



WHITE COLLAR

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

No. 343

MAY, 1975

17

Five Successful Drives Add 300 to OPEIU Ranks

The OPEIU continues to forge ahead with new organizing adding five new bargaining units to represent more than 300 office and other employees in the U.S. and Canada at a hospital, a trucking company, a library, a credit union and a West Coast police force.

The most significant victory, since the NLRA was amended to cover non-profit hospitals, was won by Detroit Local 417 for a 138-member unit at the Detroit Osteopathic Hospital over two rival unions which appeared on the ballot.

International Representative Jerry A. Schmit says that OPEIU won by a six-to-five margin; one rival union received a single vote and the other scored zero. The campaign was conducted by Local 417 Business Representative Henry Lyons, assisted by Schmit in the later stages. Local 417 has launched several other campaigns at hospitals and nursing homes in the Detroit area.

In Memphis, Tenn., Local 367 won a 30-member office unit at the Teachers Credit Union by an overwhelming margin of 12-to-1 in an NLRB election, Jennie Lee Murphy reports. She had launched the successful campaign shortly before her term as Local 367 president expired.

International Representative Gary D. Kirkland reports that he has organized a 50-member unit of policemen in the Richland (Wash.) Police Department, and another unit of 76 employees at the Fort Vancouver Regional Library in Washington state which services several counties.

International Representative Giles Beauregard reports that Local 131 has been recognized as bargaining representative by the Ontario Labour Relations Board for a 25-member office unit at Grimshaw Trucking Company in Toronto.

OPEIU Members Win Four Labor Offices in New Haven

Recent elections for office in the Greater New Haven Central Labor Council show OPEIU members are playing a prominent role in the Labor Movement in the Connecticut city.

International Representative Justin F. Manning was reelected to a seventh term as the council's First Vice President. Local 466 President Dominic Furco of West Haven, was elected to the council's Executive Board. Frank Fallon, of Local 123 in Bridgeport, and Kathy Foley, of New Haven Local 329, were named to the Education Committee.

Manning and Furco were also named as members of the council's Bicentennial Committee for the New Haven area.

One-Year D.C. Bank Pact Yields Big Gains for 600

A general pay increase of 15.8% with improved vacations, health-welfare insurance, pension and other fringe benefits were gained by Local 2 in a new one-year agreement covering its 600-member unit at the National Bank of Washington, D.C., according to Business Manager John P. Cahill.

He reports that the weekly pay increases, effective April 1, range from \$14.22 for those in the lowest classification to \$50.39 for those in the top grade. He said that 7.5% of the increase is considered a general

pay raise and the other 8.3% replaces the annual Christmas bonus which traditionally equalled one-twelfth of an employee's annual salary.

Other contract improvements include a fifth week of vacation after 25 years of service and an increase in the major medical maximum to \$100,000 (was \$10,000). The bank also agreed to provide life insurance coverage of \$2,000 for each employee's spouse and \$1,000 for each dependent. In addition, the NBW bank employees are now covered by optical care insurance.

The pension plan was changed to allow normal retirement at age 62 rather than 65, and early retirement at age 55 after 20 rather than 30 years of service.

Local 2 also reports that the parties agreed to set up "a Joint Labor-Management Committee consisting of four union representatives and four management representatives to meet quarterly to discuss problems and conditions that can affect the morale and well-being of employees."

The new NBW contract runs to March 31, 1976.

OPEIU Pact Ends Hospital Hassle

Employees Win \$3,600 Pay Hikes, Pension Plan, Other Benefits

An initial agreement between Local 471 and Brownsville (Pa.) General Hospital, ending a 40-month struggle with management, won wage gains for each employee amounting to \$3,600 over their pre-union scales, according to International Representative John W. Richards.

He said a new pension plan, promotion clause and numerous other fringe benefits were also achieved, including a shortened probationary period, sick leave, grievance and arbitration procedures.

The new contract establishes 15 pay grades with a \$2.40 per hour minimum in the lowest classification (formerly \$1.60 an hour), ranging to \$4.85 in the top grade. The shift differential

was increased to 12¢ an hour (was 7½¢).

The agreement calls for a 10¢ an hour general wage increase retroactive to December 20, plus an additional average 22¢ to place employees in their new classifications. These boosts, on top of 15¢ an hour in 1973 and 8.5% in 1974 while the legal status of the union to represent the hospital employees was being challenged, almost doubles the hourly rate of \$1.78 average that existed in 1971.

Vacations are improved to two weeks after one year, three after eight, and four after 15 years. Paid holiday provisions were also improved.

Sick leave is cumulative to a 24 day maximum for those with

less than five years service, and to 30 days after five years. Employees gained the privilege of converting days accumulated above 20 at one-half a day's pay each. The probationary period for new employees was lowered to 45 days from 60.

Pension plan coverage becomes effective July 1, 1975. New job openings will be filled by selecting employees in order of seniority, with the right to grieve if an employee is bypassed. The pre-union practice of overtime only after 40 hours in one week is now replaced by 1½ times the rate after eight hours within a 16-hour period.

The "short swing" work practice where an employee reported back for the next shift after

(Continued on page 3)

OPEIU Staff Members from U.S. and Canada Hold Atlanta Meeting



The importance of organizing employees in health institutions throughout the U.S., now permitted under coverage of the NLRA recently extended to 1½-million of these employees, was particularly stressed at the two-day annual meeting of OPEIU International and Business Representatives from Locals all over the U.S. and Canada. Picture shows group between sessions. (See Coughlin's column on page 3 for details.)

WHITE COLLAR

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

HOWARD COUGHLIN

President

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We Must Keep Pushing!

In his column last month, President Howard Coughlin reviewed the deepening recession and called upon all OPEIU members to give their fullest support to the AFL-CIO's Action Program to Get America Back to Work.

Since then he has received a personal letter from AFL-CIO President George Meany warning that "the bottom of this disastrous economic slide has not been reached and is not in sight." Meany added: "We have been vigorously pressing for government action on the six parts of that program—tax cuts, a realistic energy program, reduction of interest rates, job-creation legislation, protection from unfair foreign competition and immediate assistance to the unemployed."

"We won our fight for tax reduction to stimulate the economy," Meany's letter continues. "But that alone will not do the trick. That's why we called for much more—for a complete program to put America back to work."

"Therefore, I urge every affiliate, every central body, every local union, every union member to redouble their back-home efforts in support of our Action Program. Visit with your Representatives when they are home. Write them. Call them."

"We must make it clear to the people's elected representatives—in a regular, continuing, unceasing fashion—that the people are suffering because of the economic policies of this Administration. We must make it clear that the people and the economy depend on an effective, compassionate program to get America back to work."

As this is written, the unemployment rate has climbed to 8.7% with a total of more than nine million Americans now without jobs and, as George Meany points out, there is yet no sign that the bottom of the economic slide has been reached.

Consequently, we urge each and every Local to set up a committee responsible for mobilizing public support for the AFL-CIO's Action Program, bringing pressure to bear on Representatives and Senators to implement organized labor's plan to turn the economy around.

Now is not the time to relax. We must keep pushing!

Plan Now For Bicentennial

Citizens of the United States officially began to celebrate the nation's 200th anniversary of its birth in March. The Bicentennial offers us the unique opportunity to celebrate our past but more importantly, to look forward and rekindle the American spirit that in 200 years built 13 weak and dependent colonies into one of the world's strongest nations.

The AFL-CIO has invited all its affiliated unions to demonstrate their job skills, their products and union history in connection with the Bicentennial celebration. Emphasis will be on contemporary workers but the historical traditions of the labor movement will also be given attention.

In 1976 there will be no single city that will not celebrate the historic occasion in one way or another. The Bicentennial will be observed in all 50 states and territories, so all our Locals should now start planning in what way they can participate in their own communities. Our New Haven members are already active.

Undoubtedly, other Central Labor bodies will make arrangements for each community in which Locals of organized labor will be invited to participate. In recent years, the traditional observance of Labor Day with parades, picnics, etc. has suffered a decline. But this holiday could now be revived in 1976 to its old status as a Bicentennial salute.

It can be a year in which all Americans can rededicate themselves to revival of their old values, a reaffirmation of our strength and potential as a free people working together to achieve our great goals, the traditional values that inspired our forefathers.

Today, women more than ever before are forging to the forefront in all activities. Now comprising a growing proportion of the labor force, the Bicentennial offers union women a golden opportunity to display their inventiveness and skills by participating actively in the celebrations. We hope our women members will seize the opportunity to spread the union message and publicize the OPEIU more widely than ever among their female colleagues in white collar occupations.

F.M.C. Corp. Yields 25.5% Pay Boost 2-Year Pact at Middletown, N.Y., Also Improves Benefits

Across-the-board wage gains totaling 25½% over two years with many employees adding another 2½% as a result of compression of the wage schedule, plus more liberal vacations and other fringe benefit improvements were won in a new contract renegotiated by Buffalo Local 212 for its bargaining unit at F.M.C. Corporation's Niagara Chemical Division at Middletown, N.Y.

Business Manager Emil W. Steck reports that the new agreement calls for a 10% increase retroactive to January 20 with another 3% on March 20. In the second year, it provides a 10% boost on the anniversary date and another 2½% on July 20, 1976.

Promotional increases which formerly called for a \$2 a week boost will in future be 5% of the employee's salary. Double-time is provided for overtime worked after 12 consecutive hours, and a \$2 meal allowance is also gained for employees working more than two hours



SIGNING F.M.C. CONTRACT: Seated from left are Chairman Nancy L. Walker; F.M.C. Comptroller C. E. Kaneen, Local 212 Business Manager Emil W. Steck, and committee member Janet Donner. Standing from left: Committee member Robert Rogers, Howard Olds, Manager F.M.C. Accounting Div., and D. H. Kegley, F.M.C. Director of Industrial Relations.

overtime.

A more liberal vacation schedule calls for four weeks vacation after 10 years of service, compared with 15 years in the old agreement. Many clarifications were also brought about in contract language applicable to non-economic portions of the agreement.

The agreement was reached

with the help of a federal mediator and was ratified by the 70-member unit on the expiration date of the old agreement on January 20. The new agreement runs to January 20, 1977.

Steck headed the OPEIU negotiating team which included Nancy L. Walker, chairman, Robert Rogers and Janet Donner.

New Municipal Pact Wins 19.5% Raise

Police Unit Members Gain Pension Plan Plus Other Benefits

Wage gains totaling 19½% plus a cost-of-living allowance in addition to other fringe benefit improvements highlight one-year contract negotiated by Portland Local 11 for its 153-member bargaining unit among employees of the City of Vancouver, Washington, which now includes the Police Department.

The agreement calls for a 6.5% wage boost retroactive to January 1; 3.5% effective May 1; 2.5% effective October 1, and 7% effective May 1, 1976. The COLA is based on the Portland consumer price index and calls for a one cent an hour increase for each 0.4 change in the index with a 5¢ guarantee

and a 12¢ limit.

On May 5, 1976, it specifies a starting minimum of \$567 per month for clerk-typist, the lowest grade, rising to a \$639 maximum. For a police captain, the highest grade in the bargaining unit, it sets a starting minimum of \$1,504 per month rising to a \$1,829 maximum.

The medical plan was improved by lowering the deductible to \$50 from \$100, the city agreeing to pay 85% of the medical bills over the deductible to \$25,000. The hospital room rate was upped to \$65. Maternity benefits were increased to \$400 for normal birth, \$800 for caesarian and \$200 for miscar-

riage.

Maintenance of current benefits for medical plans include the payment of \$2.62 for those holding Kaiser plans.

Special provisions were inserted in the Police Manual to cover members of that Department now in the bargaining unit and "will not be changed except by mutual agreement of the parties thereto." They include new training, incentive/longevity provisions, sick leave and grievance procedures.

After a two-third approval vote by bargaining unit members, a 10¢ per hour Pension Plan was scheduled to become effective for members of the Police Department on May 1, 1975.

The OPEIU bargaining team included Secretary-Treasurer Walter Engelbert and Business Representative Lance Meier, assisted by International Representative Gary Kirkland, and a committee comprising Steward Don Mose, Mark S. Irwin, Ronald M. Beeks and Dennis Richards.

Houston OPEIU Member Retires



HONORED BY LOCAL: Local 129 President Lorene Scarsellato (left) presenting plaque to Mrs. Lessie Meinen on her retirement as a telephone operator since 1957 with the Communications Workers in Houston, Texas, as Business Representative Alma E. McNaspy looks on. Sister Meinen served as steward for the OPEIU's unit at CWA and was a member of the contract negotiating committee. Before joining the CWA she was a telephone operator with Southwestern Bell Telephone Company. We wish her many happy years in her retirement.

Seattle Was First

In our February issue we reported that the San Francisco Institute for Women in the Labor Movement was "the first held on the West Coast." We are advised by members Lynn Phillips and Esther Clarke that this was incorrect as both had represented Local 8 as speakers at two such seminars held in Seattle last year, one on April 27 and the second on September 28, but that they were remiss in reporting their participation so are anxious to set "the record straight."



from the desk
of the
PRESIDENT

STRESSES HOSPITAL ORGANIZING

On July 26, 1974, President Ford signed Public Law 93-360 which extended coverage of the National Labor Relations Act to approximately 1,500,000 employees of "health care institutions." The effective date of the legislation was August 25, 1974.

At the recent two-day meeting of the full-time OPEIU Representatives in Atlanta, General Counsel Joseph Finley acquainted all in attendance with the effects of the new legislation. Mr. Finley pointed out that health care institutions are interpreted as practically any single organization providing a health service. Those coming under the Act must do a minimum of \$50,000 annually in interstate business and/or a total annual business volume of \$250,000.

Health care institutions include any hospital, convalescent hospital, health maintenance organization, health clinic, nursing home, extended health care facility, or other institution devoted to the care of sick, infirm or aged persons. The recently enacted legislation thus creates a comprehensive new definition of a health care institution which will include both profit and non-profit health care institutions. For example, religiously affiliated health care institutions are fully covered by the Act.

As this column is prepared, the Board has yet to hand down decisions on a number of cases which will give labor organizations an opportunity to interpret Board policy with respect to appropriate collective bargaining units. For example, at this time we do not know whether the Board will hold that "wall-to-wall" units are the only appropriate bargaining units or whether they will separate non-professional from professional, and further separate the clerical staff from the first two. This information will be communicated to all OPEIU Local Unions directly when such units are finally established.

It should be remembered, however, that generally health care workers earn substantially less than others in our society. The average hourly earnings of non-supervisory hospital employees was \$3.55 an hour in September 1974. These rates cover not only porters and maids, but also nurses, physicians and other professionals who are not in supervisory positions. This was nearly \$1.00 an hour less than the earnings of the average factory production worker (\$4.52 an hour) and 77 cents less than all private nonfarm workers (\$4.32 an hour).

The OPEIU already represents a substantial number of health care institutions throughout the United States and Canada. We have been able to achieve excellent contracts in these fields. One such contract includes a four-day work week at Group Health Insurance in New York City.

It is highly important that Representatives of the OPEIU be up-to-date on changes in the law as it affects health care institutions, particularly with respect to notices of contract termination, notices to the Federal Mediation and Conciliation Service, and the respective State Mediation Boards, in addition to strike notices. It should be remembered, too, that the new Act does not apply to any institution operated by a branch of Local, State or Federal Government.

While the basic National Labor Relations Board requirements call for a full 60-day notice of expiration of a contract, 90-days notice must be given to health care institutions. Thus, bargaining will begin 90-days prior to contract expiration rather than the usual pattern of 60-days notice. In health care cases, 60-days notice must be given to the Federal Mediation and Conciliation Service or similar State bodies.

The new law gives to the Federal Mediation and Conciliation Service the authority to impose mandatory mediation upon the parties in health care institutions. In addition, before a Union can strike or picket, it must give a 10-day strike notice to such institution. If a Union fails to strike within three days of the time specified in the notice, a new 10-day strike notice must be served.

Failure of the Union to follow these provisions becomes an unfair labor practice and will be subject to injunction action by the National Labor Relations Board. If the Director of the Federal Mediation and Conciliation Service believes that negotiations are proceeding in such a manner that a strike could occur which would jeopardize the health care services in the locality concerned, he can appoint a Board of Inquiry which will be required to make a written report to the parties within 15 days after the establishment of the Board. During the period that the Board is conducting the investigation, the Federal Mediation and Conciliation Service will still attempt to assist the parties in resolving their differences.

Health care institutions employ hundreds of thousands of workers who come under the jurisdiction of the OPEIU. It is impera-

Portland Local Signs First Library Pact

Wage boosts totaling \$36 per week were gained by Portland Local 11 in an initial contract negotiated for its new professional bargaining unit which includes office clericals, librarians, civil engineers and engineering aides at the City of Camas and the Camas Public Library in Washington.

Local 11 Sec.-Treas. Walter A. Engelbert reports that the one-year contract calls for an \$18 per week increase on January 1, with a further \$18 boost

to take effect on July 1. At that time, the starting minimum for the lowest office grade will be \$605 per month, rising to a \$744 maximum. In the top grade of civil engineer, the starting salary will be \$1,060 rising to a \$1,383 maximum.

The pact provides a union shop and 12½ paid holidays. It calls for two weeks vacation for those with one to five years' service; three weeks and one day after eight years; four weeks and one day after 15, and five

weeks and one day after 20 years.

The employer agreed to provide a term life insurance policy for each employee equal to the nearest \$1,000 of normal annual salary, and to pay full costs for health-welfare for employees and their dependents, including drug prescriptions (after April 1). A dental plan is also provided.

International Representative Gary D. Kirkland assisted in the negotiations.

Ask Congress to Update Overtime Rule AFL-CIO Says "Professional" Exemption Should be Ended

The Council of AFL-CIO Unions for Professional Employees has asked Congress to end to so-called "professional" exemptions in the Fair Labor Standards Act's overtime provisions which have made "second-class citizens of white collar and professional employees."

In letters to the chairmen of the labor committees of the House and Senate, the Council charged that the exemptions are being used by employers as a loophole to deny to, perhaps millions of these employees the benefits of overtime.

"At a time of mounting unemployment, when our country's policy should be to spread available work, the Labor Department is actually allowing more people to work longer hours for no additional pay, rather than enforcing the law's time-and-a-half provisions so that employers would be encouraged to hire more people,"

said Jack Golodner, executive secretary of the council which comprises the OPEIU and 18 other affiliated international and national unions.

On April 1, 1975, new salary requirements promulgated by the Labor Department took effect, increasing the \$140 per week guideline to \$170, and the \$200 requirement to \$250. The council maintains these are far too low. It points out that the initial guidelines were based on 1968 figures. Meanwhile, the cost of living has increased by 50% while the new Department guidelines are raised only from 22% to a maximum 25%.

Noting that the "nature of the American workforce and workplaces has changed tremendously since FLSA was enacted in the 1930's, the council said that "whatever justification may have existed originally for separating professional employees from other workers" no longer exists.

Today, 14% of all employees are classified as professional compared with 8% in 1940, but they are mostly "employed by large corporations and suffer the same lack of control over their jobs and working conditions as non-professionals," the letters declared.

Muskegon Heights Local Scores in New Contracts

Substantial wage gains and fringe benefits were won by Local 353 in an initial contract and renewals of other existing

ones in Muskegon Heights, Mich., Rec.-Sec. Ida J. Smith reports after having participated actively in most of the negotiations.

She says a two-year contract renewal at Breneman, Inc., gained \$20 per week in each year across-the-board, or \$3,000 per individual over the period, together with increased pension funding and benefits, as well as a maternity clause allowing a pregnant employee to work as long as her doctor permits.

The agreement was reached with the help of a State Mediator. Mary T. Orsini and Amy L. Oosting assisted Sister Smith in the negotiations.

Local 353's new bargaining unit at Muskegon Heights Board of Education won an average 15% wage increase in a 14-month contract, raises ranging from \$3 per week to as high as \$32 for those previously paid far below their new classifications.

The OPEIU negotiating team included Barbara Carlson, Lois Nyc, Cassandra Parker and Emma Hobson. They were assisted by Sister Smith and International Representative John Richards and Vice President Billie D. Adams.

At Muskegon Co-Op Federal Credit Union a renegotiated contract calls for a \$12 weekly wage increase for a 37½-hour week with \$5 per week each six months thereafter, plus two cost-of-living adjustments to be paid each year on June 8 and December 8.

OPEIU Ends Hospital Hassle



HOSPITAL BARGAINING UNIT: Committee which negotiated successful contract for Local 471 at Brownsville General Hospital seated from left: Jean Novotny, Virginia Filoni, Fannie De Simone and Marilyn McCoy, a volunteer member from Local 457 assisting the Brownsville team. Standing from left: Mary Massey and Local 471 President David Abbadini.

(Continued from page 1)
eight hours was abolished unless the employee elects the short

swing at her option. The new agreement runs for three years and was ratified by a five-to-one unit vote.

Therefore, that the OPEIU initiate campaigns to help these workers receive the benefits of collective bargaining. It is also essential that our OPEIU Local Unions work closely with International Representatives and the International office in these endeavors to make sure that we are not, under any circumstances, in violation of Public Law 93-360.

Nurses aides, orderlies, porters and maids in hospitals and nursing homes, in addition to clericals, are frequently paid over a \$1.00 an hour less than the average laborer in the same city, even though the latter have far fewer responsibilities. The OPEIU has a duty and a responsibility to remedy these injustices through the organization of white collar workers in hospitals and representation through collective bargaining contracts.

Educational Materials Available For Members

Delegates to the 1974 Convention expressed the need for materials pertinent to the OPEIU and membership in the union. They also indicated an interest in information on the labor movement in general and in social, economic and political data relevant to them as both wage-earners and consumers.

In response, WHITE COLLAR will publish a continual listing of available resource material—pamphlets, books, brochures, subscriptions, films—many free and some offered at a very modest cost—which will prove useful to union member and officer alike—and provide a well-rounded "library" for every local.

For handy reference, we suggest you clip the lists as they appear in future issues.

AFL-CIO Publication

Write: Pamphlet Division
AFL-CIO Department of Publications
815 16th Street, N.W.
Washington, D.C. 20006
(Order by number as well as title.)

Political Education

- 20. This is The AFL-CIO (Revised)—24 pp.**
Published: March 1974. Price: 10¢ per copy; \$7.50 for 100. A popular short pamphlet describing the functions, structure and policies of the AFL-CIO.
- 21. Labor Looks at Automation (Revised)—36 pp.**
Published: January 1969. Price: 15¢ per copy; \$13.50 for 100. A pamphlet on the problems of automation and its impact on the American economy.
- 36Q. Unemployment Insurance and Workmen's Compensation—**
Price 3¢ per copy; \$2.00 for 100. A single-page chart of insurance and compensation statistics on a state-by-state basis as of January 1, 1974.
- 41. Why Unions?—14 pp.**
Published: July 1969. Price: 10¢ per copy; \$7.50 for 100. A current sprightly pamphlet primarily designed for use in schools and by community organizations for young persons who will soon be joining the labor force.
- 46. The Truth About 'Right-to-Work' Laws—Facts vs. Propaganda (Revised)—20 pp.**
Published: December 1970. Price: 7¢ per copy; \$6.00 for 100. A popular discussion of what's wrong with state right-to-work laws.
- 79. Religion and Labor (Revised)—16 pp.**
Published: July 1966. Price: 10¢ per copy; \$7.50 for 100. A brief history of the relationships between trade unions and churches and synagogues, describing the viewpoints of the major religious groups toward organized labor and its objectives.
- 81. How to Run a Union Meeting (Revised)—64 pp.**
Published: March 1972. Price: 20¢ per copy; \$15.00 for 100. A discussion of how to run interesting, lively, democratic union meetings with a complete set of rules on parliamentary procedure.
- 107. The Vital Links (Revised)—11 pp.**
Published: February 1964. Price: 15¢ per copy; \$12.00 for 100. A description of the vital roles played by state and city central bodies and their relationships with the Federation, stressing the benefits of affiliation by local unions with the state and city organizations.
- 116. When You Write Your Congressman (Revised)—4 pp.**
Published: August 1966. Price: 1¢ per copy; 75¢ for 100. A leaflet on how to present your views effectively to congressmen to help secure passage of legislation.

Unionized N.J. Bank Grows Together With OPEIU Unit

When non-union bank employees learn first-hand from unionized colleagues the benefits of an OPEIU contract there is no difficulty in unionizing them.

After the unionized Hudson-United Trust of Union City, N.J., recently acquired the People's Trust in Dunnellan, N.J., the latter's 18 employees soon learned that their new owner's employees enjoyed much better pay and working conditions so they also wanted union representation.

The non-union group called on International Representative Gene Dwyer to explain how they could unionize. Four hours later they provided him with a complete list and in a day or so all 18 had unanimously signed cards designating Local 142 in Jersey City to represent them.

Business Manager Zach Schneider has requested recognition for the group who will then be brought under the Hudson-United contract. The same thing happened a year or two ago when the Union City bank acquired another in Hackensack, N.J.

Although the Union City bank has been unionized for years it is steadily expanding and prospering, proving conclusively that not only is unionism good for bank employees but also for the banking industry itself.

Office Pay, Benefits Boosted In New Pratt Institute Pact

Three additional paid holidays, a new dental plan, improved bereavement and sick leave clauses plus substantial wage boosts, were gained in a new two-year contract renegotiated by Local 153's Colleges & Universities Division for its 130-member office unit at Pratt Institute in New York.

Local 153 Sec.-Treas. John Kelly says that the new pact calls for an across-the-board wage boost of 29¢ an hour, retroactive to November 1, an

additional 6% to become effective on next September 1, with another 13¢ hourly boost to be added on March 1, 1976.

Effective on the latter date, Blue Cross/Blue Shield coverage will be applied to dependents. In the event of death in the family, employees in future will be entitled to five days paid leave. The new contract calls for 14 paid holidays annually, against 11 in the previous agreement. The contract terminates on August 31, 1976.

121. Labor Champion of Public Education (Revised)—14 pp.

Published: November 1970. Price: 10¢ per copy; \$7.50 for 100. A pamphlet tracing the history of the American labor movement's support for public education in the United States from the early 1800's to the present.

133. Equal Rights for All—22 pp.

Published: May 1971. Price: 10¢ per copy; \$7.50 for 100. A comprehensive pamphlet describing the long and historic involvement of the trade union movement in the struggle for civil rights. This illustration question-and-answer pamphlet deals with the civil rights problems of our times and the AFL-CIO program designed to insure an end to discrimination.

136. Collective Bargaining: Democracy on the Job—30 pp.

Published: July 1965. Price: 15¢ per copy; \$12.00 for 100. A basic primer on how collective bargaining works, arbitration, union security, the growth of modern unions and how they protect democracy and freedom.

142. Labor's Role in a Free Society—Leaflet.

Published: September 1973. Price: 3¢ per copy; \$2.50 for 100. A free labor movement strong enough to strike if necessary is fundamental to a free democratic society, AFL-CIO President George Meany declares in this assessment of labor's role.

To Be Continued

20.5% Pay Hike Won at AMOCO

A 20½% general wage boost, an additional paid holiday with improved health-welfare and pension benefits were gained by Local 423 in a new two-year contract renegotiated for its bargaining unit at the American Oil Company Refinery in Whiting, Indiana, International Vice President Bill Adams reports.

He says a 12½% wage increase in the first year equals 73¢ an hour. However, an additional 2.8¢ was added to this because the contract was made retroactive to February 24 although it was due to expire on March 8. In the first year, the new increases bring the average hourly rate to \$6.57. The second year 8% boost will bring it to \$7.10 an hour.

The company agreed to improve pension benefits by reducing computation to earnings in the highest three years (was five), and also to reduce the Social Security factor. The employer also agreed to contribute an additional \$7.50 per month per employee to improve the comprehensive medical insurance plan.

This year, under the new pact, Veterans Day becomes a paid holiday.

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

OPEIU Educational Conference in Atlanta Brings Large Turnout



Picture shows large turnout of delegates attending the OPEIU Educational Conference at the Motor Hotel Inn in Atlanta, Ga., for the Southeastern Region. This two-day conference followed the meeting of OPEIU staffers from all over the U.S. and Canada.

U.S. Price Index

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

1974	
March	143.1
April	143.9
May	145.5
June	146.9
July	148.0
August	149.9
September	151.7
October	153.0
November	154.3
December	155.4
1975	
January	156.1
February	157.2
March	157.8

Canadian Price Index

Statistics Canada
Base 1961=100

1974	
March	160.8
April	161.9
May	164.6
June	166.7
July	168.0
August	169.6
September	170.6
October	172.2
November	174.1
December	175.8
1975	
January	176.6
February	178.0
March	178.9