



BULLETIN

FEDERAL MEDIATION AND CONCILIATION SERVICE

SUBJECT: Recent Labor-Management Developments

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To: FMCS Professional Staff

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From: Jerome T. Barrett, Director
Office of Technical Services

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The following items attempt to highlight some of the major labor relations developments over the two-week period between May 3 and May 17. The information is summarized from a variety of sources. If further details are needed on any item, please consult the source indicated, or call the Technical Information Center, (202) 653-5324, for additional information.

GENERAL DEVELOPMENTS

Anheuser-Busch Meets Teamsters Aide Today on Strike Amnesty Bid

*WSJ 5-17-

A possible end to the two-month strike at eight Anheuser-Busch, Inc. breweries hinges on a meeting set for this morning between the company's president and a top Teamsters union official.

Federal mediators say the union and the company have reached "complete agreement" on terms of a new contract that could end the strike. But the pact must be ratified by union members before it can take effect, and the union is insisting on winning amnesty for members who were fired or suspended during the strike before it agrees to hold ratification votes.

United Parcel Workers in 13 States Scheduled to Resume Jobs Today

*WSJ 5-17-76

About 14,000 striking drivers, loaders and sorters of United Parcel Service of America, Inc. are due to return to work today in 13 Mid-west and Rocky Mountain states.

Details of a contract agreement with the Teamsters reached late Friday were withheld pending ratification by mail ballot. On wages, UPS usually follows the pattern of the Teamsters' master agreement with the trucking industry, but talks became deadlocked over pension, health and welfare benefits, and the union struck on May 1.

Female Workers File Suit Over
Construction Jobs

*WSJ 5-17-76

A group of female construction workers filed a suit charging that the Department of Labor has condoned a pattern of sex discrimination that practically excludes women from jobs in the construction industry.

The suit, financed by the League of Women Voters, was filed in federal district court on behalf of women workers in San Francisco, Seattle, Tacoma, Washington and Fairbanks, Alaska. It asked the court to order Labor Secretary W. J. Usery, Jr., to implement government laws and regulations requiring federal contractors to hire specified numbers of women.

The Labor Scene: Is 'Worker Participation'
Coming to the U.S.?

**NYT 5-14-76

According to Abe Raskin, the United Automobile Workers, a union which through three postwar decades has often put a "made in Detroit" label on American industrial relations, is making quiet headway toward greater worker participation in areas of corporate decision-making that were once the jealously guarded domain of management.

The most remarkable aspect of this progress is that it is being made in a non-confrontation spirit and, especially in the case of the General Motors Corporation, with the enthusiastic cooperation of the auto manufacturers. The joint effort is focused on experiments to improve the quality of working life by giving workers a bigger voice in problem solving at the job and plant level.

This bottom-up move for increased employee involvement is at the opposite pole from the pressure the UAW plans to bring on the Chrysler Corporation in contract negotiations to put union representatives on the company's board of directors. Chrysler is not commenting publicly, but the union bid for directorships is getting top-level study. Whatever happens, it is predictable that there will be a substantial expansion of programs already underway for "humanizing" assembly-line jobs and easing sources of in-plant discontent.

Hospital Union Presents Pay Demand

** NYT 5-14-76

The union representing 40,000 service employees at 52 nonprofit hospitals and nursing homes in the New York City area presented demands for a 10 percent or \$20-a-week pay increase, whichever is greater, to the League of Voluntary Hospitals and Homes at a bargaining session

at the Commodore Hotel. Leon J. Davis, president of District 1199 of the National Union of Hospital Care Employees, told the employers, "You have made up your mind that there's no solution to this except a confrontation, but I hope you're wrong." Last week the employers presented 26 demands for pay and benefit reductions. The contract between the union and the league expires June 30.

The Rubber Strike Drags on With
Little Hope of Early Settlement

* WSJ 5-11-76

According to the WSJ, negotiations probably won't progress until tire shortages force Detroit to close down auto plants. Firestone Tire, chief target of the three-week-old industry strike by 60,000 United Rubber Workers, hesitates to present a new proposal before seeing signs of union willingness for give-and-take.

Failure to get cost-of-living protection three years ago remains the key union hang-up. Bommarito has members expecting a hefty wage "catch-up" although he hints he would take less than his \$1.65-an-hour first-year demand. Firestone offers a wage escalator clause but resists the union's demand that it copy the auto industry's expensive formula.

San Francisco Municipal Strike is Ended
as Both Sides Agree to Form Panel

* WSJ 5-10-76

The city laborer's strike that closed down municipal transportation and other services for 38 days ended over the weekend, but the issues that sparked the walkout in the first place are yet to be resolved.

Both sides agreed to the formation of an 11-member fact-finding committee to recommend wage scales and working conditions for the craft workers. The supervisors are to act on the findings by June 21. The committee will consist of five labor representatives, five supervisor appointees and the mayor of San Francisco.

Economic Analysis Urged on Arbitrators

*** DLR 5-13-76

In an address to the National Academy of Arbitrators, economics professor Monroe Berkowitz of Rutgers University says, "You can't blame the plight of the cities on the unions and on bargaining." But he adds that the cities' fiscal problems will require the arbitrators in impasse situations to be much more hard-eyed in their review of settlement cost factors.

On the same NAA panel, Muriel M. Morse, director of personnel for the city of Los Angeles, warns that public sector arbitrators are under challenge for their failure to take the cities' inability-to-pay arguments more seriously in prior cases. A. L. Zwerdling, AFSCME's general counsel, criticizes NAA for not actively supporting the union's position in a 1975 resolution that binding arbitration should be substituted for the strike in disputes involving public safety employees.

Labor Department

*** DLR 5-13-76

Senate confirms Michael H. Moskow to be Under Secretary of Labor and John C. Read as Assistant Secretary for Employment Standards.

Bargaining Begins at Westinghouse

*** DLR 5-12-76

The IUE opens contract negotiations with Westinghouse, demanding "a decent standard of living" for workers and retirees, while the independent United Electrical Workers reveal goals of an uncapped cost-of-living clause that meets "rising prices 'penny for penny.'"

Both unions remark on what they see as Westinghouse's good financial shape, IUE saying that profits for the final quarter of 1975 "quadrupled" and that those for January-March 1976 rose 42.5% above profits for the same period in 1975. IUE says it has "no quarrel" with this, but declares Westinghouse workers and retirees' inflation-eroded pay and benefits must reflect the prosperity.

Other issues listed by the unions include a substantial general increase, pension improvements, expanded health insurance, including a dental plan, and improved benefits for laid-off workers. IUE and UE both belong to a 13-member Coordinated Bargaining Committee of GE and Westinghouse Unions. Contracts expire at GE on June 27 and at Westinghouse on July 11.

ECONOMIC DEVELOPMENTS

Construction Industry--Summary of
Collective Bargaining Information

OMS 5-17-76

The number of agreements which have expired thus far in 1976 total 1,132; for the same period during 1975, the figure was 1,398.

Strike activity as of May 12, 1976, was at a level of 38 strikes, involving 23,235 workers. At the same time last year there were 125 strikes, involving 71,741 workers.

Settlements reported thus far, during 1976, have been substantially lower than during 1975. For example: total first-year percentage increases for more than 2,000 agreements during 1975 averaged 9.5% and the figure for 1976 settlements, 211 in number, is 7.3%.

The length of collective bargaining agreements in the construction industry continues to increase, but it will apparently be a number of years before they return to the length that they had obtained in 1969 and 1970, prior to the implementation of controls.

Summary of Work Stoppages in the
Construction Industry for
May 12, 1976

<u>Period</u>	<u>Number of Strikes</u>	<u>Number of Workers</u>
This Report	38	23,235
Last Report (5/4/76)	43	22,476
1 Year Ago	125	71,741
2 Years Ago	107	65,442
3 Years Ago	40	21,614
4 Years Ago	52	41,179
5 Years Ago	55	22,739
6 Years Ago	166	122,948
7 Years Ago	80	58,339

Corporate Profits in First Quarter
Exceed "Most Optimistic" Predictions

*** DLR 5-12-76

Corporate profits in the first quarter of 1976 surpassed "even the most optimistic of last year's forecasts," the First National City Bank of New York reports in the May issue of its monthly economic letter.

Manufacturers' after-tax profits jumped 20 percent seasonally adjusted from the fourth-quarter 1975 earnings level, putting profits 34 percent above the average for the full year 1975 and 56 percent above the depressed level of first quarter 1975.

Citibank reports that for the entire group of 1,149 corporations surveyed the average year-to-year increase in January-March was 44 percent. That's the sharpest rebound in profits in 17 years.

Total Personal Income Rose 8% in 1975
While Per Capita Income Averaged \$5,834

*** DLR 5-11-75

Total personal income increased by 8 percent during 1975, with the 50 states and the District of Columbia reporting increases ranging from 4 percent in Idaho to 33.5 percent in Alaska, the Commerce Department's Bureau of Economic Analysis reports. The nationwide gain of 8 percent was "little different from the national advance in consumer prices," BEA notes.

On a per capita basis, personal income averaged \$5,834 in the U.S., compared with averages varying from \$4,041 in Mississippi to \$8,815 in Alaska. Nationally, per capita income rose 7 percent, compared with a 7.8 percent increase in consumer prices as measured by the implicit price deflator for personal consumption expenditures.

Jobless Rate Remained at 7.5% in April
While Employment Surged to Record High

*** DLR 5-7-76

After declining for five months in a row, the nation's jobless rate held at 7.5 percent during April, while the number of persons with jobs reached 87.4 million, a record high, BLS reports.

April's 7.5 percent unemployment rate was the same as in March and only slightly below the 7.6 percent rate of February. Jobless rates among most demographic groups slipped or remained at March levels last month. The rate for blacks was the major exemption--it returned to the 13 percent level following a drop in March.

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- * Wall Street Journal
 - ** New York Times
 - *** Daily Labor Report
 - + Office of Mediation Services