



WHITE COLLAR

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

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Phase Two: cloudy perspective

Confusion and uncertainty cloud the economic picture as the Wage-Price Freeze ends and Phase Two begins. After getting a personal memo from President Nixon pledging that the Pay Board will be autonomous, the AFL-CIO agreed "to try to make the new economic policy work" by serving on the board. Board autonomy was a major victory for the labor cause.

At the same time, the AFL-CIO announced its intention to oppose the President's tax proposals to Congress giving business a tax bonanza of \$27½ billion over the next decade. Meanwhile, the American Bankers Association urged Congress to go slowly in reducing personal income taxes indicating that the battlelines are being drawn as bankers and Big Business join hands with the Nixon Administration to force American workers to bear all the freeze burdens.

On the collective bargaining front, labor unions are not reducing their wage demands, and surveys among industrial executives indicate little prospects for any quick curb on higher prices. The AFL-CIO plans to set up its own price watchdog units.

Utilities, landlords, auto manufacturers and many others were preparing to file for rate, rent and price increases as soon as the President's Price Board opened for business on Nov. 14.

Views of economists

Dr. Walter W. Heller, former Council of Economic Advisers chairman under Presidents Kennedy and John-

son, says that wage increases already written into long-term contracts could be unfrozen without crippling the economic stabilization program.

Herbert Stein, a member of Nixon's Council of Economic Advisers, predicts that so many increases in wages and prices will be authorized in the first flush of icebreaking that "a temporary upsurge" in the price level can be expected in the first two or three months.

As the Pay Board begins operating, organized labor's big push will be for a ruling that deferred increases under all existing contracts should be honored, no matter how big. And AFL-CIO President George Meany stressed that labor would hold to this view even if it is lost inside the tripartite board.

Some of President Nixon's key advisers indicate considerable sympathy for this viewpoint, partly because wage increases due in 1972 and 1973 are generally smaller than those already granted this year. But even more because officials fear an explosion of strikes and a general boycott of the Pay Board if existing contracts are scaled down.

Another big battle in the new Pay Board will be over whether to adopt basic yardsticks governing future wage increases or whether there should be no overall standards, with decisions in each case to be made on whatever criteria appeal to the board.

Industry regards the absence of any

fixed standards as an invitation to rampant inflation. Organized labor is just as resolute in believing that flexibility offers the best chance for a workable program—one that rank-and-file unionists can live by.

Program under attack

Meanwhile, the Nixon program is under increasing attack in academic circles.

"Among other boons, the present Administration, upon Executive Order, has given over to big business a bounty in prohibiting the payment of just wages," says Professor Richard Walsh of Georgetown University, in a *New York Times* article.

"Plainly the Executive Orders are unconstitutional," he adds. "It represents the use of power unconstitutionally delegated to the executive by Congress." He cites from the Constitution; "No state shall . . . pass any . . . *ex post facto* law, or law impairing the obligations of contracts . . ." Professor Walsh then cites U.S. Supreme Court decisions that the federal government is equally restrained.

A joint article in the *Arizona Review* by Economics Professor John E. Buehler, Professor of Finance Clark A. Hawkins, and Associate Economics Professor John T. Wenders of the University of Arizona, takes a dim view of the "New Economic Policy."

"The wage-price freeze is cosmetic rather than medicinal," they assert. "Simply put, there is no economic problem for which wage-price con-

trols can be regarded as an effective remedy . . . But through a short announcement on national television the President has unilaterally shattered the sanctity of many contracts arrived at by mutual agreement.

"Although floating the dollar was long overdue, the economic rationality contained in this move is swamped by the absurdity of the wage-price freeze. Perhaps the best we can hope for is that the freeze will become an obvious economic disaster of such magnitude that no one will have the nerve to propose another one."

They list their objections to it as follows:

1. There is no logical basis for thinking that controls will solve the economic problems confronting the nation.
2. Controls are inequitable and arbitrary in their impact.
3. There is a strong possibility they will have to be extended and broadened.
4. They generate substantial inefficiencies in the workings of a free market economy and this causes mis-allocation of resources.
5. They may generate a whole new set of expectations, results of which are impossible to assess.

At the moment, it seems the controls will be a major issue in the 1972 political campaigns if they are not already thrown out on constitutional grounds by the U.S. Supreme Court.

OPEIU Urges U.S. End 10% Canada Surcharge

The Honorable Richard M. Nixon
President of the United States
The White House
Washington, D.C.

November 5, 1971

Dear Mr. President:

We, like you, have been concerned with the problem of imports produced in low wage countries for the sole purpose of competing with goods manufactured in the United States. We are aware of the fact that 700,000 U.S. jobs have been eliminated between the years 1966 and 1969 because of low wage produced imports into this country.

Obviously, therefore, something had to be done with respect to the unfair competition. Action was indeed called for if workers in the United States are going to be able to compete in the future with the low wage costs of under-developed countries and developing nations. Thus, we can understand the surcharge.

We do not understand, however, why the surcharge was imposed on all nations of the world, particularly those countries which have wage levels similar to those we enjoy in the United States. I refer specifically to Canada. Wages negotiated by the Office & Professional Employees International Union, and numerous other International Unions in Canada, are equal to and in some cases superior to the wage levels achieved in the United States. There is no question in my mind that our contracts in Canada reflect salaries which are well above wage rates in the 19 right-to-work states in the United States. For this and numerous other reasons, we strongly oppose the continuance of the 10% surcharge against Canadian imports. We urgently request your consideration of an early repeal of this surcharge, which is not only unfair to Canadian workers but also serves to undermine the excellent relationship which our two countries previously enjoyed.

Respectfully yours,
s/HOWARD COUGHLIN
President

Organizing scene

School board organized; Blue Cross drive backed

The OPEIU has been certified as bargaining agent by the Ontario Labour Relations Board for a 45-member unit of secretaries and clerical employees at the Timmins Board of Education, International Representative Wilfred L. Peel reports. He adds that he has also applied for Board certification on behalf of some 50 office employees at Dominion Glass Co., Ltd., in Toronto.

Peel led the successful school board campaign on leads supplied by Local 151 President Paul Powers and Mike Rogozynski, of Iroquois Falls, Ont. The OPEIU already represents some half-dozen Board of Education units in the U.S. and Canada, reflecting the growing interest in collective bargaining among clerical employees in educational institutions in both countries.

International Representative Jay Porcaro, Jr. reports he has won management recognition for a 20-member office unit at the National Foundation of Health, Welfare & Pension Plans, Inc., in Brookfield, Wis.

He already is engaged in negotiation of an initial contract.

The National Foundation conducts seminars and educational conferences in various parts of the nation for trustees, administrators, attorneys and actuaries in employee benefit trust fund management to broaden their backgrounds and sharpen their skills in this complex field involving millions of union members.

Vigorous support for a Local 29 drive currently underway to unionize Blue Cross office employees in Oakland, Calif., was given by Bill Kircher, AFL-CIO Director of Organization, who was guest speaker at an enthusiastic organizing rally there.

Additional support for the

OPEIU drive was voiced by Executive Sec.-Treas. John F. Henning, California Labor Federation, in a letter distributed to 900 employees in the Oakland Blue Cross office.

A longtime OPEIU member himself, Henning pointed out that "union members are better paid, have greater job security, better working conditions, greater equity in dealing with employers, and countless other advantages not available to the unorganized."

He called attention to the fact that "nearly one-quarter of Blue Cross clients are union members," a factor that makes organized labor "one of the largest consumers of Blue Cross services."

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

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Paraders from Local 343 winners of three awards



Tess Danyluck at wheel of Local 343's award winning car.

Forewarned is forearmed

The story in our news columns disclosing that the first unattended, automated bank facility will open in Columbus, Ohio, next year should jolt the complacency of any bank employee who still believes that his or her job is secure. True, bank employment in the days of the Great Depression was relatively secure but this is no longer the case.

Urging all bank employees to join the growing white collar union movement as long ago as April, 1968, President Howard Coughlin pointed out that the low pay in banks reflected the fact that they were not unionized. At the same time, he warned of the coming threat to job security because of automation with this accurate forecast:

"As a result of the quiet revolution now occurring in the banking field, in the not too distant future commercial banks will become part of a national computer network with regional centers where "money" transactions are consummated through use of a single, universal Money-Card.

"Small banks and other non-bank financial institutions will be forced to merge with larger banks. The trend shows that commercial banks also will decrease significantly in numbers . . . As banks become fewer, so will the number of workers they employ since the current system of check-sorting, shipment and storage will be minimized."

As recently as September, 1971, he commented that "white collar layoffs in the last year have been felt in aerospace, auto, chemical, airline, oil, banking, and the publishing and broadcasting industries."

White collar employees, especially in banking, should now realize that with automation breathing down their necks they can no longer rely on the "benevolence" of employers. Only through unionism can they hope to obtain better pay and some sense of job security. To be forewarned is to be forearmed!

Settlement by Local 12 awaits official approval

Average salary increases of 12½% over two years were gained for 265 office employees at Minneapolis Gas Company by Twin Cities Local 12, Business Representative H. R. Markusen reports.

Retroactive to June 1, the new pact which runs to May 31, 1973, provides an average first-year general increase of 30¢ an hour with another 22¢ set for June 1, 1972. On that date, it calls for a minimum of \$2.96 per hour in the lowest office grade, and \$5.39 in the top classification.

Taking the wage-freeze order into account, the contract declares that the increased wages and benefits are subject to the

Aug. 15 wage-freeze order or any subsequent orders related to wages and benefits. However, it added that both parties would cooperate to obtain such approval as may be required to make the increased wages and benefits effective.

Other gains were scored in vacations, which were 10 days after one year and 15 after 10 years. These were improved to 12 days after seven years, 13 after eight and 14 after nine years.

The company which currently pays full costs for employee coverage under the Health-Welfare program agreed to increase dependent coverage by \$1.84 to \$13.84 per month.

Baby with a union label

A 5 pound-10 ounce baby girl, Stephanie Kay, born recently in a Fort Worth, Texas, hospital enjoys a unique heritage in the labor movement.

Her mother, Mrs. Michael Davis, is a member of OPEIU Local 277. Her father is a member of Machinists District Lodge 776.

Her grandfather, Bob Davis, is a member of the same Machinists Lodge, and her grandmother, Mrs. Davis, is a member also of Local 277.

All are employees of General Dynamics in Fort Worth.



Valerie Taylor depicts 19th century secretary; second scene showed present.



Float passes reviewing stand, Local 343 members marching in front.

After marching 6½ miles in the annual Labour Day Parade, marking the 100th anniversary of the Labour Council of Metropolitan Toronto, Local 343 was rewarded for the efforts of its officers and members by capturing three honours.

A first prize was won for the best decorated car in the parade, driven by Local 343 member Tess Danyluck. The car identified the OPEIU marchers. It displayed a sign on top and

spelled out O.P.E.I.U. with flowers on its sides. Marching behind it came Local 343 members singing the famous union song, "Solidarity." They wore white jackets trimmed with black and gold braiding, and black skirts.

A gaily decorated float, driven by International Representative Wilfred Peel, depicted office scenes of a century ago and today. For the display, Local 343 won two additional awards;

2nd prize for the float, and an honorable mention for the best historical theme.

Local 343 President Florenz Seychuk credits its parade success to the combined efforts of co-Chairmen Jessie Forbes and Betty Lazaros, and the many members who decorated the car and float and participated in the parade, described as "one of the best Labour Day" events ever held in Toronto.

Adversary foresees spurt in white collar unionism

Rapid growth in white-collar unionism, especially among engineers and other professionals, and repeal of Section 14b of the Taft-Hartley Act are foreseen in the coming decade by W. Grant Chandler, Director of Industrial Relations for Hughes Aircraft Corporation in Culver City, Calif.

In an article in *Arizona Review*, published by the University of Arizona, he says:

"I feel that unionization of office, sales, technical and professional employees will increase tremendously in the next decade. Once the tide begins to change it will move rapidly. The trend toward unionization of teachers and nurses supports this assumption."

Discussing the change in attitude toward professional societies among engineers in the aerospace industry, he notes: "They are reexamining what

role an engineering society should play at a time when the industry it serves is in the position the aerospace industry is now. Two themes are frequently heard:

"One is that aerospace engineers—and, for that matter engineers in general—need a union or some sort of national association which would protect them when the industry in which they work comes on hard times.

"The other theme is that the American Institute of Aeronautics & Astronautics, although it is an engineering society,

would have to become a lobbying organization to keep what is now happening from occurring in the future."

Commenting on so-called "Right-to-Work" laws, repeal of which was called for in a strong resolution adopted by the Twelfth OPEIU Convention at Miami Beach, Fla., the aircraft executive says:

"It is anticipated that Section 14b of the Taft-Hartley Act will be repealed. Usage of the states rights provisions has not expanded in recent years and lobbying pressures for repeal will force congressional action."



DELEGATES TO THE SOUTHWESTERN EDUCATIONAL CONFERENCE IN HOUSTON, TEXAS, TAKE A BREAK TO POSE ON HOTEL ROOF.

Canada reports bigger wage gains this year

Canadian Labour Department statistics show that organized employees are making bigger real gains in money at the bargaining table this year with less time spent on strike. The department surveys covering contracts involving 500 or more employees finds the decrease in strike activity accompanies a slight decline in the pace of the rising cost-of-living, a pattern indicating that strike activity picks up as inflation takes bigger bites out of paycheques.

The Canadian consumer price index rose by 2.4% in the 12-month period ending last June 30, compared with a 3.2% hike

in the previous year. Deflating the new increases by the cost-of-living, Canadian union members are getting more real money with lower percentage increases, the studies show.

"It can be said," the Canadian Labour Department reports, "that the average base rate increased in real terms by 5.8% in the year ended June 30, 1971, and by 4.3% in the previous year."

Local 95 gains in pre-freeze pact



SIGNING PAPER PACT are, from left, Local 95 Business Representative Carl Meisnest; Edward Schwerin, Nekoosa Industrial Relations Director; Donavon Dix, Chairman of Local 95 Negotiating Committee, and Nekoosa Controller Paul Young. Standing: Local 95 President Karl Ristow; Nekoosa Labor Relations Manager Warren Gritzmacher; Local 95 Committee Vice Chairman Arnold Brost, and Jerry Nash, Nekoosa Personnel Representative. Local 95 committee members absent were Larry Daberkow, Marvin DeWitt, Kenneth Kanetsky and Roger Greenway. . .

Two-year wage gains averaging more than \$3,000 per individual, together with improved fringe benefits, were gained in a pre-freeze contract signed by Local 95, Wisconsin Rapids, Wis., for 250 office employees at Nekoosa Edwards Paper Co. Inc.

Across-the-board wage boosts averaging 28.8¢ an hour in the first year and \$11 per week in

the second will bring the starting office wage to \$115 per week next year.

In 1972 Easter Sunday becomes a ninth paid holiday. The employer agreed to meet any increased costs to maintain present coverage for health-welfare and major medical programs in the two years of the pact. Dental surgery is added to list of benefits.

Other gains are more liberal

More college clericals seen turning to unionism

Unionism is growing on college and university campuses among non-teaching personnel as well as teachers and professors, says *Interface*, which is published by the Council of AFL-CIO Unions for Scientific, Professional and Cultural Employees. The OPEIU is a Council member.

During the last decade unionism was a dominant force among teachers at the elementary and secondary school levels, the article says, but during the 1970s the same phenomenon is likely to be repeated in higher education.

College and university staffs, it points out, now face the same problems as other professions: job security, cutbacks in salaries and fringe benefits, the pressures of inflation, and the fact that

universities have evolved into "large educational factories" where "it's not a dean but an accountant who makes the decisions." It adds:

"Like other professionals in public employment, communications, government, nursing, social work, journalism, the arts and other professional fields, college teachers are finding that unionism offers a reasonable way to overcome these new challenges to their profession. It's the same story for non-teaching personnel."

A recent edition of the Journal of the College and Personnel Association reported that universities where non-teaching personnel have union contracts offer much better wages and working conditions than those where no contracts exist.

Recent figures show that 15% of all college teachers have become union members at more than 100 institutions.

Alan Ostar, executive director of the American Association of State Colleges, was quoted recently as saying: "Three or four years ago, unionization was an anomaly. It has moved quickly into community colleges, is now in the four-year institutions, and my guess is that it will hit private universities."

The impact that unions already are making on private campuses was recognized last year when the National Labor Relations Board decided for the first time that the National Labor Relations Act should govern employer-employee relations at such higher educational institutions.

Local 67 settles for new unit

Agreement on an initial two-year contract covering office employees of E. C. Ernst, Inc., electrical contractors, has been reached by Local 67 in South Charleston, W. Va., which recently won an election as their bargaining agent.

Local 67 President June Harrah reports that discussion of new wage rates were held over until after the freeze. The pact

provides a union shop with dues check-off; a 40-hour workweek with doubletime for overtime; and liberalized vacation and holiday programs.

It also calls for severance pay, and provides a Health-Welfare Plan with the employer paying full coverage. Local 388 Business Representative Bob Pierce, of Cincinnati, Ohio, assisted in the negotiations.

U.S. Price Index

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

1970	
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
May	120.8
June	121.5
July	121.8
August	122.2
September	122.4

Canadian Price Index

Dominion Bureau of Statistics

1970	
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
May	132.7
June	133.0
July	134.1
August	135.0
September	134.7



from the desk
of the
PRESIDENT

Unions and inflation

As this column is written, we are awaiting the personnel appointments to the Pay Board and to the Price Board under Phase Two of President Nixon's stabilization program. The philosophy of those appointed to represent the public in the tri-partite Pay Board is of the utmost importance to the organized labor movement. If, for example, President Nixon appoints public members who are dedicated to the idea that labor is principally responsible for inflation because of its gains at the collective bargaining table, we may, in effect, find ourselves with a continuation of the 90-day wage freeze.

While numerous government spokesmen have tended to blame labor for the inflationary spiral, it is interesting to note that the Argus Research Corporation, in its Weekly Staff Report dated September 28, 1971, pretty much came to a different conclusion. Argus stated "Nevertheless, the current inflationary spiral cannot be blamed on the actions of a few big companies or unions. It may be argued that the labor unions—by demanding and getting large catch-up wage increases and cost-of-living escalators—have been sustaining the inflationary trend that is already under way. But there is also much to be said for the proposition that many unions are merely trying to catch up—or keep up—with the parade."

Argus goes on to state "Because of their high visibility, large national unions and corporations will inevitably get a lot of attention under a price-wage restraint program. But the notion that they are primarily responsible for the recent inflation—as proponents of incomes policies imply—would be hard to prove. Indeed, the statistics on wages and prices suggest that the big corporations and unions have not been the main culprits."

Argus observes that the average hourly earnings in the private nonfarm economy rose by 40% between 1965 and the second quarter of 1971. The Executive Branch of the Federal Government increased its average hourly earnings by 51%.

Hourly earnings tended to lag behind the average in three sectors of the economy—manufacturing, transportation and mining—where the membership of the large national unions is heavily concentrated. Thus, contrary to popular impressions, the big unions do not seem to have been primarily responsible for the inflation of the late Sixties and early Seventies. Argus further states that these unions "have had the bad luck of falling somewhat behind earlier and then trying to recoup with fat catch-up increases at a time when the nation is demanding a stop to the inflationary spiral."

As labor has frequently pointed out, Argus notes that the trade, service and financial fields—where union membership is relatively small—have matched or exceeded those in manufacturing or transportation.

It is interesting to see an article published by a research organization, which primarily services business, doing an objective report on the causes of inflation. Too often, in newspapers and through TV, we become victims of the propaganda that unions are responsible for the ills of the country. It is absolutely essential, therefore, that the men and women making up the public sector of the Wage and Price Boards reflect an unbiased background. Their decisions in the next few months will decide wage and price policies with which we will be confronted for the next two years.

It is ridiculous to allow some segments of the economy to gain substantial wage increases before August 15th and deny catch-up increases to those workers who were unlucky in the date of their contract re-openings or wage review periods. These inequities must be corrected.

The *New York Times* and other newspapers have discovered through surveys that prices have not been frozen. Many retailers, wholesalers and department stores have continued to increase prices because of the lack of government enforcement. The Price Board will have its work cut out for it.

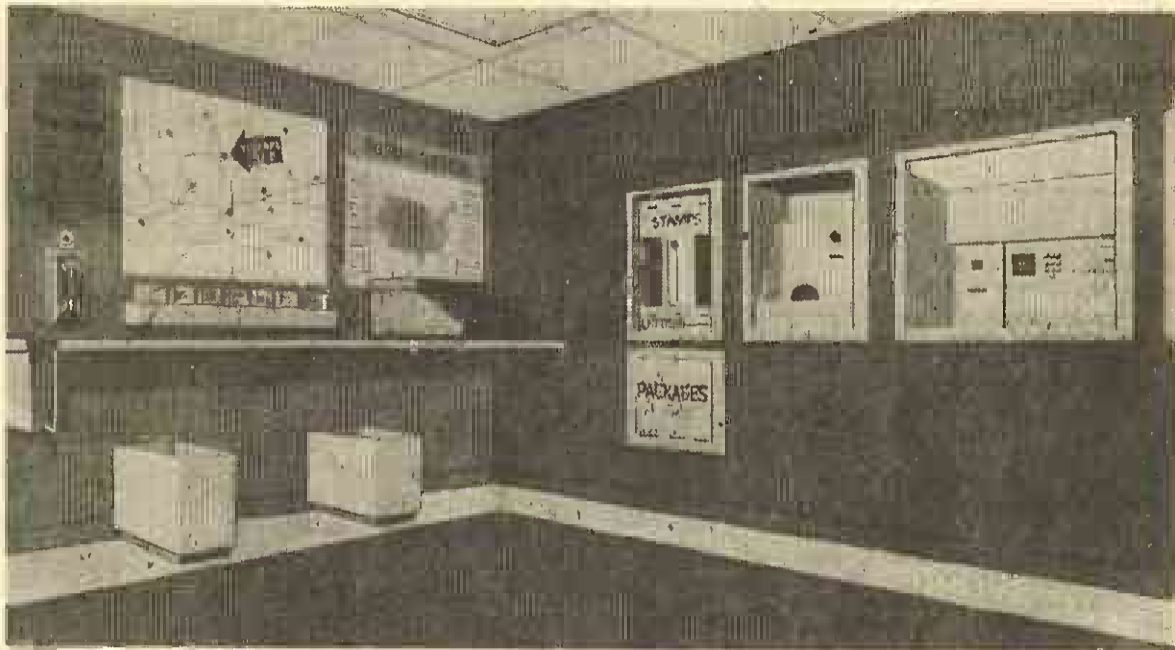
Organizing score

(Continued from page 1)

The Oakland campaign has the full support of the Alameda Central Labor Council, the

AFL-CIO nationally as well as its California regional offices. It is part of a widespread OPEIU drive to unionize Blue Cross offices all across the country.

Bank in Ohio preparing to open automated branch



Interior of Huntington National's "Handy Bank," first fully automated banking facility scheduled to open early in the New Year in Columbus, Ohio.

A new concept in automated banking that can eliminate tens of thousands of jobs in banks was revealed at the annual convention of the Bank Marketing Assn. held in New York City.

The Huntington National Bank of Columbus, Ohio, top bank in a \$950-million bank-holding company, disclosed plans for an automated facility operating around-the-clock, seven days a week self-service banking designed to handle about 80% of normal consumer banking needs.

By mid-January, the Ohio bank plans to open at an undis-

closed location an unattended branch that will contain an automatic teller, a currency and coin changer, a postage stamp dispenser and related scale for package mailing, a night depository, a direct telephone line to the bank's security office to handle any informational questions and a closed-circuit television monitor.

All the devices already are available singly but, according to a bank official, this is the first time they have all been packaged together.

The key element in the new system is the automated teller

machine, activated when the customer uses a Master Charge credit card with a special magnetic encoding.

The banking market in Columbus is hotly competitive and one of Huntington's archrivals announced some time ago another teller machine that performs essentially the same functions as that which Huntington National plans to install.

Local 277 gains 14%

A new contract negotiated by Local 277, Fort Worth, for office employees at Owens-Illinois Glass in Waco, Texas, prior to the wage freeze, won a 14% across-the-board wage boost over a two-year span in addition to more liberal fringe benefits, Local 277 President-Business Manager J. B. Moss reports.

A 9% increase was retroactive to May 1 with an additional 5% boost scheduled for May 1,

1972. Second and third shift differentials were increased by 5¢ an hour, rising to 17¢ for the second and 22¢ for the third shift.

Other gains were an added paid holiday, bringing the total to nine, and five weeks' vacation for employees with 25 or more years of service. International Vice President Frank E. Morton helped to break a deadlock during the negotiations.

\$1,404 plus 2 bonuses gained at credit union

Wage increases totaling \$1,404 per member, plus a yearly 4% cost-of-living bonus and a \$2 per week longevity bonus for employees with 10 years' service, were won in a three-year contract covering office employees at Co-Op Federal Credit Union in Muskegon, Wis.

Represented by Local 353, Grand Rapids, the credit union employees also gained three hours off on Good Fridays; three weeks vacation after five years, and job bidding procedure. The wage schedule is based on a 37½-hour week.

The cost-of-living bonus will be paid each December 8 at 4% of yearly gross earnings if the BLS index rises 2.5% or

more during the year.

The OPEIU negotiating team comprised Carl Allard, Marge Dulinsky and Patricia Lambkin. They were assisted by Local 353's Ida Smith and International Representative George V. Porcaro, Jr.

Local 23 signs utility

Wage gains and fringe benefits ranging from 12% to 31½% have been gained by office employees in a three-year contract agreement between Tacoma's Local 23 and Washington Natural Gas Company.

Improvements include an additional paid holiday; a more liberal vacation plan providing five weeks after 25 years; time-



Local 15 in Vancouver, B.C. is saying farewell to one of its best, Doris Popplestone, who has resigned from the International Woodworkers staff. She helped organize the unit and has been an outstanding shop steward.

and-one-half for Saturday work, double time for Sundays and triple time for holidays.

International Vice President Bill Lowe and Local 23 Business Representative Floyd Kerschner handled the negotiations. Unit observers were Mildred Baker, Sandy Gundstrom and Tom Kenyon.