

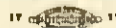


WHITE COLLAR

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

No. 302

July-August, 1971



STANDING IN SILENCE, DELEGATES TO 12TH CONVENTION PAY THEIR RESPECTS TO THOSE WHO HAVE DIED SINCE THE 11TH.

Convention charts union course

Increasing unemployment due to advancing technology, and rising discontent among white-collar workers with their job conditions, will inspire the four-day workweek and trigger militant unionism among professionals, President Howard Coughlin predicted at the opening of the 12th Convention in Miami Beach, Fla.

Calling the "four-day week inevitable because the alternatives are too grim," Coughlin said that without it "we will never win the battle against unemployment."

He made his prediction in sounding the keynote for the triennial convention. The convention later called for a four-day week, embodying an eight-hour day, established in the six-day basic workweek with every worker receiving three consecutive days off.

Coughlin said that the shorter workweek would create additional jobs and add an extra business day to many industries now closed on Saturday. Both developments would add "billions of dollars to the economies of the U.S. and Canada," he said.

Representing white-collar employees in a wide range of jobs in industry, finance and government, the OPEIU is also mindful that the clerical and professional employee of the 1970s is becoming increasingly impatient and easily dissatisfied with his working conditions, Coughlin emphasized.

In official actions, the delegates put particular stress on the problems of working women. About 65 percent of the OPEIU's 85,000 membership are women, and more than half the convention delegates were women.

They adopted a resolution urging the OPEIU's 300 affiliated Locals "to cooperate with and assist groups and organizations whose objectives are the achievement of full equality for all women." They also endorsed a program to train women for leadership positions within the organized labor movement.

Other resolutions attacked the lack of day-care facilities for the more than one-third of working mothers with children under 18 years of age and called on labor and industry to establish jointly-administered day-care centers.

The convention also noted the sharp increases in the number of violations of the Fair Labor Standards Act reported by the Labor Department, particularly against women and older workers.

The convention called for equal participation of women in the work force, saying that unionization of women workers will help end sex discrimination. A study made by the OPEIU showed that "when female office employees unionize, pay disparities between the sexes vanish almost overnight."

In other action, the union reported breakthroughs in organizing bank employees and growth in demand for clerical skills despite the general business downturn.

AFL-CIO Sec.-Treas. Lane

Kirkland told the OPEIU delegates that the Administration's attempt to hold down wage increases in the forthcoming steel negotiations is aimed at them as well as the Steelworkers.

Kirkland, one of the major speakers at the convention, sharply challenged the contention of President Nixon's eco-

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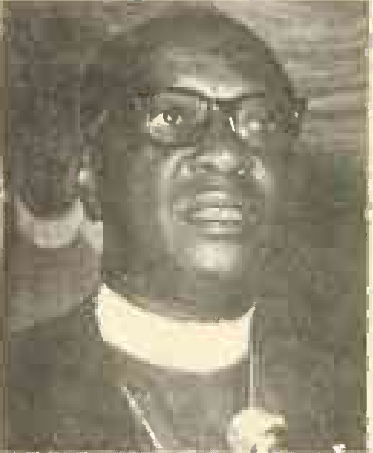
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AFL-CIO Secretary-Treasurer Lane Kirkland, who greeted delegates in behalf of the U.S. national federation, is welcomed to the speakers' platform by OPEIU leaders, Secretary-Treasurer J. Howard Hicks and President Howard Coughlin. Kirkland's Canadian counterpart, William Dodge, also addressed convention.



FIRST MOMENTS at convention included singing of U.S. and Canadian anthems and, right photo, welcoming remarks by President Donald LaVecchia of Miami Local 128, the host local.



INVOCATIONS at the convention were offered by Rev. Theodore Gibson of Christ Episcopal Church, left, and Rev. Jeremiah Crowley of Catholic Diocese of South Florida.



Among speakers at pre-convention meetings were Joseph Finley, union counsel, at left, and Dick Moore, public relations consultant.

Advance meetings began work of 12th convention



Canadian delegates at meeting before convention are addressed by President Howard Coughlin. With Coughlin are, from left, William Mullin, Romeo Corbeil, Ron Bone and William Dodge, Secretary-Treasurer of the Canadian Labour Congress.

Regional conferences scheduled for fall

Director of Organization Art Lewandowski urges all Locals to name as soon as possible the delegates who are to attend the forthcoming OPEIU Regional Educational Conferences scheduled for September through November. The conference areas, dates and host cities follow:

Conference Area	Dates	Host City
Northwest & Western	Sept. 16-17	Portland, Ore.
Erie	Sept. 25-26	Cincinnati, Ohio
Southwest	Oct. 7-8	Houston, Texas
Northeast	Oct. 14-15	New Haven, Conn.
North Central	Oct. 21-22	Madison, Wis.
Canadian	Nov. 4-5	Toronto, Canada
Southeast	Nov. 11-12	Knoxville, Tenn.

Names of hotels to be designated for each city's conference, the agenda, and other information will be furnished by mail to Locals in each region when all arrangements have been completed.

Although the 12th Convention did not officially open until Monday, curtain raisers were held on Sunday with separate conferences of delegates from Canada and of U.S. members of the various convention committees.

Speakers at the latter meeting were Sec.-Treas. J. Howard Hicks, Attorney Joseph Finley, OPEIU's general counsel, and Dick Moore, of Dick Moore & Associates of New York, OPEIU's public relations counsel.

Hicks spoke on the VOTE campaign, now under way, stressing the importance of having every OPEIU member contribute \$1 because of present

political trends and the anti-union bias now being displayed by the Nixon Administration's appointees to the National Labor Relations Board.

Finley spoke on recent NLRB decisions and other problems faced by unions under rapidly changing conditions. He reminded local union officers of their duty to represent all employees in their bargaining unit—union and non-union alike.

Moore stressed the importance of good local public relations. He said publicity can make things happen and "demonstrate to the general public what OPEIU has to offer office

employees through collective bargaining."

He said union publicity releases must be more interesting than those put out by management if they are to get newspaper space, "since unions with rare exceptions don't spend any money on advertising."

Coughlin outlined white-collar union developments in Canada in a talk at the Canadian conference. He said: "In order to protect our membership against the machinations of employers and multinational firms, and to retain our economic gains and expand our collective bargaining goals, we must work together as trade unionists on a concerted basis."

More organizing gains are scored in many areas

Aided by AFL-CIO field organizers, Local 153 stepped up its campaign to unionize 3,000 Blue Cross employees in New York City. As leaflets were distributed outside Blue Cross headquarters, organizers addressed the office employees from a sound truck and staffed sidewalk tables where designation cards were signed.

"The rally was an outstanding success, reflected by the fact that more than 200 employees promptly signed up," Sec.-Treas. John Kelly, director of the campaign, commented. He said more rallies are being planned.

Meanwhile, Local 153 won two elections at non-profit agencies, one for a unit of some 70 office employees at Community Funds & Councils of America, parent organization of the United Fund.

Organizing Director Gerry Iushevitz said that the victory margin was 5-to-1 for union representation. It was a hard-fought campaign; management flooded employees with unconvincing antiunion literature.

A re-run election for a unit of 110 at Children's Village, Inc., Dobbs Ferry, N.Y., reversed a previous vote that defeated Local 153. The vote was 40 for the union; 31 against, and 2 "no union."

Locals in other U.S. areas and Canada report additional victories. Led by International Representative Daniel J. McShain, the OPEIU won an office unit at United Fund of Central Maryland, Inc., Baltimore, by a 13-to-5 vote in an election held by Maryland's Commission of Labor & Industry.

Twin Cities Local 12 Busi-

ness Manager H. R. Markusen reports that a campaign led by Business Representative Jerry Schmit won a 75-member office unit at Physicians & Hospital Supply Company in Minneapolis by an overwhelming 53-to-6 vote. OPEIU election observers were Nelson Aldrich and Lila Stanton.

Markusen notes that Local 12's membership is now about 1,500, with "a very favorable climate developing in this area for organizing white-collar and professional employees."

Business Manager Larry O. Green, Local 320 in Kansas City, Mo., says an important office unit was won in an NLRB election at Interstate Publishers, Inc., in that city. The vote was 22 yes; 15 no, and 1 vote challenged. He said several organiz-

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WHITE COLLAR

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

HOWARD COUGHLIN
President

J. HOWARD HICKS
Secretary-Treasurer

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Union leaders returned to office; Corbeil and Steck are elected VPs



PRESIDENT HOWARD COUGHLIN, SECRETARY-TREASURER J. HOWARD HICKS AND MEMBERS OF EXECUTIVE BOARD TAKE OATH OF OFFICE. THEY WILL SERVE THREE YEARS.

Romeo Corbeil

Romeo Corbeil, of Montreal, elected Vice President for Region 1 at the Miami Convention, has been active in the Canadian labour movement for some 20 years. He and his wife, Madeleine, have a son and daughter, Lionel, 27, and Ginette, 25, and a grandchild, Chantal, 3.

In 1956, he became an organizer and field representative for the OPEIU in Montreal where his talents were largely responsible for building up its fast-growing Local 57 (which then had just 57 members) to its present membership of almost 2,000.

Corbeil also played a major role in winning management recognition and a first contract for 1,100 employees of the Montreal City & District Savings Bank. As a result, this youthful group of bank employees voted to affiliate with the OPEIU and were granted a separate charter as Local 434 to become the first group of unionized bank employees in Canada.

In 1966, he was named to represent the OPEIU on the



National White-Collar Committee of the Canadian Labour Congress, set up to stimulate the spread of white-collar unionism in Canada. He has also acted as a CLC mediator since 1967.

In 1969, President Howard Coughlin appointed him as OPEIU Regional Director for Eastern Canada.

Emil W. Steck

Newly-elected Vice President for Region 2, Emil W. Steck is a native of Buffalo, N.Y., where he attended Technical High School and the University of Buffalo Engineering School. Married, he is the father of four children and resides in Lancaster, a Buffalo suburb.

Before becoming Business Representative for Local 212 in 1954, when he left his employment as an industrial engineer at Sylvania Corp., he had been active in building the union. He



had assisted in organizing a bargaining unit of approximately 500 clerical and technical employees at Worthington Corp., where he had been employed for 17 years, and participated in negotiating the first white-collar contract with that company. He had served also on Local 212's Executive Board.

During his tenure, Local 212 membership rose from 600 to a one-time high of 1,600 with bargaining units established at Remington Rand, Curtiss Wright, Westinghouse, Carborundum and many smaller firms in Western New York as a result of vigorous organizing campaigns.

More recently, he was successful in bringing about the merger of Locals 184 and Local 34, with Local 212.

Emil Steck, Local 212 Business Manager in Buffalo, N.Y., and Romeo Corbeil, of Montreal, Regional Director for Eastern Canada, were elected as new OPEIU Vice Presidents by the 12th Convention to succeed George P. Firth (retired, of Pittsburgh, Pa., and William J. Mullin, of Hawkesbury, Ontario, both of whom declined to run again.

Steck will represent Region 2 and Corbeil Region 1 on the Executive Board.

President Howard Coughlin was joined by other Executive Board members in voicing their deep appreciation to both retiring board members. George Firth, they recalled, had made major contributions to the cause of white-collar workers and the OPEIU during his more than 25 years as a Vice President and full-time International Representative.

Since his retirement a year ago, Firth had continued as principal historian for the OPEIU and was responsible for the striking historical display at the Convention, showing the union's growth, viewed with unusual interest by the attending delegates.

He had also been engaged in a number of projects to benefit future students of OPEIU history, and has also assisted many Local unions in establishing historical facilities of interest to their members.

Warm tributes also were paid to Bill Mullin who had served

ably on the Executive Board for two consecutive terms during which his advice was invaluable in making decisions on problems of OPEIU members in his Canadian Region.

OPEIU officers reelected unanimously without opposition were: Howard Coughlin, President; J. Howard Hicks, Secretary-Treasurer; Vice Presidents: J. Oscar Bloodworth, Ronald F. Bone, John P. Cahill,

John Kelly, John B. Kinnick, William A. Lowe, Frank E. Morton, Gwen Newton and Edward P. Springman.

The only contests were in Region 7 where incumbent Vice Presidents Billie D. Adams and H. R. Markusen were opposed by Catherine Lewis, of Local 333, and Arnold Shamis of Local 49. Adams and Markusen were reelected by large majorities.

Koch reports progress on child care credit bill

President Howard Coughlin has received a letter dated June 22 from Representative Edward I. Koch (D-N.Y.), expressing gratification that OPEIU Convention delegates "unanimously endorsed my bill which will provide some assistance to working parents by increasing the income eligibility ceiling and the amounts deductible for child-care expenses." He added:

"I am pleased to say that a major part of the bill which I introduced was accepted by the Ways and Means Committee and will be voted on today as part of H.R. 1.

"The Committee increased income eligibility from \$6,000 to \$12,000 and the deduction for the first child was raised to \$750, the second child to \$1,125, and for three or more children to \$1,500. At least this is some progress and we must keep working to remove the ceiling on eligibility and provide more realistic deductions."



ELECTIONS COMMITTEE: Local 22 President J. B. Moss, chairman, is at the podium. Other members are, from left, Ed Kubicki, Phyllis Mitchell, Marjorie Whitten, Alice Parent and Eleanor Palyu.

Coughlin's report to delegates

The following excerpts from President Howard Coughlin's report to 12th Convention delegates highlight the progress and growth (1968-71) of the Office & Professional Employees International Union:

Since the Philadelphia 1968 Convention, total OPEIU membership increased by 8,230 to the highest figure in its history, a gain of almost 12% for the period. Canadian Locals gained 1,270 new members, an increase of some 10%.

Were it not for the recessions generated in both the U.S. and Canada by governmental economic policies, the OPEIU would have shown a much higher percentage gain, he pointed out.

Despite these adverse economic factors causing some companies in both countries to lay off substantial numbers of OPEIU members while, in some instances, others under contract to the OPEIU went out of business, numerous successes in new organizing "substantially outweighed the membership losses."

The Bureau of National Affairs annual tabulation of NLRB election figures for 1970 showed that the OPEIU led all other unions in organizing white-collar employees. It also continues to be the largest union of office, clerical and professional employees in Canada, with the exception of unions in the civil service.

He said the OPEIU is currently emphasizing the need to organize banks, Blue Cross, Blue Shield and other group health service agencies, and noted also that numerous states are enacting collective bargaining laws covering civil service, opening up new fields for organizing among white-collar public employees at state, county and municipal levels.

Blue Cross employees are already unionized under the

OPEIU banner in Montreal, Buffalo, N.Y., Newark, N.J., San Juan and Milwaukee, in addition to New York City Blue Cross salesmen. He disclosed that AFL-CIO President George Meany is providing AFL-CIO assistance in organizing other Blue Cross offices. Campaigns are under way in New York, Oakland, Calif., Columbus, Ohio and Detroit, Mich.

Group health associations, other than Blue Cross, are a "fast growing and fertile field" for new organizing also, particularly when a National Health Act is enacted later in 1971 or 1972. "Therefore, it is absolutely vital that Local Unions institute plans to organize group health associations in all parts of the country," he said.

"We must continue to add fringe benefits to those already achieved in collective bargaining. Interesting fringe benefits, such as optical and dental care, serve to whet the appetites of the unorganized. Innovations such as comprehensive medical programs, prescription drugs, long-term disability plans, novel programs calling for payment for child care and also the shorter workweek, will not only make our organization more appealing but will also make companies under contract to the OPEIU more desirable places in which to work."

Coughlin pointed out that multinational firms exploit most countries throughout the world, their main incentives for foreign investment being cheap local labor, capital, energy or—in some cases—raw materials. They have promoted sweatshops in some



underdeveloped countries, and already have exported some 70,000 U.S. jobs, he said, adding:

"While no country, including the U.S., has completely analyzed the world's multinational firms, they are often concentrated in a few industries. They represent a new business technique in their approach to world markets. They have a distinct impact on world economic policies, but they do not necessarily promote competition or improve worldwide efficiency."

The major industrial countries of the world, including the United States and Canada, are now beset with this problem of multinational firms, he pointed out:

"In addition to protecting ourselves through collective bargaining, we must support the AFL-CIO and the Canadian Labour Congress in doing everything possible to restrict the activities of multinational firms."

Coughlin expressed concern about the present make-up of the National Labor Relations Board, to which the Nixon Administration has made two ap-

pointments including that of Chairman Edward Miller whose decisions to date reveal an anti-union, pro-management bias. A conservative replacement for NLRB General Counsel Arnold Ordman, whose term expired in June, "can be devastating to the hopes of working men and women." He added:

"It will be necessary for our unions to do everything possible in gaining the utmost for our membership without depending too much on the National Labor Relations Board in the foreseeable future."

Noting that the OPEIU is beginning the second quarter-century of its existence, he declared: "We are facing high un-

employment and spiraling inflation. In the next twenty-five years, we will witness great efforts to improve our health and ecology and to end air and water pollution. We will also witness new achievements in space travel. . . . We will see new industries created. We must continue our progress in this new era.

It is more important now than ever before that our Local Unions work closely with our International Union. Working together, we can gain the utmost for our membership through collective bargaining, and accelerate programs designed to unionize still greater numbers of office and professional employees throughout the United States and Canada."

Porcaro picked for 1970 Douglas Award

International Representative George V. (Jay) Porcaro, Jr., was given the 1970 Henderson B. Douglas Award for gaining union representation rights for 750 Blue Cross office employees in Milwaukee, Wis. He is the

second winner of this award. The decision of the Executive Board, which came after a thorough study, was announced at the Convention by President Howard Coughlin who presented the winner with a \$500

check and a plaque.

In arriving at its decision, the board took cognizance of the fact that Porcaro initiated this successful OPEIU campaign and through imaginative newsletters, group meetings, and the "force of his own personality" kept the organizing flame alive during a 10-month period in which management used all kinds of delaying tactics to discourage the union.

The board also recognized the invaluable assistance rendered in this campaign by Local 9 Business Manager Ed Kubicki, who worked closely with Porcaro at all times, and by International Representative Billie Adams.

The Douglas Award is an annual grant to the individual responsible for recruiting the most new OPEIU members during the year.



Photo exhibits depicting the union's history and record of achievement were closely scrutinized by delegates.



Coughlin presents Douglas Award—a check and plaque—to International Representative George V. Porcaro, Jr.



VETERAN HONORED: Retired Bill Turner, founder of Local 397 in Regina, Saskatchewan, is extolled by Coughlin and presented with cufflinks. Vice President Bill Lowe is between them.



RETIRING VICE PRESIDENT GEORGE FIRTH SITS ALONE AS DELEGATES STAND TO ACCLAIM HIS LONG AND EXEMPLARY SERVICE TO THE UNION. RIGHT PHOTO: PRESIDENT COUGHLIN GIVES FIRTH TOKENS OF THE UNION'S APPRECIATION AND AFFECTION.

Convention salutes retiring George Firth

On Tuesday morning of the convention, the session was moving up to the noon break with the Resolutions Committee, under Chairman John Kinnick, reporting. Resolution 45, calling for a vacation bonus, had just been concurred in. Then the convention took up Resolution 52, whose subject matter was Vice President George P. Firth.

Suddenly a lot of delegates realized that Firth was 67 years old and that he was going to retire. As he always has been a wiry, agile type, this was flabbergasting news to many. Emil Steck, of Buffalo, who later was elected to the Executive Board to replace Firth, spoke on the resolution, and many seconds, led by Rose Cohen of Pittsburgh, were offered. Then came a rising ovation, many wet eyes, with Firth the only man seated

in the big hall at the Hotel Deauville. More tributes:

Arthur P. Lewandowski, Director of Organization, speaking for the staff: "A large part of our stature is due to the efforts of George P. Firth."

President Howard Coughlin: "I have known this wonderful man since 1942 when we met in Chicago at the founding convention of the International Council of Office Employees Unions."

Secretary-Treasurer Howard

Hicks: "George was the guiding light in the formation of the Pacific Northwest Council of Office Employees, back in 1937, which later became the Pacific Coast Council, including Denver and Salt Lake—and in turn became the Western States Council."

Hicks recalled that he and Firth appeared before the Resolutions Committee of the 1941 AFL convention in Seattle calling for establishment of an International Union. The committee recommended that President



William Green and Secretary-Treasurer George Meany consider the matter and take appropriate action.

In the spring of 1942, Green and Meany called a meeting in Chicago of federal locals to form the International Council of Office Employees, out of which the International Union charter grew in 1945. The names of four men present at the 12th Convention, Howard Coughlin,

Howard Hicks, J. Oscar Bloodworth, and George P. Firth, appear on the charter.

Responding succinctly, with just a tinge of emotion in his voice, Firth characteristically credited others, among them his wife, for whatever he had been able to achieve.

The convention then voted him the title of Vice President Emeritus—the first man in the union to be so honored.

RESOLUTIONS IN BRIEF

Acting on the recommendations of the Executive Board, the 12th OPEIU Convention adopted the following major resolutions:

Legislative

- Urged the U.S. Congress to enact legislation immediately providing tax relief for working mothers by allowing deductions for child-care expenses and increasing present allowances for dependent children.

- Demanded federal government subsidies and support for nationwide establishment of day-care centers, making them readily available for every pre-school child of a working mother.

- Called for enactment in the U.S. and Canada of appropriate legislation to curb the growth of multinational firms and banks.

- Endorsed the concept of "no-fault" insurance for auto owners, and urged Locals in the U.S. and Canada to support endeavors to legislate national no-fault insurance programs in both countries.

- Urged Congress to enact legislation as soon as possible to employ gainfully in environmental projects the thousands of scientists, engineers, physicists, mathematicians and technicians made jobless by cutbacks in the SST, aerospace and defense industries.

- Opposed continuation of the war in Southeast Asia and urged Congress to bring about withdrawal of U.S. armed forces in the fastest possible time.

- Urged Congress to provide an additional 20 percent in Social Security payments in 1972, inclusion of a cost-of-living mechanism with the individual's earning limitation raised to \$2,400 annually from the present \$1,680 figure.

- Urged immediate adoption by Congress of the National Health Care Bill sponsored by Representative Martha W. Griffiths and Senator Edward M. Kennedy.

- Demanded tighter curbs on the "private intelligence network" set up by Credit Bureaus to compile personal dossiers which threaten the individual right-to-privacy of practically every American citizen.

- Favored an independent federal government consumer agency, and urged all Locals to support reintroduction in Congress of "class action" bills to facilitate suits by consumer groups to recover overcharges.

- Reiterated OPEIU's strongest opposition to present so-called "Right-to-Work" laws in 20 states and urged Congress to repeal Section 14(b) of the Taft-Hartley Act—which makes them possible.

- Urged Congress to instruct the Internal Revenue Service to change its rules so that tenants (married or single) be allowed to take deductions for rental payments in computing their 1971 federal tax returns.

- Urged the 92nd Congress to enact a sound law to limit spending in political campaigns to curb a growing "political domination by wealthy individuals" now denigrating the democratic process.

Education Programs

- Supported the aims, aspirations and programs of the A. Philip Randolph Institute, and urged all Locals to make regular contributions to the Institute on either a monthly or annual basis.

- Endorsed the program of Eisenhower College, a liberal arts school at Seneca, N.Y., established in memory of the late President Dwight D. Eisenhower as a "worthy cause" and urged all Locals to contribute to its building and endowment funds.

- Urged all Locals to educate office women in their communities by every means possible on the advantages they can obtain by joining the mainstream of the white-collar union movement.

- Called on all Locals to take an active role in their communities to bring about the elimination of meaningless subjects in Community College curricula and the institution of modern updated courses that will benefit all students in these schools.

Labor Topics and New Organizing

- Endorsed the four-day, 32-hour work week as a new objective in negotiating OPEIU contracts and urged all Locals to publicize in their areas the economic and social benefits that would accrue to North American society.

- Urged all Locals to make Blue Cross/Blue Shield office employees in their jurisdictions primary organizing targets, together with those employed in banks where there is a growing demand for white-collar unionism.

- Urged representatives of organized labor on Blue Cross and hospital boards, as well as on those of fund-raising agencies supporting health service programs, to exert their fullest influence in cutting down costs for health care improvements pending enactment of the National Health Care Bill.

- Urged all Locals to recognize as a new ripe field for organizing white-collar employees in: (1) state and local government agencies, and (2) non-profit groups such as United Fund, Community Chests and similar fund-raising agencies.

- Endorsed full equality for women and urged OPEIU Locals to assist in every way possible other

(Continued on page 7)



Delegates at the mike

Above, delegates seeking to speak line up behind aisle microphones to right and left.



Taking the floor when nominations were in order were, top row from left, Harold Bosarge, Reeder Carson, Walt Engelbert and Jeanette Windren; second row from left, Rose Lees, Pat Jennings, Floyd Kerschner and Bill Albers; bottom row, Leah Newberry, Bud Manning and Frances Majesky.



Local 378's Trotter wins UK fellowship

Local 378 Business Representative Fred Trotter, of Vancouver, B.C., has been awarded one of two Nuffield Foundation Travelling Fellowships to spend five to six months in the United Kingdom in study, observation or inquiry "to improve their usefulness to their organizations."

The announcement was made by Regional Director Ron Bone at the Miami Beach Convention. News that the Canadian Labour Congress had invited

applicants for the travelling fellowships was published in *White Collar* (Nov. 1970). The Foundation is located in England.

Applicants are selected by the Association of Universities and Colleges of Canada, in Ottawa. Fellowships include travel by air, an allowance of \$240 for travel in the United Kingdom plus \$290 per month. They are open to Canadian trade unionists, men or women, between ages 30 and 45.

Delegates approve dues voting change

The 12th Convention in Miami Beach ratified a Constitutional change, recommended by the Executive Board, that requires only a simple majority of a Local's membership, voting on the issue, to bring about changes in dues, initiation fees, or reinstatement fees.

This Constitutional change, which became effective immediately, supersedes any contrary provisions that may now exist in Constitutions of Local Unions.

Delegates set union course

(Continued from page 1)

economic advisers that it would be bad for the country if steel management agreed to a wage increase equal to that already negotiated by the union in the can industry.

"Bad for whom?" he asked. "Is the country nothing but banks? Nothing but stockholders? Nothing but money manipulators? Doesn't it include workers and their wives and children?"

As far as the Nixon Administration is concerned, Kirkland noted, "apparently not."

But, he added, "I don't believe Mr. Nixon's efforts to disguise the effects of his policies behind cheerful reassurances and optimistic press releases are

going to sweeten the political climate in 1972.

"Samuel Gompers often pointed out that labor's basic approach to politics is very simple: 'We reward our friends, and punish our enemies.' You can't put it any simpler. And the formula is the same today as it was then."

Other speakers at the Convention, whose remarks are reported elsewhere in this issue, were AFL-CIO Director of Organization, William Kircher; William Dodge, Sec.-Treas., Canadian Labour Congress; Asst. Secretary of the U.S. Treasury Murray L. Weidenbaum, and Kenneth E. Moffett, special assistant to the Director of the Federal Mediation & Conciliation Service.

Speaking on motions: top row from left, Ron Bone, Bill Kyles, Joe Nedham and Rose Cohen; second row, Mabel Holleran, Paul Powers, Art Lewandowski and Ed Kubicki; third row, Arnold Shamis, Max Krug, Emil Stencer and Max Ripplinger; bottom row, John Kelly, Marjorie Whitten, Bill Swanson and Frank Balash.

CONVENTION COMMITTEES



CONSTITUTION AND LAWS COMMITTEE. Seated, from left: Walter Engelbert, Russell Bailey, Ruth A. White, Kenard Thaden, Arthur P. Lewandowski, Chairman J. Oscar Bloodworth, Alec Bookman, R. F. Bone, Mabel Holleran, Wilbert A. Jansen, Eileen Brady-Browne, John Kret. Standing, from left: Thomas P. Jennings, Emil Stencer, Patrick Hobbs, Leo Bourgeois Jr., Cynthia McCaughan, Leah Newberry, Ruth E. Stanley, William Albers, Marjorie Whitten, Max Krug, Irene Sunmerfield, Lucille Davenport, Daniel T. Casey.



OFFICERS REPORT. From left: Lionel E. Courtney, Jerry R. Norris, Grady Allen, J. R. Desautels, Stan Wright, Ruth A. Whitcomb, Chairman Carolyn Combs, Ronald Paquette, Linus Weaver, Gerald C. Kalmas, Dale R. Griffith, Beth Briggs, Frank J. Balash.



RESOLUTIONS COMMITTEE. Seated, from left: Jacqueline R. Evanger, Sheila Baker, Paul B. Greenspan, Carl Meisnest, H. R. Markusen, Chairman John Kinnick, Henry Lyons, Ruth Whitecomb, Jeannette C. Windrem, Phyllis Mitchell. Standing: John C. Hazel, Edward J. Kubicki, S. A. Mayor, Robert N. Malo, Arden Webb, Joe McDow, James E. Adams, Marcel Roy, Joseph Fraone, G. E. Pesheau.



LEGISLATIVE COMMITTEE. Seated, from left: Claire J. Pluff, Marion Saechtjen, Chairman John Kelly, Norma Martin, A. Reeder Carson, Harold L. Bosarge. Standing: Ronald Menchetti, W. C. Firth, Bill D. Adams, William Swanson, Emmett C. Etheredge, Karl Ristow, H.A.C. Van Eyck, Emil W. Steck, Joe Nedham, Edward A. McLaughlin.



OFFICIAL PUBLICATIONS. Seated from left: Pauline Overly, Ruth Lee, Rose Lees, Johanna R. Randolph, Wayne T. Kepler, Rita Sarad, Chairman Ron F. Bone, Edward Friedmann, Ruth Spotwood, Kathleen Herald, Max LeBlanc, Elenore Palyu. Standing: Vera Mabry, Jacques Lehoef, Norman Drisdale, Frances Majesky, Edwin A. Staples, Anne Adamezyk, Sandra Kanas, Clara Morris.



PUBLICITY COMMITTEE. Seated, from left: Olive Magwood, Marjorie E. Rudd, Jean Maddox, Zena May Johnson, Ruth Reposo, June Harrah, Chairman Edward P. Springman. Standing: Earl G. Bennett, Brian C. Rafter, Leroy Mondragon, C. P. Hogeboom II, Frank E. Hacker, Barry Batchelor, John C. Prince Jr., Herman W. Pope, John Tuhkanen, Thomas J. Boyle.



RULES COMMITTEE. Seated, from left: Anna M. Grace, Nancy Barela, Chairman Gwen Newton, Carol Bloodworth. Standing: Gilbert H. LaValley, Robert D. Traweck, Carroll W. Formby, Joseph Shimko, Edward Beaupre.



ORGANIZATION COMMITTEE. Seated, from left: Murray Nephew, Gail Raymond, Thelma O'Dell, Chairman William A. Lowe, Wyvon Chappell, Maxine Stephenson, Catherine M. Lewis, Floyd S. Kerschner, Robert A. Pierce. Standing: Romeo Corbeil, Larry O. Green, John S. Mrozek, J. Robert Hufnagel, William Reay, Odie L. Stratton, George V. Porearo, William C. Harris, Walter L. Bruner, Clyde D. Brzezinski, Leo J. Sheridan.

Resolutions

(Continued from page 5)
organizations having this as a bona fide objective.

- Urged all Locals to encourage contract negotiators to seek vacation bonuses of an additional week's pay in new contracts to meet rising costs of travel and lodging.

- Supported the worldwide anti-pollution campaign and urged all Locals to publicize the names and environmental activities of their local legislators.

- Recommended that the International President appoint a special OPEIU committee to study any changes that may be needed "in the structure and organization of the International Union so as to ensure minimum standards of self-government for the Canadian members."

- Urged all Locals to affiliate with and participate in their various local, state and provincial labor bodies in the U.S. and Canada to facilitate new organizing among white-collar employees.

- Favored the principle that all group pension plans covering male and female employees should have a common retirement age both at minimum and maximum levels.

- Endorsed the nationwide boycott of dinnerware with the brand-names "Vernonware" and "Poppy Trail," made by Metlox Mfg. Co., of Manhattan Beach, Calif., because of this company's "refusal to bargain in good faith" with the Pottery Workers representing its production employees.

- Called on all Locals to fight voter apathy by initiating in their communities voter registration programs, thus bringing about greater public awareness of how to utilize the democratic process to improve the lot of all our citizens.

- Urged all Locals to call on legislative bodies to enact laws allowing union organizers access to suburban industrial parks for organizing purposes, similar to that now permitted by court decisions in the case of suburban shopping centers.

Organizing

(Continued from page 2)
ing campaigns are under way in the area.

Business Representative Bill Swanson announces that Local 15 in Vancouver, B.C., has been certified as bargaining agent for a 26-member unit at the Nanaimo District Savings Credit Union and a 25-member unit at Bingham Pumps Ltd., where it won an election conducted by the British Columbia Labour Relations Board.

Coughlin derides BLS wage figures

President Howard Coughlin in a press release blasted wage surveys published by the U.S. Bureau of Labor Statistics which indicate that white-collar salaries during the 1960s rose at an annual rate of 2.8 percent, compared with only 2.2 percent for blue-collar workers, as "giving a false and distorted picture."

He charged that the BLS arrived at "this false white-collar 'averaging' by lumping together the bloated salaries of company executives, highly-paid administrators and supervisors, with those of underpaid non-supervisory office employees such as clerks, typists and stenographers."

Coughlin pointed out that the BLS figure of \$10,466 annual "average" white-collar salary in 1969, compared with \$8,094 for blue-collar families in that year, is "pure fiction."

He cited a recent BLS survey of the steel industry showing total compensation of \$6.83 an hour for its office employees,

against \$5.32 for production workers, and another of the bituminous coal mining industry giving earnings of \$6.42 an hour for its office employees and \$5.70 for production workers, as "similar distortions of reality."

"The average non-supervisory office employee today earns far less than \$3 an hour," Coughlin said, "with those in non-union offices generally earning just about \$2.25."

"Virtually no non-supervisory office employee in the steel or coal mining industries earns the BLS figures of \$6.83 or \$6.42 an hour. Only when the \$25,000 plus executive salaries are added to the mix, do these rates seem possible."

Segal aide explains welfare bargaining

Sidney Braverman of the Martin Segal Co., New York pension and actuarial consulting firm, took OPEIU Convention delegates through a step-by-step procedure for a local union to follow in bargaining for health and welfare and pension plans. Simplified, this requires:

- A collective bargaining agreement under which the employer agrees to make set payments into the fund;
- Creation of the trust fund;
- Naming the trustees;

- Providing a printed book describing the plan, and providing for an annual audit.

In general, Braverman said, plans should be jointly administered, should be area-wide where possible, embracing the locals in a given area, should provide that dividends and refunds go to the employees rather than to the employer.

Braverman invited locals to consult with 11 Segal offices around the country in setting up plans.

Broad bargaining on social issues seen

Collective bargaining has created an effective place for itself in our industrial system but if it is to retain and improve that function, it must respond to "new challenges with greater vitality, initiative and creativity."

This was the message delivered to 12th Convention delegates in a talk by Kenneth E. Moffett, special assistant to the Director of the Federal Mediation & Conciliation Service.

He said that the bargaining table, once limited to discus-

sions on hours, wages and working conditions, "is now rapidly becoming a forum not only for broader industrial relations issues but for the full gamut of Social problems as well."

"As social issues appear at the table," he continued, "we have to realize that they will not go away if ignored. Rather, I believe, the collective bargaining function can grow and mature and be an effective instrument for the negotiators and their constituents to actively shape our society."

Revenue plan lauded

To the many states, counties and municipalities which face laying off vital public service employees for lack of funds, revenue sharing as proposed by the Nixon Administration "can provide that critical margin of support," Murray L. Weidenbaum, Asst. U.S. Treasury Secretary for Economic Policy, told the Convention.

"Revenue sharing is not just a financial approach," he said. "The \$5 billion of proposed revenue sharing will have a strong and favorable impact on the employment of state and local governments," which besides gaining more funds will also gain more decision-making power.

Kircher sees organizing becoming more militant



AFL-CIO's top organizer, William L. Kircher, with the escorts who made memorable his trip to the speaker's rostrum. All guest speakers were similarly accompanied to the platform by bevy of members.

The changing nature of the vast work force was a "challenge to all of us," William L. Kircher, AFL-CIO Director of Organizing, told the 1971 convention.

Of the need for more militancy in organizing, Kircher said, "We may have to demonstrate our majorities (to employers) in elections by saying we will go out on the picket line in order that you can count us."

"We are coming out of the namby-pamby phase where organizing is concerned," he asserted. "In our organizing pos-

tures we must give credit to people for having more guts to obtain their right to collective bargaining."

The challenges to union organizing lay in the following figures, he said:

- Up to 48,000,000 job openings by 1980 (30,000,000 because of retirements, etc.);
- 18,000,000 new jobs, of which 6,000,000 are expected to be clerical.

"By 1980, clericals will be 19 percent of the work force, nearly one in five, while professional, technical and kindred work-

ers will be approximately 16 percent of the work force. . . . These figures will disabuse you of the notion that there are no further fields to conquer," the AFL-CIO leader declared.

Referring to recent agricultural organizing successes in the west under Cesar Chavez, Kircher commended OPEIU leaders in Los Angeles, Gwen Newton among them, for help in circularizing farm workers with an OPEIU label. Kircher also paid tribute to the long endeavors of retiring OPEIU Vice President George Firth in the white-collar organizing field.

White-collar union tide 'close at hand'—Dodge

Office employees in finance, banks and insurance are organized labor's most hopeful field for recruitment of new strength and new inspiration, Sec.-Treas. William Dodge, Canadian Labour Congress, told delegates.

He said the OPEIU is one union facing tremendous challenges when the tide of white-collar interest in organization reaches its zenith, and he added: "I think that day is close at hand."

"The last bastions of the non-union worker are tumbling fast. The nurses and the teachers are building militant organizations. The vast armies of clerical forces in government services are winning collective bargaining rights.

"In Canada, collective bargaining is now a fact in the federal service and most of the provinces. Professional engineers and technicians are joining unions."

He said it is only a matter of a short time until the need and desire for organization penetrates into the "only remaining citadel of the anti-union employer—the banks, the trust and loan companies, and the insurance business. The trend is unmistakable—the result inevitable."

The CLC is trying to break down, or at least weaken, the barriers to white-collar organization: "We have developed training programs, produced special manuals and literature,

and assisted in specific organizing programs."

Dodge disclosed that of CLC's almost 1,750,000 members, some 310,000 are formally classified as white-collar. He said that CLC unions should now put their resources into organizing purely clerical and professional employees, and when this occurs the OPEIU "will be the principal beneficiary."

Discussing high unemployment in Canada, the growth of foreign investment in that country and the rise of nationalism, he said these problems are very real and becoming "a political issue of substantial proportions," adding:

"The role of the international union is an important aspect of it and the future maintenance of our mutually profitable and cooperative relationship in the labour movement will require great sensitivity by all of us."



Secretary-Treasurer William Dodge of Canadian Labour Congress is welcomed to dais by President Coughlin.