$80), will go to \$95 in the sec-

ond year, and to \$100 in the third.

Pension benefits were increased to \$6.50 per month for each year of employment. The figure will be raised to \$7.25 next January 1; to \$7.75 on the same 1976 date, and to \$8.00 on January 1, 1977. The age limit on survivor option for active employees was removed.

Retirees over 65 will be provided with the Blue Cross/Blue Shield "65 special plan," coordinated with Medicare. Early retirees get the Blue Cross "Co-Pay Comprehensive" and Blue Shield Plan "B."

The OPEIU negotiating team assisting McCusker included Elaine Coblenz and Larry Lowrey.

Texas Unit Gains 20% Pay Boost

ARA Manufacturing Yields COL, Ups Fringe Benefits

A 20% wage boost with a cost-of-living escalator and improved vacations among other fringe benefits were gained in a new three-year contract renegotiated by Fort Worth Local 277 for its bargaining unit at ARA Manufacturing and TransTemp Corporation in Grand Prairie, Texas.

Local 277 President-Business Manager J. B. Moss says the new pact calls for a 10% increase effective October 1 last

with additional 5% raises scheduled on the same dates in 1975 and 1976. These are supplemented by a COL escalator which guarantees 5¢ an hour with a 11¢ maximum payable October 1, 1975 and 1976.

A new pension clause enables unit members to receive past service credit vesting after 10 years. One new holiday was negotiated, bringing the annual total to nine plus one-half day off for Christmas shopping.

Other provisions of the new contract include two weeks' vacation after one year and three weeks after five; 20 days per year sick leave; three days per year for bereavement leave; pay for lost time for jury service and voting time, and two ten-minute rest breaks.

Significant improvements were won in seniority provisions. The employer also agreed to contribute \$25 per month to Local 277's health-welfare fund.

Twin Cities Unit Hits Jackpot

Wage Hikes Ranging to \$60 per week won in Truck Pact

Wage hikes ranging from \$1.17 to \$1.53 an hour across-the-board plus a guaranteed 5¢ an hour cost-of-living escalator with an 8¢ maximum, together with improved pensions and a comprehensive restructured health-welfare plan, are included in a new 30-month agreement renegotiated by Twin Cities Local 12 for its office unit at Consolidated Freightways in Minneapolis, Minn.

OPEIU Vice President H. R. Markusen says that in the final contract year the starting rate for file clerk, the lowest office

grade, will be \$4.94 an hour rising to a \$5.44 maximum. In the top classification of chief clerk, the starting rate will be \$5.95 an hour rising to a \$6.45 maximum.

Effective next July 1, employees will receive an extra personalized holiday bringing the annual total to nine. A new vacation schedule calls for five weeks after 20 years of service.

Markusen says the new health-welfare plan includes hospitalization, dental, vision care and \$20,000 additional AD&D coverage, the premiums to be fully

paid by the employer at a cost of 14¢ an hour per employee.

A much more liberal pension plan was also negotiated, the employer agreeing to increase contributions per employee to \$10 per week effective April 1 last (was \$8); to raise this figure to \$12 next year, and to \$14 on April 1, 1976.

Markusen was assisted in the negotiations by Region VI Vice President Walter A. Engelbert of Portland, Ore., where Local 11 bargains collectively for office employees at the head office of Consolidated Freightways.

Portland Embalmers Gain 25% Pay Hike

Wage gains totaling 25% over three years, improved vacations and higher pension plan contributions by the employer were won by Local 11 for its unit of embalmers at the Little Chapel of the Chimes, Inc., a funeral home in Portland, Ore.

Local 11 Sec.-Treas. Walter A. Engelbert says that the new pact calls for a 9% increase in the first year retroactive to July 1, with 8% across-the-board hikes in each of the following two years.

It sets an apprentice embalmer rate of \$616 per month to start and after one year the

journeyman rate goes to \$796 in the first year, \$860 in the second, and \$929 in the third. After another year, the journeyman starting rate goes to \$1,061 for the first year, \$1,146 in the second, and \$1,238 in the third.

The vacation schedule was improved to two weeks after one year; three after four and four weeks after 10 years. The employer also agreed to pay \$34.60 per month per employee into the Western States OPEIU Pension Fund effective July 1, last, and to increase the contribution to \$43.27 per month on July 1, 1975. The new agreement runs to July 1, 1977.

D.C. Baking Pact Wins \$3,000 Increase in Wages

A packet of wage gains and fringe benefits totaling some \$3,000 per unit member over two years was won by Local 2 for its office unit at ITT-Continental Baking Company in Washington, D.C., in a renegotiated contract, Business Manager John P. Cahill reports.

It calls for a 30¢ an hour general wage boost retroactive to May 5, another 10¢ on November 3, and 35¢ additional next May 1, plus 3¢ an hour in

unit classification adjustments.

Other gains are a floating holiday bringing the annual total to nine; daily overtime over 10 hours to be voluntary, and service requirement for a fourth vacation week reduced to 14 years (was 15).

The OPEIU negotiating team included Shop Steward Diana Kleyla and committee member Sarah Green. They were assisted by Local 2 Sec.-Treas. Emmett C. Etheredge.

OPEIU University Units Win Hefty Wage Hikes in N.Y.

Large wage increases at two institutions of higher education in New York City are reported by Local 153 which gained a 9% across-the-board raise in a one-year agreement for its office unit at Fordham University and hikes totaling \$27 per week in a three-year contract at Brooklyn Polytechnic Institute. The latter unit represents 238 clericals.

The Brooklyn contract provides a general \$9 weekly increase retroactive to September 19; another \$4 on March 1, 1975, and an additional \$9 on March 1, 1976. Moreover, employees in the lowest classification receive an automatic "in-

equity wage increase" of \$5 per week.

The Polytechnic Institute also agreed to contribute \$5 per month per employee to a Blue Cross-Blue Shield insurance plan and to increase this to \$10 per month on March 1, 1976.

Bereavement leave was increased to five days from three. The Institute also agreed to institute a four-day week during the months of June, July and August and to provide free tuition for employees desiring to take courses at the Institute.

The Fordham contract contains a similar clause providing free tuition for clerical employees at the University.

Coughlin Raps 5% Surtax

(Continued from page 1)

accused the working people of the United States of not producing enough goods and services, thus adding fuel to the inflationary fires.

Income Surtax Never Mentioned

Two weeks later, as you know, the President announced a program designed to arrest the inflationary spiral over the next two years. Part of his program included a 5% surtax on single workers earning a minimum of \$7,500 per year and married couples earning \$15,000 or more. While the summit meetings were called to assist the President in obtaining the views and recommendations of all segments of American society, I can recall no proposal which asked for a surtax on workers' earnings. I did, however, hear numerous speakers ask for an excess profits tax which the President disregarded. Instead, President Ford proposed a program designed to give industry tax credits for plant expansion.

Despite the publicity generated out of Washington prior to, during and immediately after the summit conference, it would appear that the President's program will do little, if anything, to curtail inflation. Worse still, it will extract sorely needed dollars from low-income and middle-income workers. If a surtax is needed, it, along with an excess profits tax on corporations, should be applied only to those receiving \$25,000 or more per year.



SIGNING HISTORIC PACT: As reported in our last issue American Income Life Insurance Company in Waco, Texas, at the urging of Local 277 which bargains for its 200 employees, reopened its contract 16 months ahead of its expiration and agreed to raise their pay by \$13 to \$20 a week to meet soaring inflation. President Bernard Rapoport, of American Life, is shown putting his signature to the new contract. Chief Steward Julia Olsen (left) and Steward Kathy Williams (right) are interested spectators.

Tennessee Unit Wins \$3,500 Per Member

Local 179 Also Gains Higher Fringe Benefits at Mueller Co.

Wage gains totaling nearly \$3,500 per member over three years, plus improved vacations and pension benefits, were won by Local 179 for its office unit in a new contract renegotiated with Mueller Company in Chattanooga, Tenn., Business Representative W. Charles Harris reports.

He says the new pact calls for across-the-board raises of 30¢ an hour in the first year, retroactive to August 1, and 25¢ an hour in each of the following two years. In the final contract year, a minimum hiring rate of

\$4.05 is established for the lowest office grade, rising to a \$4.17 maximum. The top office grade's starting rate will be \$4.69 an hour, rising to a \$4.81 maximum.

The vacation schedule was improved to provide an additional half-day for each year where employees have more than 11 years of seniority. After 20 years' service they are entitled to four weeks vacation and five after 25 years.

Effective October 1 last, an improved insurance and hospitalization plan provides employees with \$6,000 life insur-

ance, including double indemnity, and \$75 per week AD&D benefits in addition to \$10,000 major medical and other hospital expenses.

Pension benefits are increased to \$9 per month times years of service for those retiring at 65 effective December 1, 1974, and on the same date in 1975 the benefit level will be increased to \$10 per month.

The unit negotiating team assisting Harris included Lorna J. Counts, Bettye M. Hodges and Barbara I. Clark. The agreement runs to July 31, 1977.

Gas Industry Committee Meets in Capital



GAS WORKERS CONFER: Employee representatives from all over the United States, including the OPEIU, recently attended the Inter-Union Gas Workers Steering Committee Conference held in Washington, D.C. During a break, Local 2 Vice President Herman Hazel (left) discusses some gas industry union problems with Local 2 Executive Board members Dennis Rodgers (center) and Ronald Ridgely. OPEIU Co-ordinator John Cahill also attended but when picture was taken was attending funeral for AFL-CIO Vice President Joseph Beirne.

Cowlitz Hospital Yields \$1,700

Coast Pact Also Wins 10% Vacation Bonus; Upgrades Jobs

Wage gains approximating \$1,700 per individual over two years, with an additional \$6,000 per year to be spread among unit employees around December 1 when new job classifications are jointly developed, highlight a new contract renegotiated by Portland Local 11 for its office unit at Cowlitz General Hospital in Longview, Washington.

The new pact provides a 27¢ an hour general increase retroactive to July 1, with a similar

boost effective on the same 1975 date. In the second contract year, the minimum starting rate in the lowest office grade will be \$545.90 per month rising progressively to a \$610.02 maximum, and a starting monthly minimum of \$613.48 in the top classification rising to \$696.67.

Starting January 1, 1975, employees will have a 10% bonus added to their regular vacation pay, and will be entitled to one additional vacation day for each year of service to their 15th

year. The sick leave bank was also improved to 90 days.

Management agreed to increase health-welfare and pension benefits, and meets with the union next month to determine in what manner these improvements will be effected.

Business Representative Lance A. Meier and Shop Steward Sandi Elliott comprised the OPEIU negotiating team. The new contract runs to June 30, 1976.

Franklin, Pa. Unit Scores at Joy

Company Yields Fat Packet in New Agreement

Wage boosts totaling more than \$4,000 each over three years plus improved fringe benefits were gained by Local 352 for its 150-member office unit at Joy Manufacturing Company in Franklin, Pa., International Representative John W. Richards reports.

Under the new agreement, a revised salary schedule calls for greater progression increases, averaging 4¢ an hour, in addition to a 31¢ across-the-board wage boost with the existing 16¢ hourly cost-of-living allowance folded into base rates retroactive to June 1 last.

In the second year, the pact calls for a 7% increase in base rates with another 5% in the third year, plus an additional 4¢ an hour to be tacked on to base rates. A \$300 cost-of-living

catchup bonus is also provided for all employees hired prior to June 1, 1974.

The new agreement contains an unlimited cost-of-living clause, using the June 1974 CPI as the base throughout the life of the agreement, which runs to August 31, 1977.

Improvements were also gained in the insurance, hospital-surgical and medical care programs, with higher benefits obtained in the AD&D and pension plan.

Gains in non-economic areas are improvement in the selection process of bidders for all jobs, filling of vacancies and temporary positions, and expanded time limits for the taking of vacations. It was further agreed that the unused vacation pay of a deceased employee be

paid into that individual's estate.

The OPEIU negotiating team was chaired by Alice Blair and included Joyce Hoover, Sue Stover, Zella McNany and Blaine Miller, assisted by Richards.

Mine Pact Proves Unionism Pays

(Continued from page 1)

of service.

The health-welfare plan includes \$12,000 life insurance and similar AD&D coverage. It also contains a dental plan, the company agreeing to pay all premiums for employees and dependents. A sick leave program allows 6½ hours of credit for each month of service, cumulative to 810 hours.

The pact also includes a tech-

Paul R. Hutchings, 65, First OPEIU President



Paul R. Hutchings

Paul R. Hutchings, 65, Research Director of the AFL-CIO Metal Trades Department since 1954 and first OPEIU President from 1945 until 1953, died suddenly at Arlington Hospital, Va., following a heart attack. He had been active in the trade union movement since the mid-1930's.

Born in Milwaukee, he was a graduate of Wisconsin Teachers College. He came to Washington during the 1930's as a staff member of the Labor Advisory Board of the National Recovery Administration.

In 1937, he was named assistant research director of the Machinists and then became Research Director in 1941. Later he helped organize the International Council of Office Employees, serving as Secretary-Treasurer for three years. When the Office & Professional Employees International Union was formed in 1945, he was elected its first President.

He had been on the AFL-CIO staff committee on atomic energy and natural resources, was secretary of the joint apprenticeship committee of the Metal Trades and Construction Trades Departments and alter-

nate labor member of the Prevailing Rate Advisory and Department of Defense Wage Committees.

He is survived by his wife, Lorna B., whose home is at 2132 N. Troy St., Arlington; a daughter, Mrs. Lynn Cherry, of Houston, Tex.; a son, Paul R. Hutchings, Jr., of Petaluma, Calif., and four grandchildren. We offer his family our deepest sympathy in their bereavement.

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

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

FRASER PAPER UNIT SCORES

A packet of wage gains and improved fringe benefits valued at some \$3,000 per member over two years was renegotiated into a new contract by Local 232 for its 100-member bargaining unit of office and technical employees at Fraser Paper Company in Madawaska, Maine, International Representative Gene Dwyer reports.

He says the new pact provides a 45¢ an hour general wage increase in the first year, retroactive to August 1, and a 50¢ an hour across-the-board raise on the same 1975 date. In addition, a 3¢ an hour adjustment was added to the maximum of all office employees in their grade five years or more. Adjustments ranging up to 20¢ an hour were gained for technical employees in the unit. A more liberal vacation schedule was also negotiated.

Assisting Dwyer in the negotiations was a unit team comprising Local 232 President Leonide Daigle, and committee members Joseph Martin, Clarence Cyr, Roger Marin and Robert Dushain.

U.S. Price Index

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

1973	September	135.5
	October	136.6
	November	137.6
	December	138.5
1974	January	139.7
	February	141.5
	March	143.1
	April	144.0
	May	145.6
	June	147.1
	July	148.3
	August	150.2
	September	151.9

Canadian Price Index

Statistics Canada
Base 1961=100

1973	September	153.9
	October	154.3
	November	155.5
	December	156.4
1974	January	157.6
	February	159.2
	March	160.8
	April	161.9
	May	164.6
	June	166.7
	July	168.0
	August	169.6
	September	170.6