



WHITE COLLAR

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

No. 345

JULY-AUGUST, 1975

17

OPEIU Membership Nears 100,000

Guest Speaker at AAA Luncheon



Mrs. Betty Southard Murphy (right), new Chairman of the National Labor Relations Board, was the guest speaker at an American Arbitration Association luncheon held in the Hilton Hotel, Washington, D.C. She was introduced by President Howard Coughlin (center), Chairman of the AAA Executive Committee. At left is Gerald Aksen, AAA General Counsel.

Douglas Award Goes to Vancouver; Board Picks 1977 Convention Site

President Howard Coughlin reported at the semi-annual meeting of the Executive Board in Milwaukee, Wis., held June 2 through 5, that the OPEIU had added 7,821 new members during the past year, bringing total membership close to 100,000, and reflecting substantial gains in both the U.S. and Canada despite adverse economic conditions in the two countries.

Among numerous actions taken by the Board at its four-day session were:

- It designated Local 378's Organizing Committee in Vancouver, B.C., as winner of the 1974 Henderson B. Douglas Award for its success in unionizing 1,800 employees at the Insurance Corporation of British Columbia. This figure is not included in above total.

- Selected the Hyatt Regency Hotel in Los Angeles for the next OPEIU Triennial Convention which opens June 5 and adjourns no later than June 10, 1977.

- Reviewed OPEIU successes during the year in organizing universities, colleges, hospitals, nursing homes and health care facilities, in addition to public employees and urged all Local Unions to initiate such organizing campaigns within their jurisdictions.

- Reviewed the overall unemployment picture in the U.S., noting that a number of Local Unions having company contracts, particularly in major cities, had some firms close their doors or cut back considerably in personnel because of the recession. It expressed satisfaction that despite these adverse factors the OPEIU nevertheless continues to forge ahead in membership.

NLRB Rulings Discussed

- Discussed numerous anti-labor decisions issued by the

National Labor Relations Board under the leadership of its former Chairman Edward Miller. After hearing a report by President Coughlin the Executive Board felt that the new NLRB Chairman, Betty Southard Murphy who has had an impartial background, will be more objective in future decisions. It expressed the hope that under her leadership the NLRB will reverse numerous anti-labor precedents set under former Chairman Miller.

- Discussed at great length the improper tactics used by some companies to defeat unions in NLRB-conducted elections and, when these are unsuccessful, refusing to bargain in good faith, in turn leading to subsequent federal court proceedings.

- It also discussed the various contradictory decisions handed down by the courts as a result of rulings issued by the EEOC, particularly as they apply to seniority and layoffs, and anticipated that the U.S. Supreme Court finally will act on the conflicting lower court decisions.

- The board spent considerable time discussing and analyzing the Employee Retirement Income Security Act and its ramifications.

- Heard a report from Vice President Gwen Newton, who is the OPEIU's delegate to the National Commission on the

Observance of International Women's Year.

- The Board selected Vice Presidents John Kinnick, Gwen Newton and Walter A. Engelbert as delegates to the AFL-CIO Convention in San Francisco. President Howard Coughlin and Secretary-Treasurer Bill Lowe are automatic delegates to this convention in accordance with the OPEIU Constitution.

- Heard a report from Vice President John Kinnick, serving as a trustee for Oakland's Local 29, that all its contract negotiations have now been brought up to date and that its financial condition has been stabilized.

Stewards' Training Manuals

- Discussed the use of OPEIU Shop Stewards' Training Manuals. It was noted that many Locals have commended the organization for the material contained in it. The board recommended that all Locals use these manuals when conducting shop stewards' training classes.

- Discussed an application filed by President Coughlin for OPEIU membership in the AFL-CIO Building Trades Department, action on which is still pending.

- Heard a report from Vice President Romeo Corbeil on OPEIU activities in the Canadian provinces, with the information that Vancouver Local 378 is now conducting a strike

(Continued on Page 4)

Montreal's Local 57 Organizes 3 New Units

Canadian Director Romeo Corbeil reports that Local 57 of Montreal has received certification as bargaining agent for a new 200-member office unit at the Montreal Credit Bureau from the Quebec Labour Relations Board.

He says that the board also has certified Local 57 to represent two units of office employees, totaling 42, at Joailleries Internationales and Comite paritaire du Verre Plat.

Local 12 Business Manager H. R. Markusen reports that the Twin Cities Local has been

officially certified by the State of Minnesota to represent a large group of school secretaries and aides employed by Grove Heights Independent School District No. 199.

He says that this newest organizing effort brings the number of school boards organized in the St. Paul-Minneapolis area to six, and that plans are being made to extend organizing to other school districts in the area.

See Page 2 for story on casualties among bank tellers from armed holdups.

Milwaukee Local 9's Union Label Show Exhibit Draws Top Labor Leaders



A group of OPEIU's International officers, as well as AFL-CIO President George Meany, were among distinguished visitors to Local 9's booth at the recent Union Label Trades & Industries Exhibit held in Milwaukee. Left picture shows Mrs. Lowe, AFL-CIO President George Meany, Sec.-Treas. W. A. Lowe, Thomas J. Boyle, Stan Luker, and Edward J. Kubicki, Local 9 officers. Right picture shows OPEIU Vice President John Kelly, Mrs. Bloodworth and Vice President J. Oscar Bloodworth, Local 277 Business Manager J. B. Moss, Fort Worth, Texas, Mrs. Coughlin and President Howard Coughlin.

WHITE COLLAR

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

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OPEIU Forges Strongly Ahead

The report by President Coughlin to the Executive Board in Milwaukee that OPEIU membership had gained 7,821 in the past year, bringing our white collar union close to the 100,000-mark, is something in which all of us can take pride.

It's all the more significant because this gain was achieved in the face of the most adverse economic conditions experienced in the U.S. and Canada since the Great Depression of the 1930's. It proves further that office employees today are becoming more conscious than ever before that collective bargaining is the only solution for their present pressing problems.

During the year, protection of the National Labor Relations Act was extended to non-profit hospitals and nursing homes. As time goes on, more and more states are passing labor laws allowing public employees to organize.

The Executive Board reviewed our organizing successes at universities and colleges, hospitals, nursing homes and health care facilities, and among public employees, and noted that the International's staff had taken full advantage of these new organizing opportunities.

Some Local Unions also have caught the spirit of these times and are becoming increasingly active in organizing the unorganized in their communities. These Locals are growing in strength and vigor, and here and there are adding to their professional staffs.

There is no doubt that the addition of new members to any Local boosts the morale of all because enthusiasm is contagious. New members inject fresh perspectives and bright ideas that reinvigorate the entire body. On the other hand, Locals that do not expand, in due course are fated to wither away and die out completely.

Moreover, the labor movement—especially in the white collar sector—now offers a golden opportunity for aggressive and dedicated young men and women to develop satisfying careers within it and, in time, rise to positions of leadership. And the finest place to discover and develop leadership talents is in their own Locals. There they can learn the fundamentals of leadership, how to motivate people and organize them.

The OPEIU is on the lookout for such potential young leaders who prove they have the ability and talent for satisfying careers in expanding the white collar union movement.

Why Bank Tellers Need Union

Few bank tellers realize how dangerous is their occupation. Nine of ten are women, many of whom work part-time, with no fringe benefits, to beef up the family budget with sub-standard wages. Yet, they fail to recognize that in these days the job they fill is getting riskier. (See story on this page.)

Bank robberies have increased alarmingly in recent years. Last year, 32 bank tellers were shot dead in the U.S. in armed holdups and another 174 wounded. We never learn what compensation is given to the families of those who lost their lives or what, if any, provision is made by their employers for those wounded in the line of duty.

In European and other countries—outside the U.S. and Canada—where bank employees are highly unionized, their governments have bowed to union pressures and enacted laws that give adequate protection to tellers, particularly. In Europe, tellers work behind bullet-proof glass shields although in this country they still work in open cages with no similar protection. We lag behind Europe in this respect because so few bank employees are unionized.

The personal safety of union bank members should now become a prime consideration for negotiation at the bargaining table. Banks should have an industry-wide indemnity fund to compensate generously the families of tellers killed or incapacitated, as a result of wounds received in bank holdups.

We feel that a bank teller's life in these inflationary days is worth anywhere from \$250,000 to \$500,000, and that they should have this type of indemnity insurance coverage at no cost.

The growing armed holdups of banks in this country is one more reason why bank employees nationwide should now shake off their apathy and unionize on a mass basis not only to achieve decent living wages but the personal protection to which they're entitled.

Bank Tellers in U.S. Fill Risky Jobs

More Than 200 Killed or Wounded in Holdups Last Year

Bank tellers comprise approximately one-fourth of those employed in the industry but few realize they are in a hazardous occupation and, moreover, are grossly underpaid for the work they perform, the responsibilities they undertake, and the risk involved.

About 250,000 were employed as bank tellers in 1972, and their number has increased since then. A large number worked part-time; about nine of ten were women. The riskiness of the job has increased dramatically in recent years as a result of the growing number of bank robberies.

In 1974 there were 3,517 bank robberies, an increase of 52% over the previous year and more than doubling the number of bank stick-ups totaling 1,730 which occurred in 1967. During last year's bank robberies, 32 tellers were shot dead and another 174 wounded.

Risk Becomes Greater

The risks for bank tellers are getting greater all the time in the U.S. because of the combined pressures of the business recession and drug addiction, causing more amateurs to enter the bank robbing business.

Despite the various electronic and other protective measures taken by American banks, the robbery rate in this country remains the highest in the world and is accelerating. Most major banks hold training sessions for tellers where managers tell them what to do if they are handed a note which says: "This is a stick-up."

The advice is simple: "If a bank robber asks for money, give it to him."

In 1968, a new federal law was enacted known as the Bank Protection Act. It required federal banking supervisory agencies to set up rules establishing minimum standards with respect to the installation, maintenance and operation of security devices and procedures in banking institutions.

These devices were to be "reasonable" in cost, although the provisions of the Act were designed to discourage bank robberies, burglaries and larcenies, and to assist in the identification and apprehension of persons who committed these crimes.

Approximately 50,000 banking institutions are covered by the law. The statute covers re-



Several European countries have laws making the use of bullet-proof glass mandatory in banks for the protection of tellers. Above depicts a typical approach to the construction of a teller's cage.

quirements of security officers, the installation of appropriate lighting in banks, the operation of tamper-proof locks on exterior doors and windows, and the provision of alarm systems and surveillance equipment.

Despite this federal law, bank robberies have increased—not decreased—with the result that banks these days are finding it more difficult to hire tellers. Some banks now plan to put tellers in enclosed cages on an upper floor, out of direct contact with the public, who can be seen by customers only by means of television with cash transactions to be made through pneumatic tubes.

Whether these costly innovations prove completely successful is a question, although they should prove helpful by removing tellers from open cages directly in the line of fire of jittery armed bank robbers.

For the most part, banks do have inadequate group insurance for employees but no special provisions for the tellers who take the greatest risks. Group insurance, sometimes paid for by the banks and at other times with tellers sharing part of the cost, is the only financial protection they have if they are killed or wounded during a bank holdup.

Some banks may exercise compassion in such an event but this compensation becomes a special project for action by its board of directors. Unfortunately, the majority of bankers are not noted for overwhelming generosity even in such

tragic circumstances.

What then is the solution for the growing problem? Three years ago it appeared that bank robberies in Britain had gained the ascendancy. Armed robbers were running rings around police and security experts, and banks were desperately seeking new ways of protecting their funds and staffs.

Following a string of unsolved bank raids, Scotland Yard became convinced that it was dealing with a series of highly organized gangs. It decided that special means had to be devised to cope with the situation.

As a result, a brand new Robbery Squad of 30 hand-picked police officers was formed whose whole attention was turned on the problem of armed robberies of banks and similar institutions. Within a year, after a slow start, it had broken one of the most successful gangs in British criminal history and cut major robberies in the London area by a remarkable 75 per cent.

But until such time as American bank tellers also unionize and make known at the collective bargaining table their needs for better wages and safer working conditions they will remain helpless "sitting ducks" for armed bank robbers, risking life and limb for paltry pay.

CHEMICAL PACT UPS WAGES, BENEFITS

A general wage increase of 75¢ an hour retroactive to May 1, another 4% boost effective next November 1 plus an additional 10% on May 1, 1976, together with improved fringe benefits were gained by Local 87 in a renegotiated two-year agreement with W. R. Grace & Co. (Davison Chemical Div.) at Lake Charles, La.

International Representative Jack Langford reports that fringe benefit gains include an additional paid holiday, the Thursday before Good Friday, bringing the annual total to 10.

Effective June 5, work in excess of 12 continuous hours in any 24-hour period will be computed at doubletime rates. Meal reimbursement was increased to \$2.20 from the previous \$1.75.

The OPEIU negotiating team assisting Langford comprised Hanna J. Scott and Dorothy McClure.

Union Tellers Win Big Pay Hike

Pay raises ranging from some \$1,500 per year in the lowest grade to \$2,500 in the top classification in the first year were gained by Oakland Local 29 in a new two-year contract renegotiated for its bargaining unit at the Twin Pines Savings & Loan Assn., in Berkeley, Calif.

Sr. Business Representative Louis A. Celaya says the contract also includes a cost-of-living clause. This as well as all pay scales and classifications will be renegotiated next November 1.

First year gains in the new pact call for \$149 per month raises for beginner tellers and clerk typists in the lowest grade, bringing their starting rate to \$657 per month. Senior escrow and accounting clerks in the top classification gained \$207 per month, bringing their starting scale to \$995.

The vacation schedule was liberalized to provide three weeks after three years (was four). In addition to paying \$48 per month for each em-

ployee into the OPEIU's Western States Pension Fund, the bank also agreed to increase its contribution to the health-welfare fund to \$67.25 per month from the previous \$52.10 for each employee.

It's interesting to note that since the previous contract was negotiated the bank's staff has almost doubled, proving that a union contract is no deterrent to a bank's growth and prosperity which depend entirely on good management.



from the desk
of the
PRESIDENT

**Unorganized Fool Selves
With Job Security Myths**

A recent article in *The Wall Street Journal* indicated that once docile white collar salaried people "are becoming more militant" in their dealings with employers.

A staff reporter gave some examples. One involved a young computer programmer fired for keeping a date with her boss instead of going to work. She filed sex discrimination charges against the company, even though her boss was fired too. Other examples include those who file charges alleging discharge because of race, age or sex.

Although white collar workers today are more knowledgeable and sophisticated than their predecessors, it is also true that, unorganized, they are just as vulnerable as far as job security is concerned as were white collar workers 20 years ago. Management was quoted in *The Wall Street Journal* article as stating: "Today white collar workers are every bit as militant as their blue collar brothers."

This is true only insofar as unionized white collar workers are concerned. But many unorganized white collar workers are nowadays beginning to realize that there is no substitute for unionism and collective bargaining. This changing attitude has increased the number of those now organized to approximately 14 percent of the total white collar work force.

Unfortunately, many unorganized white collar workers feel that they do have some type of legal protection against the possibility of pay cuts, lay-offs or discharges. Factually, however, this is not true. While many who feel that they are unjustly treated because of age, sex or racial reasons are filing charges with the Equal Employment Opportunity Commission (EEOC) and the National Labor Relations Board, they are finding that these charges are most difficult to prove and run into long delays at both agencies.

OPEIU organizers, when meeting with those who are unorganized, are always astounded to find that most—even without race, sex, age or handicap reasons—are convinced that the law protects them. When our representatives point out that an employer can fire unorganized and unrepresented white collar workers for almost any reason, they are confounded.

Much of the time of NLRB officials is taken up with complaints by unorganized white collar workers with no understanding of the intentions of the National Labor Relations Act, who think they are being given a run-around when their complaints are not acted on for months and, in some cases, years. The NLRB handles 42,000 cases a year. Some are settled within a few months, but all cases average 316 days before a decision is rendered. At the end of 1974, the backlog totaled some 13,000 cases.

Even unions have learned that when they win a NLRB decision after 316 days, this may only be the beginning. Employers now are more likely to file court appeals against adverse NLRB decisions. The appeal process can take another year and sometimes two.

All workers, including white collar, as individuals have very little protection other than as members of a strong union fully conversant with collective bargaining and the laws affecting that process. Unfortunately, the publicity resulting from a favorable decision regarding an individual who has filed with the EEOC or NLRB is given far too much weight in the minds of the unorganized and the uninformed. They, therefore, feel that they are fully protected and can use these agencies to their advantage if they are unfairly treated.

They generally fail to note, or the media tends to overlook the fact, that these cases have been in litigation for two or three years and sometimes longer. They are also unaware that these favorable decisions are the exception, rather than the rule.

Unionized workers are much better informed as to their rights. They know that the terms of a collective bargaining contract are much more easily enforced than laws which may or may not serve their purposes. Union contracts give the aggrieved the right to be heard through the grievance and arbitration machinery contained in these collective bargaining agreements. Further, if a settlement isn't reached within a reasonable time through the grievance machinery, the case will be referred by a responsible union to arbitration and a decision rendered in a relatively short period.

Unionized workers know that there is no substitute for unionization and collective bargaining. It is about time that unorganized white collar workers direct the militancy and sophistication described by the recent article in *The Wall Street Journal* toward unionism to gain the more secure protection of a signed contract with their respective employers through the collective bargaining process.

Erie Conference Delegates in Columbus



Shown above are more than 100 delegates who attended the Erie Educational Conference at Columbus, Ohio. They posed on the stairway at the Ramada Inn where the conference was held. In upper left foreground is Director of Organization Art Lewandowski who presided. Next to him is President Catherine Lewis of Local 333 which hosted the affair.



A. O. Smith Yields Big Packet

Kankakee, Ill. Unit Wins \$2,000 to \$5,000 Office Pay Hikes

Pay raises ranging from more than \$2,000 per individual in the lowest grade to nearly \$5,000 in the top classification, together with improved health-welfare and pension benefits, were won by Local 311 in a new three-year contract renegotiated for its 100-member office unit at the A. O. Smith Company, in Kankakee, Ill.

The new agreement calls for \$34 to \$65 monthly hikes in the first year, with further increases ranging from \$24 to \$73 per month in each of the following two years, effective

June 1, 1976 and 1977.

Changes in hospitalization insurance increase room-and-board from a flat rate of \$54 daily to the full cost of semi-private accommodations and remove the \$810 limit on pay-

Surgical insurance benefits are increased to \$900 from \$700 over the term of the contract; major medical is raised to \$20,000 from \$12,000, with deductibles for the latter lowered to \$50 from \$100.

The company also agreed to

future retirees from \$6 per increase pension benefits for month for each year of service to \$6.75 immediately, with further increases to \$7.50 on June 1, 1976, and to \$8.25 on June 1, 1977.

Normal retirement was reduced to age 62 from 65 and early retirement to 57 from 60 after ten years of service. In addition, office employees receive vesting rights at age 40 after a minimum ten years' service. The new contract runs to June 1, 1978.

Anti-OPEIU Bias Backfires

NLRB Blows Whistle; Costs Company \$2,766 Back Pay

Two Connecticut women fired for union organizing activity by Associated Communications, Inc., of Bridgeport, were restored to their jobs and given \$2,766.96 in back pay after the OPEIU filed an unfair labor practice charge against the company with the National Labor Relations Board.

In a settlement agreement, the company gave \$1,425.60 in back pay to Donna L. Doty who was restored to her job, and \$1,341.36 to Ann M. Norticolo who refused reinstatement. It also agreed to post a 60-day notice to this effect, stating that in future it "would not interfere with, restrain or coerce its employees" in the exercise of their right to unionize.

In October, 1974, the two women asked International Representative Justin F. Manning for help in organizing 12 operators employed by the company. Later he met with eight other employees, all of whom signed union authorization cards.

After being assured that the State Labor Board would assume jurisdiction over the unit,

Manning applied for OPEIU certification as bargaining agent. However, the company's attorney objected, arguing that it was engaged in interstate—not intrastate—commerce.

Manning then withdrew the petition but before he could file an NLRB petition, the com-

pany fired the two women for "incompetence." Manning promptly charged the company in their behalf with an unfair labor practice. Without fighting the charge or admitting that it violated the law, the company signed the settlement agreement.

OPEIU Represented at CLUW Meet



The National Coordinating Committee of the Coalition of Labor Union Women recently held its third meeting in Houston, Texas. Representing the OPEIU from left were: Luella Hanberry, Local 29, Oakland, Cal.; Mabel Holleran, president of Local 42, Detroit; Camille Robinson, New York Local 153; Susan Holleran, Washington, D.C., Local 2; and Australia Davidson, Vice President of Local 21, Atlanta. Mabel Holleran was presented with a CLUW charter for the Southeast Michigan chapter of which she is president.

Inflation Chews Up Pension Plans

Study Shows Increases Fall Far Behind Cost-of-Living

Although corporate pension plans are more liberal than five years ago, inflation has played havoc with both pension benefits and Social Security incomes of retired persons, according to a Bankers Trust Company study of 271 private pension plans operated by 190 of the nation's largest corporations. The study covers 8.4-million workers, or about one-fourth of those covered in private plans.

Even though most of the largest corporations granted cost-of-living increases to retirees during the period, generally these increases — combined with higher Social Security payments — have not kept pace with inflation.

On average, corporate pension plans showed that benefit increases restored only three

cents and Social Security 18 cents in lost purchasing power against the 27-cent dollar erosion between December 1969 and December 1974. Thus, those retired were left six cents per dollar poorer in what they can buy.

Among union negotiated "pattern" plans, the median benefit increased 80% in the five-year period, going from \$5 per month for each year of service in 1970 to \$9 per month in 1975. More than two-thirds of the plans neither require nor permit any employee contributions. Prior to 1970, 44% of the plans required or permitted employee contributions to qualify for full retirement benefits.

Before 1970, only 47% of the plans studied paid a benefit

to the spouse of an employee who died prior to retirement. The new study shows that 58% of the plans now have such a provision.

In 38% of the plans studied in the 1975 survey, employees become fully vested, or entitled to all benefit rights, after 10 years of service. Only 21% provided for full vesting after 10 years at the beginning of 1970.

Effective in 1976, employees must become eligible for participation in private pension plans if they are 25 years of age or older, and have a minimum of one year's service. The Bankers Trust periodic study is widely watched for documentation of trends in the pension field.

20% Won by Group Health Unit

New 2-Year Pact at Puget Sound Also Improves Fringe Benefits

Wage boosts totaling \$60 per month, or 12% in the first year, whichever is greater, and 8% guaranteed with cost-of-living allowance and pay increment increases in the second year plus greatly liberalized vacations, were gained by Tacoma Local 23 for its office unit in a renegotiated two-year contract with Group Health Cooperative of Puget Sound in Olympia, Wash.

In the second year, the contract calls for a monthly starting minimum of \$523 in the lowest office grade rising to a \$595 maximum, Local 23 Business Representative Frank Finnerty, Jr., reports. It sets a \$758 figure in the top classification rising to an \$830 monthly maximum.

The cost-of-living allowance will take effect if the BLS consumer price index rises 8% or above.

Vacations were liberalized to two weeks in the first three

years; 18 working days with four and five years of seniority, and four weeks for eight to nine years. A new feature is that employees with 10 years of service will be entitled to 21 working days, and to 23 after 12 or more years.

The employer also added dental insurance to health-welfare coverage, effective July 1,

agreeing to contribute \$5 each month for each employee into a mutually agreed upon plan. The employer contribution to the pension plan was also increased to \$5.89 per month.

Finnerty was assisted in the negotiations by Seattle Local 8 Business Representative Donald Olson. The new contract runs to December 31, 1976.

D. C. Gaslight Yields 17% Pay Hikes for 525

Across-the-board salary boosts of 9% in the first year and another 8% in the second, an additional paid holiday and an improved vacation schedule, were gained by Local 2 for its unit of 525 clerical and technical employees in a new two-year contract renegotiated with the Washington, D.C. Gas Light Company.

Business Manager John P. Cahill reports that under the new contract maximum pay for white collar employees will range from \$813 monthly for beginning clerks and messengers to \$1,342 for top-rated accountants, bill adjusters, draftsmen and EDP console operators.

The contract includes a revised cost-of-living formula equal to any rise in the Washington, D.C. area CPI exceeding 9% in the November 1975 to August 1976 period, up to a maximum 4% increase.

Effective June 1 last, daily hospital benefits were increased to \$92 from \$85 in the previous agreement. Employees also will receive four weeks vacation after 15 years (was 17), and an additional paid holiday—Martin Luther King's birthday. The new agreement runs to May 3, 1977.

OPEIU Membership

(Continued from Page 1)

for a first contract against the Insurance Corporation of British Columbia, the largest strike in OPEIU's history in Canada.

• The board took note of increased strike activity by OPEIU Locals and its effect on the Strike Benefit Fund, some 3,000 members being involved with an additional 13 strike authorizations granted.

Nicholas Juliano, 60: Local 32, Newark, N. J.



Nicholas Juliano

We deeply regret to announce the sudden death from a heart attack of Nicholas Juliano, on June 24 at his home in Belleville, N.J. A pioneer in the white collar union movement, he had served as Business Manager for Local 32 in Newark, N.J. since 1942. He would have reached his 60th birthday in a few days.

He had served on the OPEIU's Executive Board as a Vice President from 1953 to 1962. Active in the labor aspects of education, he held a degree in Labor Unionism from Rutgers University, filled numerous offices on university and college boards as well as civic bodies, and served as a Vice President of the New Jersey State AFL-CIO in 1970.

He was treasurer of Rutgers University's Union Leadership Academy, chairman of its Education Advisory Committee, and chairman of its Labor Alumni Executive Council in 1972.

He served on Belleville's Board of Education from 1959 to 1969, and as its president from 1961 to 1963. He was also president of Belleville's PTA from 1955 to 1957.

A member of the Governor's Advisory Planning Committee for Statewide Vocational Rehabilitation Services, he was also a trustee of Essex County College, served on the New Jersey

Council on Economic Education at Montclair State College, and as president of the Belleville Kiwanis Club from 1969-70.

Survivors are his wife, Florence, two daughters, Mrs. Christine Cerrato and Miss Annette Juliano; a brother, Michael; two sisters, Mrs. Nicoletta Maorino and Mrs. Fanny DePalma, and one granddaughter. We extend our sincere sympathy to them in their sad 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

NLRB Sets Rule On Bonus Pay

President Howard Coughlin calls the attention of OPEIU contract negotiators to a recent National Labor Relations Board ruling that the paying of year-end customary bonuses to employees must be spelled out in union contracts.

He cites the recent NLRB ruling that the Bancroft-Whitney Company, a legal publishing concern in San Francisco, did not violate the Taft-Hartley Act by not paying Christmas bonuses to some 60 editorial employees without bargaining with the Bay Area Typographical Union.

In reversing a ruling of an NLRB Administrative Law Judge, the Board found that the Union in bargaining its 1972 contract automatically waived its right to bargain on bonuses since it did not request bargaining on the issue in negotiations, and its collective bargaining contract stated that the agreement contained all wages and benefits to be received by bargaining unit employees.

Board members Kennedy and Penello ruled for the majority. Member Jenkins dissented, stating: "A waiver of the right to bargain about loss of an existing term or condition of employment must be clear, specific and unequivocal, and may not be implied from a general 'zipper' management rights, or similar catch-all clause."

U.S. Price Index

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

1974	
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
April	158.6
May	159.3

Canadian Price Index

Statistics Canada
Base 1961=100

1974	
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
April	179.8
May	181.3

Retirees Tour United Nations



Members of New York Local 153's Retirees' Association recently held a luncheon in the delegates' dining room at the United Nations. The group, numbering 38, was met at the entrance by John W. Bryan, a U.N. Representative, given a pass and escorted to their own private dining room for luncheon and a talk on the U.N. and its functions, after which they were addressed by Mr. Amir Ali, Director of the International Labor Organization who answered all their questions. They were then taken by Mr. Bryan on a tour of the building. The event was arranged by Ed Edom, president of the Retirees' Association. Picture shows about half the group participating.