



WHITE COLLAR

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

No. 301

June, 1971

THE WHITE HOUSE

WASHINGTON

May 14, 1971

The Twelfth Triennial Convention of the Office and Professional Employees International Union takes place at a time of important changes in the structure of the American work force.

Modern technology, which has resulted in so many splendid achievements in the past two decades, has brought automation and computerization to offices throughout the land. But the number of white-collar workers has also grown during this time, laying to rest the fear that office workers would be replaced by machines.

White-collar employment is expected to continue to increase over the next decade. And at the same time the ranks of professional and technical workers will continue to expand.

Although a few individuals have sometimes been victimized by the progress of our society, our history shows that technological progress results in more and better jobs for greater numbers of citizens. We can, and must, find a way of assuring that every American has a rightful part in the abundance of our country and in the prosperity enjoyed by most.

The American work force has always shown a remarkable ability to adapt to changing times. You and your fellow office and professional workers have been, and will continue to be, in the forefront of that change. I am confident that you will rise to the challenge and benefit from it.



CANADA

PRIME MINISTER · PREMIER MINISTRE

We live in a society in which the rapid growth of technology is having substantial effects not only in the industrial sector of our economy but in every aspect of our daily lives.

Equally apparent is the increasing burden that falls upon our industrial relationships - a burden which demands of us all the human elements of responsibility, trust and common sense. Responsibility because the quality of these relationships affects all Canadians, directly or indirectly; trust to promote reasonable, reasoned agreement; and common sense to enable us to see what is, and what is not, possible.

On the occasion of the Twelfth Triennial Convention of the Office and Professional Employees International Union, I am very pleased to send you my greetings and best wishes for a successful meeting and productive deliberations.

Pierre Elliott Trudeau

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400 delegates assemble for convention

As this issue goes to press, some 400 delegates from all over the United States, Canada and Puerto Rico are assembling in Miami Beach, Fla., for the Twelfth Convention of the Office & Professional Employees International Union.

In day and night sessions at the Hotel Deauville, the delegates are set to discuss and debate, take up or reject, develop and promulgate policies and procedures to best guide and serve the International Union for the next three years.

They are scheduled to hear detailed reports from President Howard Coughlin and Secretary-Treasurer J. Howard Hicks on their stewardship since the last convention in Philadelphia in 1968.

A major task of the Convention will be the election by secret ballot of the officers and Executive Board members who will carry out the policies decided on until the next Convention.

In a four-page circular sent to all delegates, Coughlin stressed that democratic procedures will be followed throughout guaranteeing the "right of the majority to decide, the right of the minority to be heard, and the right of absentees to be protected."

To accomplish its work efficiently, the Convention will use committees to give first consideration to resolutions submitted by locals or by delegates.

The circular describes in detail how the various committees function, as follows:

1. Depending on subject matter, resolutions on receipt are assigned to the appropriate committee.
2. Committee meetings are scheduled by their respective chairmen, who announce time, date and meeting room at the Convention.
3. Every interested delegate is welcome at committee meetings, when resolutions are fully discussed and debated. After all sides are heard, a vote is taken by the committee to concur or not-concur in the resolutions.
4. The committee is then called upon to make its report to the full assembly. Its chairman reads the various resolutions acted on and states whether or not the committee concurred.

5. The ultimate decision on each resolution rests with the full Convention. Delegates can further discuss the merits or demerits of a resolution on the Convention floor. They have the last word on whether to accept or reject individual motions by the committee on any resolution.

As principal executive officer, Coughlin presides, interprets OPEIU rules and exercises supervision over the Convention procedures.

Hicks, in addition to his numerous financial duties, keeps a record of conventions and the meetings of the Executive Board, which convenes semi-annually.

The Executive Board carries out the policies laid down by the Convention and deals with whatever issues and needs that arise between Conventions.

These are the eight convention committees and their chairmen:

1. Constitution and Laws—J. Oscar Bloodworth
2. Official Publications—Ron Bone
3. Resolutions—John Kinnick
4. Officers' Reports—Carolyn Combs
5. Publicity—Ed Springman
6. Organization—William Lowe
7. Legislative—John Kelly
8. Rules—Gwen Newton

Top labor officials send greetings

The U.S. Secretary of Labor, J. D. Hodgson, and the Canadian Minister of Labour, Bryce Mackasey, have sent greetings to the OPEIU Convention.

Mackasey said he was sure that the OPEIU Convention would continue a "praiseworthy tradition" and that he would study its reports with interest.

Hodgson sent the delegates his "warmest good wishes for a successful convention," which he said takes place at an important time "in a new decade of challenge and responsibility."

Local 411 signs up town's second bank

Local 411 in Springhill, La., has written a new chapter in OPEIU history by signing a first contract with the Citizens Bank & Trust Co., making Springhill the first all-union bank town in the U.S. The Springhill Bank & Trust Co., the only other bank in town, signed its first OPEIU contract recently.

The two-year agreement brings wage gains topping \$2,500 for some employees, including automatic raises from minimum to maximum scales. The first wage increase of \$20.69 a week is retroactive to Feb. 15. Another \$8 raise is due April 19 of next year.

Each employee gets one additional week's salary to make up for the pre-union reduction in last year's Christmas bonus.

The contract calls for a union shop, standard maternity and bereavement leaves, grievance procedures and arbitration. A

unique feature is a union-management relations committee to hear any employee's personal gripes. It will include the bank's president and two directors, the OPEIU steward and two union members.

The pact also provides three weeks' vacation after eight years; two extra holidays and pay for holidays falling on Saturday; sick leave cumulative to 35 days, and 30 days leave-of-absence.

International Representative Frank E. Morton assisted the OPEIU negotiating team comprising Local President Carroll Fornby, Mavene Wise and Lela Bryan.

1st contract brings major gains to Blue Cross unit



Signing first contract for new Milwaukee Blue Cross unit are, seated from left, Local 9 Business Representative Ed Kubicki, Blue Cross General Counsel Art Schumacher, Local 9 Vice-President Tom Tilley and International Representative George V. Porcaro. Standing: Gerald Klassy, Rita Schaefer, Ron Christie, Ann Marie Steffen and Mike Walker, negotiating team.

A first contract has justified the confidence in unionism of the Blue Cross employees who voted recently to join OPEIU Local 9 in Milwaukee, Wisconsin. The new 750-member unit gets average wage increases totaling 60 cents an hour in a two-year period.

International Representative Jay Porcaro and Business Agent Ed Kubicki, the chief negotiators, report that the first raises ranging up to 32 cents an hour are retroactive to March 1. Automatic increases every six months follow. Previously the health care agency gave increases at its discretion under a merit system.

Numerous gains were scored in the fringe benefits area. These

include provisions for call-in and reporting pay and improved shift differentials. In addition, employees performing work on weekends will be paid at double their regular hourly rate.

Maternity leave was established for the first time. Formerly, employees leaving work as a result of pregnancy were considered "voluntary quits."

The contract improves Major Medical coverage to a \$25,000 maximum (was \$10,000), and provides employer-paid life insurance of \$3,000 for full-time employees, \$2,000 for permanent part-time employees, and \$1,000 for casual part-time employees.

It also provides 10 days sick
(Continued on page 4)

Two NLRB successes add writer and aircraft units

The OPEIU has scored two NLRB representation election victories in the multinational corporate field. One brought in an all-professional group in Connecticut, and the other an office force at Weber Aircraft Company in Gainesville, Texas. The latter was organized by Local 277, Fort Worth.

Writing instructors at Famous Writers School in Westport, Conn., voted for OPEIU representation in a defiant climax to aggressive management opposition and a staff cutback of nine jobs.

International Representative Justin F. Manning, who conducted the campaign, said management's "fear tactics and so-called paternalism" boomeranged when a writers' organizing committee went to bat exposing the "Dear John" letters as "canned propaganda procured from anti-union consultants." Each anti-union blurb was answered immediately.

The instructors are all highly-skilled writers, many holding one or more degrees in their field. The organizing committee included Harmon Strauss, John C. Smith, Ed Boyd, Don Haring and Dorothy Wheelock. It's the thirteenth all-professional group now unionized under the OPEIU banner.

The Writers School is one of three divisions, the others being Famous Photographers School and Famous Artists School. The

latter was established in 1948. Famous Writers was added in 1961 and Famous Photographers in 1964.

The schools offer correspondence courses abroad through Famous Artists International which has offices in Amsterdam, Frankfurt and Brussels. Students reside in 60 different countries. The combined Westport schools' staff numbers some 400 office clericals and instructors.

Red Smith, sports columnist, and Rod Serling of TV fame are on the schools' advisory board.

Manning says he plans to organize the entire staff when a first contract is negotiated for the writing instructors. He has applied to President Howard Coughlin to charter a new Local for the Westport unit.

The Texas campaign was cli-

maxed by an overwhelming 5-to-1 vote for Local 277, which is now awaiting an NLRB decision from Washington on the plant clerical unit, a second group. The Weber Company is a subsidiary of Walter Kidde Corporation.

Able assistance in the drive was given by AFL-CIO Regional Director Nick Kurko, AFL-CIO Organizer Delbert Adams, Local 277 Business Manager J. B. Moss, and International Representative Jack Langford.

Langford reports winning an NLRB election for office employees at Rogan Company in Houston, Texas, and Regional Director John Kinnick says a unit of office employees at a fifth legal firm in San Diego, Cal., has been recognized after a card check.

Local 397 unit gets 7.9% raise

An across-the-board 7.9% wage raise has been negotiated by Local 397, Saskatchewan, for employees of the Canadian Institute for the Blind in Moosejaw and Regina.

Two classifications were added in the one-year contract and

immediate sick leave obtained. A new vacation schedule calls for four weeks after 15 years.

Negotiators Shop Steward N. A. Olson and A. Kovatch were assisted by Business Representative R. A. Schoffer.

June brings Social Security hike

The 10 per cent increase in Social Security benefits will be reflected in the June 3 checks, which are payments for May.

Separate checks later in the month will cover the amount of the increase for the months January through April.

Foundry in Alabama yields \$2,716 in raises



SIGNING FOUNDRY PACT: Seated from left are Personnel Director Elton Henson; Plant Manager J. P. Singleton, OPEIU Vice President J. Oscar Bloodworth and Local 199 President Jean Hallmon. Standing from left: James Collier, Tom Clary and Mildred Strickland, OPEIU negotiating team; and Plant Controller L. J. Lemley.

Three-year wage gains totaling \$2,716 per member were won for office employees at Central Foundry Company in Holt, Alabama, by Local 199 in Tuscaloosa.

Wage increases are 25½¢

an hour in the first year; 22¢ in the second, and 20¢ in the third. The new contract brings an additional holiday along with improvements in the hospital and insurance program, vacations and shift differentials.

Manning Elected

International Representative Justin F. Manning has been re-elected to his fourth consecutive two-year term as First Vice President of the Greater New Haven Central Labor Council. The vote was 9,135 to 888.

He is also a member of the advisory council of the University of New Haven's Public Administration and is a board member of the United Fund.

New child day-care bill gets bipartisan backing

A comprehensive child development bill, designed to provide adequate educational, nutritional and health services in day-care centers for every pre-school child in the country, has been introduced in the House of Representatives.

The ten sponsors, five Republicans and five Democrats, are all members of the House Education and Labor Committee. At a news conference in Washington, D.C., the sponsors called it "the most significant proposal on child care ever introduced" in Congress.

Rep. John Brademas (D-Ind.), chairman of a House select education subcommittee, said that

the bipartisan sponsorship should attract wide support in both houses of Congress.

Another sponsor, Rep. Ogden Reid (R.-N.Y.), noted that there are an estimated five million pre-school children whose mothers work. Yet day-care services are available for only about 661,000 of these children.

Sponsors of the bill said their legislation contained eight im-

portant features. Among them are:

- Participation by parents, as well as children, will be voluntary.

- Poor children will be given first priority, although children from all economic backgrounds will be accepted. Parents who can afford to do so will be asked to pay a fee based on their income.

- Congress would be authorized to provide funds for day-care center construction, and these centers would be administered on the federal level by an Office of Child Development in the Dept. of Health, Education & Welfare.

To demonstrate the increasing urgency of providing day care, the sponsors pointed out that by 1980 there will be 5.3 million working mothers in the U.S. with children below the age of 5. This estimate, they said, is roughly double the 1970 statistic.

Maine contract to raise minimum wage to \$110

A three-year contract setting a \$110.89 starting minimum wage in the lowest office grade in the final year has been signed by Local 442, Auburn, Me., and International Paper Company. It covers office employees at the Jay and Livermore Falls facilities.

An additional paid holiday, July 3, makes the total nine.

The company agreed to increase its Health-Welfare con-

tributions per employee by \$7 per month for a total of \$22.50 for those with dependents and \$15.50 for individuals. Benefits include Major Medical.

The Pension Plan was strengthened by vesting and early retirement provisions. Employee contributions are discontinued in the first year; henceforth the cost will be borne solely by the employer.

Membership maintenance, raises won by Local 95

The Local 95 office employees unit at Riverview Hospital Association in Wisconsin Rapids, Wis., won wage gains in excess of \$1,100 per individual in a new two-year contract which also contains a union maintenance of membership clause.

The agreement was reached after one meeting with a federal mediator, according to Business

Representative Carl Meisner who assisted in the negotiations.

In the future, employees will be paid for Christmas and New Year's whether or not they work on those days. Previously they were paid (at double-time rate) only if they worked.

The OPEIU negotiating team included Chairman Irene Pavloski, Mary Kay Rokus and Gail Ver Voort.

Margaret Clifton retires after long union service

Margaret Clifton, a pioneer of the white-collar union movement and former president of Local 320, retired May 1. She was a delegate to the original OPEIU Convention when the union was granted its AFL Charter and served on the founding Constitution and Law Committee.

Later she inaugurated a series of union workshops for Local 320, patterned on the workshop conferences conducted by the OPEIU.

Miss Clifton entered the labor movement in 1934 and on retirement was office manager and secretary to the International President of the Brotherhood of Boilermakers. During this 37 year period, she served under five International Presidents.

She has attended every AFL and AFL-CIO Convention since 1947, as well as seven conventions of the Boilermakers, and reported all the Brotherhood's Executive Council meetings since 1944.

She has traveled extensively in the U.S., Canada, Europe, the Orient, and the West Indies. She



is now planning a trip to Greece and the Mediterranean. We wish her many happy and healthy years of retirement.

N. Y. pact adds Major Medical

A first-year 7% across-the-board wage boost and two annual cost-of-living increases were gained for members of Local 141 in a three-year agreement with employers at the New York city fresh fruit and produce terminals.

The joint pact with United Fruit & Produce Assn., and the N.Y. Produce Trade Assn., covers some 300 office employees at the Bronx and Brooklyn market terminals, according to Local 141 President Al Bookman.

The employers agreed to increase their Health-Welfare contribution to \$10.90 monthly per employee (was \$8.20). The program now includes a \$300 deductible Major Medical Plan with improved dental, surgical, x-ray and lab features. Monthly pension plan contributions rise from \$28.65 to \$36.85.

Paper unit gains

Wage increases ranging from 7% upward, an added holiday and an improved vacation plan were gained in a one-year contract negotiated by Local 407 for office employees at the Kimberly-Clark papermaking plant in Niagara, Wis.

New salary maximums range from \$560 per month to \$797, placing much of the unit members above the \$600 monthly range.

If you move, send your old and new address, including zip code to:
J. Howard Hicks, Sec-Treas.
 1012-14th St., N.W.
 Washington D.C. 20005

WHITE COLLAR

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

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POSTMASTERS: ATTENTION. Change of address Form 3579 should be addressed to Office and Professional Employees International Union, 1012 14th St., N.W., Washington, D. C. 20005.



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Subscription Price \$1 a Year

Welcome, delegates!

We welcome the delegates to the Twelfth Convention of the Office & Professional Employees International Union.

It is an occasion for renewal of old friendships and the start of many new ones. It is also a time for hard work at busy business sessions for five days—and nights, too. But there will be also opportunities for delegates to relax, sun and swim and enjoy social activities.

Three eventful years have passed since our last Convention in Philadelphia. In that time the OPEIU has continued to grow in numbers, strength and prestige—setting all-time progress records. The future for our union is now brighter than ever before.

But growth isn't smooth sailing. New problems arise that demand the collective wisdom of the International Convention, the supreme governing body of our union. This Convention will set the goals and course for the coming three years.

We are sure it will inspire a new sense of solidarity and spark still greater enthusiasm to organize the unorganized—our primary goal.

It should prove to be the most fruitful and constructive of all our Conventions and beneficial to every OPEIU member.

Local 411 shows the way

Local 411 in Springfield, La., has performed an outstanding feat in organizing the town's only two banks—making it the first all-union bank town in the U.S. Energetic Local 411 President Carroll Fornby has set an example for all OPEIU Locals.

A recent Bureau of Labor Statistics survey finds that there are now 1,067,200 bank employees in the U.S., a 60% increase in the last decade. The survey also shows that in the 1964-69 period studied, average wages of bank employees in most cities were far below those in corresponding occupations in their area despite a steady rise in the cost-of-living.

The reasons: The banking industry is not unionized; more women are now filling the lower-paid jobs. Comments BLS: "Comparisons of average weekly salaries for selected banking occupations with corresponding jobs in the area showed that average bank earnings were usually lower than those of their counterparts in other industries."

Bank wages were lowest of all in St. Louis, Mo.; Louisville, Ky., and other Southern cities. OPEIU's recent successes in unionizing banks in those areas indicate clearly that these low-paid bank employees eagerly seek collective bargaining to upgrade wages and other working conditions.

OPEIU Locals, especially in smaller cities, should give priority to organizing bank employees. Local 411 has pointed the way.

Ushers get step-ups



That signature means that ushers in Cincinnati are going to get two annual step-ups of \$1 per show. OPEIU Local 375 Steward Ed Friedman has pen in hand; Lenord Marion has just signed for Cincinnati Gardens, Inc. In addition to increases, ushers get share in \$3,000 bonuses.



from the desk
of the

PRESIDENT

Fear—employers' ally

Newspaper reporters and news telecasters have often asked us why office, clerical and professional employees are difficult to organize. These people, who are themselves professionals, find it hard to believe that any worker, particularly well-educated white-collar workers, would feel that there is any method of dealing with employers on matters relating to hours, wages and working conditions other than through collective bargaining.

We go to great lengths to explain the historic reluctance of white-collar workers to join unions, pointing out that too many in the past have been extremely vulnerable to employer thinking and employer propaganda. The main reason, however, is fear.

This fear expresses itself in numerous ways. Some employees are fearful of loss of job due to employer reaction. Others fear loss of promotional opportunities and still others fear loss of dignity and prestige in their communities. These fears are very real and most difficult to overcome.

News men usually ask why then are civil servants, including white-collar workers, flocking to unions once a collective bargaining law is passed either by the state, county, municipality or the federal government itself? The answer is simple. Once the white-collar civil servant is aware that his employer, in this case the governmental structure, has made it the public policy to have employees organize and be represented in collective bargaining, fears are dissipated and white-collar employees, along with other workers, join unions.

But the reverse is true in private industry where employers historically have opposed the unionization of office, clerical and professional workers. Most companies pull out all stops in order to prevent the unionization of white-collar staffs. They generally hire skilled professionals experienced in the art of arousing the fears of the workers.

These professionals exaggerate the dues payments charged by unions and play up the possibility of expensive assessments. They do everything possible to convince white-collar employees that their employer will lose the confidence of the community if his staff is organized and the company may be forced either to relocate or go out of business altogether. These management consultants play on fears that a history of unionization may prevent employees from eventually getting jobs in other companies or that it may retard their advancement in the company.

Despite the fact that 99% of collective bargaining contracts are negotiated without strikes, management consultants stress the possibility of a strike and the need for picketing. Many of these advisers deliberately state that employees working for one company may be forced to go out on strike because of the union's dispute with another company in the same geographical area, despite the fact that bargaining with the two companies is not related.

The intent of this propaganda is to create fear where fear did not exist or to exaggerate the fears of white-collar workers where little fear existed. As a consequence, throughout the United States we are winning approximately 50% of the National Labor Relations Board elections in which we participate. In numerous lost elections, we have had sizeable majorities of the employees signed to enrollment cards before the election.

If the National Labor Relations Act was changed to allow white-collar employees to choose or not to choose collective bargaining representatives without interference by the employer or his paid consultants, a majority of them would now be organized. As it stands, only 13% of the white-collar work force is organized.

As Franklin D. Roosevelt in 1933 stated: "The only thing we have to fear is fear itself."

51c gain in Dayton

A 51¢ an hour wage hike across-the-board, boosting the hourly rate of \$4.48 plus 3% additional in each of the next two years, were secured in a new contract unanimously ratified by office employees of the 801 Credit Union Corp., in Dayton, Ohio. A cost-of-living clause is included.

The three-year pact, negotiated by Cincinnati's Local 388, provides 13 paid holidays per

year and four weeks vacation after 10 years.

Other gains are a 10 cents per hour increase of the employer's contribution to the Pension Plan, raising it to 21 cents, and an improved health-welfare plan.

The OPEIU negotiating team of Jessie Walter and Warren Mason was assisted by Local 388 Business Representative Bob Pierce.

Wage gains totaling 32% negotiated by Local 336

Wage gains totaling 32% over a three-year period with a "no cap" cost-of-living clause highlighted a new Local 336 contract with Tri-Clover Division, Ladish Company. President Lynn M. Nyland of the Kenosha, Wisconsin Local reported the settlement.

The meeting to ratify the agreement brought a 95% membership turnout, which voted acceptance overwhelmingly.

Wage gains include 4% across-the-board in the first year with 3% in each of the next two years; a 1% vacation bonus, and longevity increments ranging from 3% to 5% based on years of service to be paid before Christmas each year as "wage

dividends." The first application of the cost-of-living clause brings a .10¢ an hour increase.

Automatic wage progression each three months from midpoint to maximum replaces the previous merit system. Premiums for the second and third shifts were increased to 15¢ and 20¢ an hour. One floating holiday was added in the second year bringing the total to 11.

The major medical plan was increased to \$25,000 (was \$10,000) with deductible reduced to \$50 from \$100, in addition to other improvements in out-patient X-ray, lab and physical therapy, as well as in maternity coverage. Accident-Sickness insurance was improved in the

first and second years to provide payment up to 12 months (was six).

Life insurance was boosted to \$8,000 (was \$7,000), the company also agreeing to pay \$1,000 life insurance for retirees together with a Medicare supplement providing benefits equal to those of active employees. Pension benefits were boosted to \$5 monthly times years of service (was \$4), with full vesting after ten years (was 15).

Charles Bonofiglio chaired the OPEIU negotiating team which included Don Lewis, Marie Sulli, and Dan Perkin. They were assisted by International Representative George V. Porcaro, Jr.

Arbiter backs Local 232, reinstates four in jobs



LOCAL 232 LEADERS who successfully defended jobs of four inspectors read arbitration award. From left are Vice President Leonide Daigle, President Rosaire Pelletier, Chief Shop Steward Alfred Gerard, Jr., and Shop Steward Robert Deschene.

Four inspectors at Frazer Paper Company in Madawaska, Maine, were restored to their jobs and made whole for lost pay by Arbitrator William J. Fallon after Local 232 grieved that the company had violated a verbal agreement in laying them off.

According to this agreement, in the event one or more paper machines were shut down and less than four operating, an inspector would be assigned for each machine on every shift. In

August, 1970, the company unilaterally discontinued the policy and laid off the four inspectors.

The arbiter held that while the company was under no obligation to agree with the Union about its staffing policy, it could agree and did just that. He found that even though the agreement was not reduced to writing, it was no less binding.

International Representative John Fitzmaurice presented the union case at the arbitration hearing.

Local 11 pact aids 290 at Northwest Gas

Annual increases based partly on labor grade mark the two-year settlement obtained by Local 11 for the 290 office employees of Northwest Natural Gas Company in Portland, Oregon. In each year wages go up 5½ per cent across the board. Grades 1 to 4 get step-ups of \$12, and grades 5 to 9 get two increases of 7 per cent.

The pact set a monthly \$448 minimum starting rate April 1, rising to a \$523 maximum in the lowest office grade, and for the top grade \$889 rising to \$988.

Next April 1, these rates will go from \$473 to \$552 in the lowest grade, and from \$951 to \$1,057 monthly in the top classification.

Other gains are an added half-holiday on Christmas or New Year's Eve, and an improved

vacation schedule calling for three weeks after eight years; four after 18, and five after 25.

The meal allowance was boosted to \$2.50 with a \$10 per day travel allowance. Time-and-one-half was gained for all scheduled Sunday work.

The OPEIU negotiating team was headed by Chief Steward Art Johannes and included Stewards Earl Reinertson, Gene Anderson, Dave Allen and Robert Kraemer. They were assisted by Local 11 Secretary-Treasurer Walter A. Engelbert and Business Representative John Bral.

Blue Cross

(Continued from page 2)

leave for employees in their first year; two weeks at full pay and two weeks at half-pay for those with less than two years service, rising annually to five weeks at full pay and five weeks at half-pay after five years of service.

U.S. Price Index

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

1970	
April	115.2
May	115.7
June	116.3
July	116.7
August	116.9
September	117.5
October	118.1
November	118.5
December	119.1
1971	
January	119.2
February	119.4
March	119.8
April	120.2

Canadian Price Index

Dominion Bureau of Statistics

1970	
April	129.7
May	129.6
June	129.9
July	130.5
August	130.5
September	130.2
October	130.3
November	130.3
December	129.8
1971	
January	130.3
February	130.9
March	131.3
April	132.2