WHITE COLLAR

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

No. 329 FEBRUARY, 1974

Cost-of-living clause among Blue Shield gains

Across-the-board wage raises of 14.3% over two years, supplemented by a cost-of-living clause, together with new vision care and dental plans, were gained by Seattle's Local 8 in a new two-year contract covering office employees at King County Medical Blue Shield, Business Representative Don E. Olson, Jr., reports.

The pact calls for a 7.3% wage boost in the first year, and a 7% hike in the second. In the event the cost of living exceeds 7% in the second year, the employees will automatically receive the additional percentage increase.

Other gains are 30 additional sick leave days bringing the total to 90; increased medical benefits including a $300,000 major medical plan, and improved language changes highlighted by a job vacancy clause and a college education tuition reimbursement plan.

Employees also won an additional paid holiday bringing the annual total to 10, and a fourth week of vacation after 15 years of service.

The OPEIU negotiating team assisting Olson comprised Shop Stewards Syd Raines, Marsha Chapman, Peggy Burnett and Pam Thompson.

Four new OPEIU units start 1974 growth

In the first few weeks of the New Year reports from the field show four OPEIU bargaining units were organized, two of the elections being held among employees of boards of education in Pennsylvania and Michigan. Approximately 150 were added to OPEIU collective bargaining rolls.

International Representative Gene Dwyer reports that a unit of 93 cafeteria employees at the Board of Education in Bristol, Pa., voted for union representation by an overwhelming 10-to-1 margin in a State Labor Relations Board election.

The vote for Bristol's Local 426, which already represents the board's secretaries and clerical employees, was 80 to 8. The election victory more than doubles Local 426's membership.

The organizing campaign was conducted by Dwyer, assisted by Vivienne Gross, chief steward of Local 426.

International Representative John W. Richards reports that Grand Rapids Local 353 has successfully organized two groups of secretarial and clerical employees in Muskegon Heights, Mich. Both campaigns were led by Local 353's Recording Secretary Ida Smith.

The most recent was an election among secretaries and clericals at Muskegon Heights Board of Education where a unit of 21 employees voted 16 to 5 for representation by Local 353. Previously, Mrs. Smith had organized a unit of 18 clerical and secretarial employees at Muskegon Heights City Hall. Local 353 won that election by a unanimous vote.

International Representative Brian Fahlman reports that recogniton has been received by Local 15 for a small office unit at Western Data Resources, a division of General Foods, in Vancouver, B.C.

GAIN FOUR-DAY WEEK: Signing new CU&C Health Services Society contract for 160 members of Local 15 in Vancouver, B.C. are seated from left, Chief Office Steward Linda McGenn and CU&C General Secretary Joe Corsbie. Standing are CU&C Personnel Manager Vern Pirie, Steward Peggy Murray, Local 15 Business Representative Bill Swanson, and Stewards Donna Appelby and Arline Van Kleef. The settlement, reported in the January issue, both cut the workweek and boosted wages by 8% to 9.7%.

Washington takes stride toward checkless society

A giant step toward the "checkless society," now looming as a menace to tens of thousands of jobs in the banking industry, is seen in the U.S. Treasury Department's announcement that it is ready to begin a program of paying government benefit checks by direct electronic deposits into a recipient's bank account.

The program begins next month for the 3.5 million or so recipients of the new federal supplemental security income payments for the disabled, blind and aged, previously paid out by state and local governments. Treasury officials envision its expansion in a year or so to some 25 million Social Security recipients, and in two years to persons receiving veterans benefits and civil service retirement checks.

Eventually, perhaps in two years, the government hopes to do away with all paper checks by making electronic bank deposits of all federal payments, including the federal payroll.

Officials say that the direct deposit program, which has been contemplated for some time, has been speeded up because of cash-checking difficulties encountered by persons receiving payments under the supplemental security income program.

David Mosso, deputy fiscal secretary of the Treasury, said that in March persons receiving the supplemental security income payments would be given instructions on how they can have the Treasury Department mail their checks to a bank of their choice.

The recipient will have to open the bank account himself. The program will be voluntary for both recipients and banks, and checks will still be mailed to those who want them mailed.

In addition to making the payments more convenient for recipients, the government's major purpose is to help ease the burden of paper checks, which are flooding the nation's banking system.

Total check usage now comes to about 26 billion items a year, of which 750 million are Treasury checks.

Deposits will be recorded on magnetic tape which will be forwarded to commercial or regional collection centers to be processed into individual bank accounts without a check ever being written.

N.Y. pact protects short workweek for 650, adds gains in many areas

Annual wage step-ups of $10 and $9 weekly, for a four-day week, were gained by Local 153 for its 650-member office unit at Group Health, Inc., in New York City, Sec.-Treas. John Kelly announced.

In the second year, maximum pay rates will range from $144 per week for messengers to $236.50 for statisticians, underwriting analysts and full accountants.

A major achievement is that the contract assures continuance of the four-day, 35-hour week for office employees, and a three-day 36-hour week for computer operators. Moreover, a joint union-management committee will study the possibility of further reducing the work-week from 35 hours to 32.

Originally, the parties agreed to try out a three-day week for computer operators in January 1972, and after a successful trial period agreed on the four-day week for other employees in the following July.

Over the two-year period turnover dropped drastically to 13.5% from 31.8%. It was also observed that when the computer operators started working 12-hour shifts there was a dramatic reduction in the number of errors they made as a result of the reduction in shifts. Thus, it may turn out that the proposed cut in the number of hours could be offset by increased productivity, Kelly points out.

Other gains include employer-paid medical coverage under GHI's "best plan," providing expanded coverage for drug, nursing and ambulance charges, and a dental plan which bases payments on "maximum permitted charges" instead of a set schedule of fees.

Upon retirement, employees will be able to "convert" their dental and medical insurance and continue to group coverage rates. Retirees also may have any sick leave accumulated beyond a 120-day maximum credited to their pensions.

Under the old contract's "retraining provision" the employer was required to retrain any employee hired before January 1, 1969, whose job was changed because of new equipment. This cut-off date was changed to January 1, 1971, in the new pact.

Both parties also agreed to adopt the American Arbitration Association's expedited procedure which shortens the method of choosing an arbitrator, eliminates stenographic records and post-hearing briefs, and requires the arbitrator to deliver a decision within five days from the close of hearings. The new pact runs to December 31, 1975.

Five locals collect $18,481 for paper company members

Vice President J. Oscar Bloodworth reports that the International Paper Company has agreed to pay $18,481 in satisfactory settlement of a lawsuit filed in Federal Court by five OPEIU Locals in behalf of members who claimed pay for short-term layoffs at its southern paper mills. The company had refused to arbitrate their grievances.

The company agreed to pay 70% of the amounts claimed as well as the fee and all other expenses of OPEIU General Counsel Joseph E. Finley.

The court action in behalf of the members was undertaken jointly by Locals 71, Mobile, Ala.; Local 233, Georgetown, S.C.; Local 411, Springhill, La.; Local 430, Bastrop, La.; and Local 446 in Vicksburg, Miss.

WHITE COLLAR

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

HOWARD COUGHLIN, *President* — WILLIAM A. LOWE, *Secretary-Treasurer*

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White-collar union growth, four-day week forecast

Members of the American Economic Association at their annual meeting in New York were penitent about their failure to forecast the inflation engulfing the nation in 1973. Nevertheless, they were willing to gaze into their crystal balls and predict what the latter quarter of the 20th Century has in store.

Prof. Robert L. Decker of the University of California brought together the long-term forecasts of a large number of the economists, chosen for their intellectual distinction, who submitted to three rounds of questioning. After polling, 70% or more of them agreed with the following predictions about things to come in the years to the end of the century:

- A four-day week will be prevalent.
- The degree of unionization in white-collar and public-service occupations will move up dramatically.
- Price and wage controls will become a semi-permanent feature of capitalist economies. (Most economists think the Nixon controls were on the whole a bad trip—but a beginning, not an end.)
- The multinational corporation will replace in the world economy the power and characteristics of the oliogopolistic sector of the American economy.

The economists split almost evenly on some propositions that would have seemed highly unlikely only a few years ago. For instance, 48% believed that prices will rise in the U.S. at 5 to 7% for those years in which constraints are in effect.

Only history will reveal how accurate these 1974 predictions prove to be, but we are in complete agreement with the economists in their forecast of a dramatic growth of white-collar unionism in the years ahead. We feel that the relentless pressures of inflation will, of necessity, compel unorganized office and professional employees in growing numbers to become unionized for their own self-protection.

A lesson from overseas for bank employees here

North American bank employees, 99% unorganized and therefore lacking the benefits of collective bargaining, are rapidly falling behind their unionized colleagues overseas. In Britain and Sweden, for example, bank managers and supervisors are free to join unions of their own—a privilege denied their counterparts in the U.S. and Canada.

As a result, when Barclay's Bank in Britain announced its profits soared by 75% in the first nine months of 1973 the union representing bank managers negotiated pay increases ranging as high as £2,500 a year. Britain, like the U.S., has a pay-price freeze, so the agreement was promptly submitted to the British Pay Board for approval.

At present, Barclay's branch managers earn between £4,074 and £11,475 a year, depending on the size or grade of the branch. If the negotiated pay boosts (averaging £1,758) go through, these bank managers will earn anywhere from $13,000 to more than $32,000 annually at the current rate of exchange.

The highly unionized Svenska Handelsbanken, second largest commercial bank in Sweden, also reported record earnings "largely due to the staff's efforts," according to the bank's president, who has high respect for union members.

Unlike their unorganized North American counterparts, the unionized Swedish bank employees were rewarded with a 10-million kroner fund to buy stock in the bank, enabling them to elect one member and a deputy to the board of directors.

Contrast these enlightened attitudes (resulting from unionism) with that of the reactionary American Bankers Association, which is trying to indoctrinate underpaid supervisors on how to stamp out union organizing campaigns among rank-and-file employees.

Actually, the salary status of North American bank supervisors can be upgraded only by a strong upward push from below by unionized rank-and-file employees gaining a decent, living wage through collective bargaining. The North American banking industry has become notorious for miserable pay at its lower and middle-management echelons. Unionism is the only lever that can force it to share its swollen profits more equitably with these employees.

What every prospective member ought to know about strikes

In organizing campaigns, employers frequently exploit the strike fears of employees to dissuade them from unionizing. In the following article condensed from the Labour Gazette, *a Canadian magazine, Ed Linn brings the subject of strikes into historical perspective.*

"Workers complaints multiplied and strikes grew more frequent — strikes among the miners, the quarrymen, the peasants, the boatmen, the tradesmen — even among the police."

Thus did historian E. W. Tarn describe the economic problems of Egypt in 230 B.C. The first recorded strikes in history were conducted by workers on the Great Pyramids of Egypt thousands of years earlier, and references to strikes have been found on the papyri and tablets of Sumeria, Persia and other long-vanished civilizations.

The Roman Empire experienced strikes by coppersmiths, goldsmiths, shoemakers, potters, dyers and carpenters. In the industrial towns of France in the 13th and 14th centuries, the craft guilds struck repeatedly against the ruling merchant class. Strikes occurred in England as early as the 1300's.

In their monumental *Story of Civilization*, Will and Ariel Durant tell us that throughout the 16th century in Europe, "strikes were numerous, but they were suppressed by a coalition of employers and governments," and so through history down to our own times.

There has never been, in fact, a period in human history entirely free of strikes. The relationship between workers and their employers inevitably breeds resentment and conflict. When their resentment rises to an intolerable level, workers will strike regardless of the consequences, or the kind of political and economic system in which they live.

Therefore, it is important to keep the issue of strikes in historical perspective. Many people do not realize that industrial conflict is inevitable in the private enterprise economy. Conflict is built into the system in which labor and management are primarily engaged in sharing between them the available income and power. The more one gets and keeps, the less remains for the others.

The basic causes

Even if both sides acted rationally and with goodwill, conflict—and hence strikes—would still be inherent in their relationship for at least four reasons:

1. Wages never go as high as employees want, nor profits as high as owners and managers seek. But money available to be divided between them is always limited; they must share it in some fashion, although neither will ever be happy with its allocation.

2. Someone is managed, and someone manages. This entails conflict of interest that may be bearable but never entirely eliminated.

3. Even if income distribution could be devised satisfactorily at any time, times also change. New laws, rising prices, shifting patterns of consumer needs, currency devaluation—these and other changing factors would soon force the parties to seek a new balance of power and income.

4. Conflict is essential to the survival of management and labor as institutions. A union that was in constant and complete agreement with management would cease to be a union. It would destroy itself; and the same is true for management.

Within the context of a jungle-law society, strikes are not the unmitigated evil they are painted. They do sometimes inflict grievous injury on the contending parties, and on third parties. But the costs of strikes are greatly exaggerated, amounting to a loss of only one-half man-day a year on average for each employee.

Against the cost of strikes must be reckoned the gains, for industrial conflict does have a role that most critics of strikes overlook. Clark Kerr, Professor of Industrial Relations at the University of California, outlined that role in an article in the *American Journal of Sociology*:

"First, out of conflict comes the resolution of many disputes. Strikes or lockouts, or their threats, are means of inducing agreement. In the last 15 minutes of major labor disputes, the right to strike, or the threat, is the instrument which settles the controversy.

"Second, conflict reduces tension. In modern industrial society, the sources of unrest and hostility are enormous. The strike provides an outlet for them when they are so severe as to require forceful expression. The chance to rebel on occasion establishes the independence of the group and the individual, makes acceptance of the surrounding social system easier, and therefore can make a net addition to satisfaction and to production.

"Third, out of management-union conflict, the worker is better served. As the two parties compete for his loyalty, this conflict protects him from domination. Without this conflict, one or the other might become too powerful for him to maintain a minimum of personal liberty. Management and union check and balance each other."

Kerr's views are generally shared by most serious students of labor relations, and by the foremost experts in the field. Professor H. D. Woods of McGill University, ex-chairman of Canada's Federal Task Force on Labor Relations, has stated bluntly that **"the only real deterrent to a strike is the threat of a strike."**

Public view distorted

This is an opinion obviously not shared by many, convinced by alarmist press coverage that strikes ought to be outlawed and workers' wages arbitrarily established. Fortunately, even the most opportunistic politicians are not foolish enough to try to implement such a simplistic "solution." They know, if most of the public does not, that the result would be industrial chaos instead of peace.

It seems to be a widely held belief that the calling of a strike is a union's primary, if not only, function; that, in some mysterious way, strikes benefit a union. A little sober reflection will show that a union has nothing to gain from inciting or prolonging strikes. When its members are working and paying their dues, the union is sound financially, and relatively free of administrative problems.

But when its members are on strike, the union has to give them strike pay instead of collecting dues from them, and it has all the worries and responsibilities of conducting the strike as well. No union is ever eager to stage a strike. In fact, most unions measure their success in any one year by the extent to which they have kept strikes to a minimum. When they call a strike, it is only as a last resort, after they have been backed into a corner by an unreasonable employer and left with no alternative.

A more balanced assessment of the modern union's role as an industrial peacemaker is provided by J. Raymond Walsh, former Professor of Economics at Harvard: "The records demonstrate that most unions make every effort to settle disputes without a strike. Many unions guard against hasty strike judgments by taking from their locals all authority on such matters, and concentrating it in the hands of international officers. Frequently such officers, removed from the heat of the dispute (and the miseries which engender it, we might add), are much more likely to be reasonable and willing to compromise than are the local officers or an irritated rank and file . . . Union leaders, far from fomenting trouble, spend most of their time settling disputes before the strike stage is reached."

Two 8½ percent increases head gains at Ontario paper firm

A 17% across-the-board pay raise and other wage adjustments were gained in a two-year contract negotiated by Local 386 for its 105-member bargaining unit of camp clerks, tallymen and scalers at the Great Lakes Paper Co. Ltd., Thunder Bay, Ont.

Mid-Canada Council Representative E. M. Stencer reports that a 8½% wage hike is retroactive to May 1, with the second to take effect on the 1974 anniversary. Pay differential for employees on the second shift was increased to $1.10, and to $1.35 for the third shift.

Effective this year, vacations are liberalized to provide three weeks after five years and six after 27 years of service. Those taking vacations between January 1 and April 1 will be granted a 10% bonus of their weekly pay for each vacation week.

New clauses call for a 10¢ per mile allowance on highways for employees using their own cars on company work and 18¢ for off-highway travel, as well as pay differential for jury service. The company also agreed to increase its contribution for insurance benefits for single employees by $4.04 per month.

The long-term disability plan was improved to provide 55% of straight-time pay, with the company also paying pension premiums until retirement. The company also agreed to improve the pension formula by adding 15% to contributions in '73 and another 10% for 1974. Those retiring at any time during the term of the agreement are entitled to the full 25% increase in benefits.

The normal retirement age for women was changed from 60 to 65 years but those presently in the pension plan retain the right to retire between those ages. In such event, their pensions will be increased actuarially for the years they work beyond 60.

SIGNING PAPER PACT: Seated from left are Local 386 President Malcolm McLure; Great Lakes Paper Company Industrial Relations Manager G. C. Bicknell and Asst. Comptroller P. Morrow. Standing: Mid-Canada Council Representative E. M. Stencer and Committee members Gwen Donaldson, Ron Maki and Armand Dubeau. Members O. Rothenberger and A. Bailey were absent when photo was taken.

Project to add 1,200 jobs

The Great Lakes Paper Company in Thunder Bay, Ont., has announced plans to build a bleached kraft pulp mill with an annual capacity of 250,000 tons, and to expand its stud mill to a 200-million board feet capacity per year.

The project will cost $118 million and create 1,200 jobs. Construction is expected to start this summer. The new kraft mill will be equipped to handle either soft or hard woods, ensuring better wood resources utilization.

$2,000 is minimum gain under two-year paper pact in B.C.

Minimum wage gains of nearly $2,000 per individual in the lowest grade, larger hikes for those in higher classifications, and improved fringe benefits were won by Vancouver Local 15 in a two-year contract covering its 60-member office unit at Alberni Pulp & Paper, Ltd., a subsidiary of MacMillan & Bloedel in Port Alberni, B.C.

Business Representative Bill Swanson reports that the agreement calls for an 8½% across-the-board wage boost (or a $60 monthly minimum) in the first year, with additional raises in the second year ranging from $39 per month in the lowest grade to $85 in the top classification.

In the second year, the starting minimum monthly wage in the lowest grade will be $477, rising to a $553 maximum, and $1,025 in the top grade rising to a $1,228 maximum.

A floating holiday brings the annual total to 10. The company also agreed to pay those working on holidays 2½-times the regular rate, and to provide a meal for any employee required to work more than two hours overtime.

The vacation schedule was improved to three weeks after four years; four after 12; five after 20, and six after 27 years. The pact also calls for supplementary vacations in addition to the regular schedule for each five years of service. At the end of five years, employees are entitled to a one-week supplementary vacation; two after 10; three after 20; four after 30, and five after 40.

Supplementary vacations must be taken during each five-year period, but not in July or August, in addition to the regular vacation. Employees may defer, or bank, the fourth and fifth week of regular vacations as well as supplementary vacations. Altogether, an employee with 45 years of service will be entitled to 29 weeks of supplementary vacations.

The OPEIU bargaining team assisting Swanson in the negotiations were Chief Steward Gerald J. Walerius, Steward Doreen Nicklin, and committee members Clifford Pollard and Ron Rutter. The pact runs to June 30, 1975.

U.S. Price Index

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

1972	
December	127.3
1973	
January	127.7
February	128.6
March	129.8
April	130.7
May	131.5
June	132.4
July	132.7
August	135.1
September	135.5
October	136.6
November	137.6
December	138.5

Canadian Price Index

Dominion Bureau of Statistics

1972	
December	143.3
1973	
January	144.5
February	145.3
March	145.7
April	147.3
May	148.4
June	149.7
July	151.0
August	153.0
September	153.9
October	154.3
November	155.5
December	156.4

from the desk of the PRESIDENT

Time for changes in Social Security

Mary J. Wilson, a research analyst with the Boston based firm of David L. Babson & Co., recently wrote an interesting article in the *New York Times* which should set us thinking about our government's policy with respect to Social Security.

Congress recently raised Social Security benefits again and provided two increases totalling 11 percent in the year 1974. This means that Congress has upped the benefits for Social Security recipients by twice the rise in living costs since 1966. To provide monies for this latest increase, the maximum amount of earnings subject to tax has been raised from $10,800 to $13,200 per year. This means that all workers earning $10,800 or more per year will be subject to an increased tax of $140 yearly. Employers will also be subject to the same increase. The tax is now 5.85 percent per employee which makes the total contribution to the federal government 11.7 percent per employee.

The 1974 rise in benefits comes on top of a 20 percent increase just before the 1972 election and follows increases of 10 percent in 1971, 15 percent in 1969 and 10 percent in 1967. In 1974, the average retired worker will get 85 percent more than he did in 1966, compared with a 38 percent rise in the cost of living in the same period. Certainly no one begrudges Social Security recipients these increases. Probably no segment of the population is more in need of increased income.

Miss Wilson's article, however, is pointed towards another aspect of the Social Security system which must interest all of us who have had something to do with the setting up and the operation of pension plans. From the original idea of insurance assistance to those over 65, Social Security has become a broad fringe benefit and income distribution system. The number of beneficiaries of all types (old age, survivors, disability and hospital insurance) climbed from 3 million in 1950 to 30 million at the present time.

Meanwhile, total dollar payments have increased from one billion in 1950 to an expected 73 billion in 1974. There is no question of the fact that the great expansion of the Social Security system will place a growing burden on the nation's employers and workers.

The vote-getting appeal of broadening and liberalizing Social Security benefits has prompted Congress to proceed in that direction without providing the usual actuarially sound foundation for a pension plan. Instead of a funded plan, Congress has placed Social Security on a pay-as-you-go basis to the extent that reserves currently totalling 37 billion dollars represent only about nine months' worth of benefits.

Congress is completely ignoring the need for a soundly administered Social Security system developed from actuarial data which will guarantee benefits for workers' lifetimes. While it is true that the Social Security system has the taxing authority of the federal government to support it, it is also true that withholding taxes, social security taxes and others have pretty much reached the maximum of wage earners' ability to pay.

In addition, the number of wage earners who support each Social Security recipient has declined drastically. For example, in 1940, the Social Security taxes of 145.8 wage earners made up the benefits paid to each Social Security recipient. In 1947, this figure declined to 22.2; in 1954 to 9.3; in 1957 to 5.8. In 1972, 2.9 workers were held responsible for the Social Security benefits received by each recipient. It is obvious, therefore, that it will be impossible for the federal government to continue to increase benefits and extend coverage based on the possibility of increasing taxes.

The Social Security Administration presently estimates future benefits and taxes by assuming that the Consumer Price Index will rise at an average annual rate of 2¾ percent and the national wage level at 5 percent. If they are right and Congress never again changes the program, the maximum retirement benefit will rise to $7,236 in 1980 and will reach $30,000 per year in the year 2010. Meanwhile, the maximum contribution per worker will reach $8,288 with projected income of $66,300 then subject to tax.

Actually, however, the Consumer Price Index has been rising at an average of more than five percent a year since 1966, and wages have increased by 7 percent annually. If the Congress changes the program to reflect these actual increases, taxes on workers and benefits will increase astronomically. Proposed taxes would then reach the point of diminishing returns.

If the energy crisis or an economic downturn results in severe unemployment, it may be necessary for the Congress to reduce Social Security payments. The Congress should act now to devise a more realistic Social Security system.

Wage raises, cut in hours gained for new B.C. unit

Across-the-board wage boosts of 8½% in the first year or a $60 per month minimum, a workweek reduction to 37½% hours, and pay boosts ranging from $50 to $103 in the second year were gained by Vancouver Local 378 in an initial two-year contract for its new office unit at Rayonier Canada, Ltd., at Woodfibre, B.C.

Business Representative R. N. Rennie reports that in the second year the starting minimum salary in the lowest office grade will be $545 per month, with an $1,128 figure in the top classification.

The pact calls for 10 paid holidays annually. It provides two weeks vacation after one year; three after four; four after 12; five after 20, and six after 27 years. After each five years of service, employees will be entitled to supplementary vacations ranging from one week after five years to five after 40, which may be taken during the five-year period following eligibility.

The contract also provides non-cumulative sick leave salary at full pay, ranging from four weeks for employees with less than five years' service to 18 weeks for those with 15 years or more.

The company agreed to continue the present pension plan, weekly indemnity, major medical and group travel insurance at no cost to the employees, and to inaugurate a full dental plan in which the employer pays 70% of the premiums. The contract is retroactive to May 15 and runs to June 30, 1975.

In addition to Rennie, the OPEIU negotiating team included Asst. Business Representative F. M. de Moor, Local 378 Vice President M. D. Rippberger, Annabelle Bellis and P. Cliff.

University pacts in N.Y. redress wage inequities

Long Island University and Local 153 have signed two one-year contracts providing 5% pay boosts, an additional paid holiday, more liberal vacations and an improved tuition plan for some 210 clerical employees at the university's Brooklyn and Southampton, L.I., centers.

The agreements call for a distribution of 2% of the payroll to correct wage inequities in some classifications. "Promotional increases" under the contracts will be a flat $10 per week instead of 5% of wage rates.

The Southampton contract covering 45 clericals is the first between the parties, and the Brooklyn agreement is the second. Pay under the first Brooklyn contract averaged $130 a week.

Both contracts provide a four-day 32-hour workweek during the summer terms, as negotiated in the first Brooklyn pact. Local 153 says it plans to make this a bargaining goal for its other university contracts.

A floating holiday brings the annual total to 11. The pacts also establish a fourth week of vacation after 25 years of service.

The university agreed to improve its tuition reimbursement program to provide 75% payments to dependents of employees with more than one year of service (was 66.6%), and 95% for dependents with more than three years of service (was 90%). Employees and their spouses will continue to be entitled to 100% reimbursement for tuition charges.

The university also agreed to reimburse all employees and dependents for any fees they have to pay while taking courses. The pacts run to August 31, 1974.

7% twice and reopener negotiated in New Haven

Two annual seven percent wage increases and a third-year reopener are key provisions of a new three-year contract covering 335 employees of the fraternal insurance agency of the Knights of Columbus in New Haven, Conn. Local 329 represents the unit.

According to International Representative Justin F. Manning, pay rates after the first increase will average about $140 per week, ranging from $108 for messengers to $199 for underwriters and chief clerks.

Contract language changes gained by the union now enable employees to take vacations under certain emergency situations without giving the employer 24 hours' notice. Under the old provisions employees unable to get to work because of bad weather, car breakdowns and the like were not permitted to take vacation because they had not given the required notice.

Changes in the job posting provision eliminate discrimination against employees who apply for vacancies in other departments than their own. The employer no longer may favor applicants simply because they work in the department with the posted vacancy.

The employer also agreed to complete by the end of January a job evaluation then in progress and to give "prompt attention" to union requests for reevaluations. A new provision is a total disability pension clause.

The Local 329 negotiating team included President Claire Pluff, Vice President Ray O'Connor, Kathy Foley, John Carey and Patricia Maguire.

Unique savings plan won for 230 in pact with Union Labor Life

GAINS AT ULLICO: Local 153 Business Representative Mike Thompson (left) and Executive Vice President Daniel E. O'Sullivan sign new contract. Standing from left are ULLICO Senior Vice President George Holland, Shop Stewards Jerome Cooper and Mary McNamara, Chief Shop Steward Frank Mauro; ULLICO Personnel Manager Theresa Farley and Shop Steward Frank Soeder.

Across-the-board wage increases of $12 per week in the first year, $7.50 in the second and 5.5% in the third, together with a new vision care plan, an additional paid holiday and improved vacations, mark a three-year contract negotiated by Local 153 for its 230-member unit at Union Labor Life Insurance Company, New York.

Local 153 Sec.-Treas. John Kelly reports that the raises will bring the average ULLICO salary to $181 per week during the life of the agreement. An attractive feature of the pact in the second year is a new savings plan whereby employees may put 2% of their earnings in a Thrift Plan, matched with a 50% contribution by the employer, the fund to be invested for the benefit of unit members.

Other gains were improved promotional increases and upgradings and new benefits in the health-welfare area. Life insurance was raised to 150% of annual earnings, with no maximum, with the same schedule applied to AD&D. Major medical benefits now include a new $200 family deductible, an increase of the maximum benefit to $25,000, and a new $1,000 automatic annual restoration.

The dental care benefit was extended to 80% of cost, with a $500 maximum. In the future, maternity cases will be classified as disability cases for hospitalization purposes. The new vision care plan provides both optometrist and eyeglass benefits.

The pension plan was improved to full vesting after 15 years, regardless of age, with 50% vesting after 10 years of service. More liberalized vacations call for three weeks after three years of service; four after nine, and five after 20—a first time provision for a five-week vacation.

The employer also agreed to set up a tuition refund plan paying up to $600 per year for employees who take accredited educational courses. Other gains were made in the clauses on bereavement leave and jury duty pay.

48-state insurance pact brings package of gains

Wage gains and improved fringe benefits were won in a second two-year contract signed between the nationwide association of general agents affiliated with American Income Life Insurance Co. of Waco, and Fort Worth Local 277.

The unique contract covers 700 agents and clerical employees in 48 states, and was negotiated at the Waco office. Contract improvements include:

- A guaranteed minimum of $3 per hour for a 35-hour week for clerical employees working for the various agencies throughout the United States.
- A guaranteed minimum of $13,000 per year for public relations representatives.
- Improved bonuses and renewal commission for agents.
- Lifetime vesting of renewals for commissioned agents after three years' service.
- An improvement in group life insurance.

San Pablo hospital workers gain from two Local 29 settlements

A 5½% general wage increase retroactive to July 1 with a reopener on wages and health-welfare scheduled for next July 1, are provided by a two-year contract negotiated by Oakland Local 29 for its 100-member unit at Brookside Hospital in San Pablo, Calif., Business Representative Frank Mullany reports.

The shift differential was increased by 6¢ an hour to 26¢, and after five years service employees will receive a longevity increase of 10¢ an hour. The new pact brings a monthly starting rate of $571.61 in the lowest office grade, rising to a $639.07 maximum. In the top grade, the starting minimum is $695.98, rising to a $769.82 maximum.

The minimum starting rate on the afternoon and night shifts in the lowest grade is $616.68 per month, rising to a $684.14 maximum. In the top grade, the starting minimum of $741.05 rises to a $814.89 maximum.

Sick leave was improved by five additional days, cumulative to 40 days. Gains were made in the medical, drug and dental plans.

The OPEIU bargaining team assisting Mullany included Jeff Lurie, Orlena Marvin, Lottie Norton, Pat Totman and Arlene Gross.

In a separate contract covering the hospital's inhalation therapists, first-year wage increases of 7% to 7½% were agreed on, with a reopener in the second. The shift differential was increased to $55 per month.

The dental maximum was upped to $1,000 (was $500); major medical to $50,000 (was $10,000), and the major medical deductible reduced to $50 (was $100) with maximum of three deductibles, or $150 per family. Sick leave was increased to 40 days.

The inhalation therapists' negotiating team included Frances Kuehl, Jon Griffith and Jean Riggle, assisted by Local 29 Business Representatives Bruce Lockey and Frank Mullany.