

WHITE COLLAR

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

No. 366

JUNE, 1977

17

14th OPEIU Convention Opens in Los Angeles

Membership Tops 100,000 for First Time; Sec. Marshall Sends Message to Delegates

Approximately 500 elected delegates representing hundreds of OPEIU Local Unions throughout the United States and Canada, are in attendance at the 14th Triennial Convention being held June 6-10 at the Hyatt Regency Hotel in Los Angeles, California. It's the first time an OPEIU convention has been held in this city.

While our membership average for the fiscal year ending February 28, 1977 was 98,288, the average monthly membership for the six months immediately preceding February 28, 1977 is 100,214. There are 80,351 members in the

United States and 19,863 in Canada. These figures represent consistent growth for the Office & Professional Employees International Union, one of the youngest Unions in the AFL-CIO. OPEIU was chartered by the American Federation of Labor in 1945 and, at that time, represented approximately 20,000 members.

This convention, like all previous conventions, is the supreme governing body of our organization. Its decisions, expressed through resolutions, will formulate policies that will guide the Union's direction over the next three years. In-

ternational President Howard Coughlin, who was first elected in 1953, will preside.

While the Convention will officially open on Monday morning, June 6, many delegates arrived during the previous week in order to attend meetings of numerous committees assigned to complete reports for submission to all the delegates assembled for the Convention.

The Executive Board of the OPEIU will hold its semi-annual meeting starting on Tuesday, May 31. It will remain in session through Friday, June 3 and will be subject to call through the remainder of

that week and the following Convention week.

Additional pre-Convention meetings are scheduled for Sunday, June 5, the day before the formal opening, as follows:

(1) Delegates from Canada will hold their All-Canadian Conference at 2:00 p.m. in order to discuss matters directly related to the OPEIU in Canada.

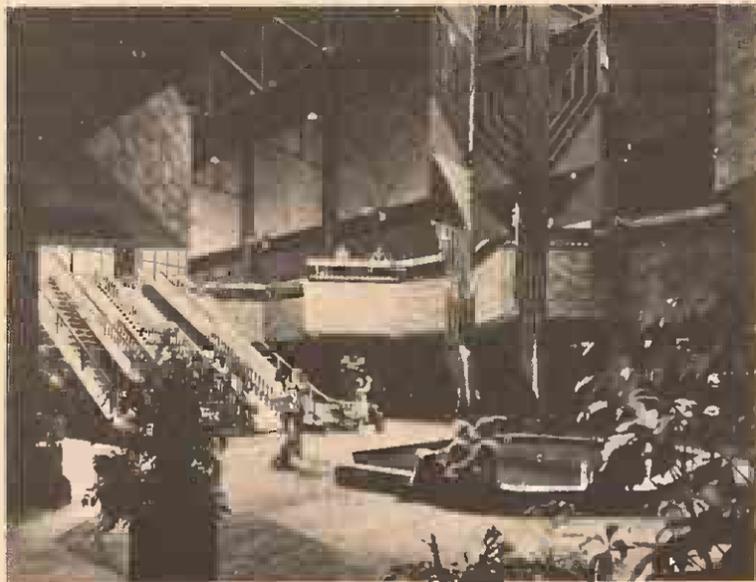
(2) At 2:30 p.m. on Sunday, a joint Educational Conference of delegates usually attending the OPEIU Educational Conferences held annually each year with the exception of Convention years, will be presided over by Director of Organiza-

tion Arthur Lewandowski.

The featured speaker at this meeting will be General Counsel Joseph Finley who will review and explain the latest court rulings affecting the OPEIU and the function of its Local Unions, in addition to a dissertation on the latest National Labor Relations Board decisions.

General Counsel Finley will direct attention to the Fair Representation Doctrine and EEOC decisions which affect our Local Unions. He will also inform the delegates of the fact that our Local Unions and the International Union have

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Lobby of Hyatt Regency Hotel in Los Angeles

U. S. DEPARTMENT OF LABOR
OFFICE OF THE SECRETARY
WASHINGTON

The Office and Professional Employees International Union is holding its 14th Triennial Convention at a time when important changes are taking place in the American work force.

A new Administration has assigned its highest domestic priority to putting the unemployed to work and to making jobs and training available to the men and women who need them. This will help achieve social justice, promote tranquility in our cities, and create a healthier economy beneficial to all of us.

Taking a longer view, important changes are taking place in the nature of jobs that Americans perform. This has for some time been a major concern for your union, as growth occurs in the use of electronic data processing and other computerized processes in offices and other places where white-collar employees work. These changes will in the future require even greater emphasis on training in new methods and on finding more ways to re-employ men and women thrown out of work because of technological changes of various kinds.

As you meet to consider these and other problems confronting your members, may your deliberations be productive and contribute to the betterment of your union and of our whole society.

Sincerely,

Ray Marshall
Secretary of Labor

New Organizing Adds 900 to Rolls

Milwaukee Blue Shield Tops List With 530-Unit

A unit of 530 office employees at Milwaukee's Blue Shield chose Local 9 in an NLRB election as their bargaining agent by a substantial margin, climaxing an 18-month campaign. Due to a cutoff date set by the NLRB at a hearing in November, only 420 were eligible to vote.

The outstanding Milwaukee victory is expected to influence favorably another 550-member unit in an OPEIU campaign underway at Blue Cross/Blue Shield in Little Rock, Ark.

A significant factor in the Milwaukee election was the planned merger between Blue Cross and Blue Shield in that city, where Local 9 now represents the 1,200 employees at both health insurance agencies.

The B.S. drive was initiated by OPEIU Vice President Billie D. Adams and International Representative Mike Walker who, together with Local 9 Business Manager Ed Kubicki and new Business Representative Judy Burnick, set up the organizing machinery.

This consisted of Blue Cross stewards and a hard-working in-office B.S. Organizing Committee. They published a newsletter periodically, set up teams to make housecalls, as well as arranging small group meetings which proved highly effective.

In the closing days, the OPEIU leaders set up a headquarters across from the B.S. office with a "hotline" that employees could call 24 hours a day, its recorded messages being changed daily to deal with issues as they arose. Departmental employee meetings were



BLUE SHIELD ORGANIZING GROUP: Seated from left: Local 9 Business Manager Ed Kubicki, Diane Nimmer, Tom Cook, Natalie Radisch, Luella Musche and Rose Radisch. Standing from left are Jo Anne Kern, Louise Rosier, Vera Odom, Nancy Raguse, Nancy Prake, Business Representative Judy Burnick, Wayne Charles, Sue Metzger, Karen Goetz, and International Representative Mike Walker.

also held daily to answer all questions.

Management fought back hard in the final weeks but the alert in-office committee blunted its efforts with prompt replies and strong, open support for OPEIU representation.

Business Manager John Kelly reports that New York Local 153 has organized a new unit at Seton Hall University, run by the Jesuit Order in Newark, N.J., which numbers close to 200 and was previously represented by an independent union, known as Seton Hall Staff Employees Assn.

Some months ago, its president, Kay Dughi, got in touch with Fordham University's unit, another Jesuit institution, for advice when a veteran employee was fired without explanation. She said many employees had decided that the associa-

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She's the Tops



Mrs. Harriett Clark, Local 391 member and a public relations secretary at Roosevelt University, was selected by a jury of her peers as one of three top secretaries in the Chicago area. Pouring coffee for her is her boss, Robert Dameron, who nominated her. Besides the honor, she was awarded numerous prizes and gift certificates during National Secretary Week.

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

POSTMASTERS, ATTENTION — Change of address Form 3579 should be addressed to: Office and Professional Employees International Union, 815 16th St., N.W., Washington, D.C. 20006.



Published monthly by Office and Professional Employees International Union, 815 16th St., N.W., Washington, D.C. 20006. Second class Postage Paid at Washington, D.C.

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Subscription Price \$1 a Year

Welcome to OPEIU Delegates

For the first time in the history of our union, its Triennial Convention is being held in Los Angeles where Local 30 is the host. Its officers and members for a long time have been busy making plans to make the stay of the delegates enjoyable so all are assured of a very warm welcome.

Since the last Convention was held in Miami Beach, Fla., many events have occurred, among them the fact that our union has now passed the 100,000 membership mark for the first time in its history.

Thus, the OPEIU is now on the threshold of faster and more vigorous growth in the future, thanks to the devoted efforts of members and leaders who over the years have given their time and talents unreservedly to the cause of white-collar unionism.

But the road ahead is not entirely strewn with roses. We still encounter many anti-union obstacles inherited from the Nixon-Ford administrations which made many court appointments and filled many posts administering labor laws with individuals antagonistic to labor when vacancies occurred.

The labor movement must now utilize every effort to remove these obstacles. It won't be an easy task because we face a united front of Chambers of Commerce, the National Association of Manufacturers, and the so-called National Right-to-Work (for less) Committee, with a war-chest of millions. Their ultimate united objective is to destroy the trade union movement, by fair means or foul.

Organized labor must now show its mettle in successfully meeting this organized onslaught on its aims and objectives to better the condition of all workers, white-collar and blue-collar alike. As union members we must close ranks and face our enemies with renewed determination that their efforts will fail.

We feel sure that this is the spirit that will inspire our Convention delegates as they bend themselves to the task of mapping programs for the future.

The Coors Beer Boycott

The national boycott against Coors beer, which has been sanctioned by the AFL-CIO Executive Council, is the result of a strike called against that company by members of Brewery Workers Local 366 in Golden, Colorado.

The principal issues causing the strike revolve around Coors' arbitrary insistence on contract language that would destroy workers' dignity and deny them the right effectively to process grievances involving unjust disciplinary action and discharges.

The company insists on 56 reasons in the contract for which a member can be disciplined or discharged. Its refusal to bargain on these issues has resulted in the Local filing substantial unfair labor practice charges with the NLRB.

Coors' labor relations history is fraught with arbitrary right-wing hostility toward all unions—including the Building Trades strike in 1968 and the more recent Teamster strike and boycott in parts of California.

The company already has hired permanent replacements for the strikers and announced its intent to destroy Brewery Workers Local 366.

We urge very strong support for these striking members including announcement of the boycott against COORS BEER throughout your community as soon as possible. Actions OPEIU Locals can take are outlined in AFL-CIO President Meany's letter on Page 4.

Howard Coughlin Named Chairman Of American Arbitration Board

President Howard Coughlin has been elected chairman of the board of the American Arbitration Association for a four-year term. He had previously served as chairman of the association's Executive Committee. Robert Coulson, who was re-

elected president, reported that the association administered 43,427 cases in 1976, an increase of 25 percent over the previous year. Of that number, 14,000 dealt with labor management grievances, Coulson said.

Manning Testimonial Draws 400

Work for OPEIU Lauded at New Haven Dinner

More than 400 coworkers and friends attended a testimonial dinner in New Haven, Conn., in honor of Justin F. (Bud) Manning who recently retired as International Representative for the area.

The dinner was sponsored by Local 329, representing office employees at the Knights of Columbus, which Manning organized 22 years ago. Local 329 President Claire Pluff presided and introduced 14 speakers who included Mayor Robert Johnson.

Letters and telegrams paying tribute to Manning were received from AFL-CIO President George Meany, U.S. Senator Abraham Ribicoff and Congressman Robert Giaimo, as well as from numerous well-wishers.

One heart-warming highlight of the occasion was that some 45 K. of C. employees, retired over the last 10 to 20 years, insisted on sending modest con-



President Howard Coughlin presenting plaque to retired "Bud" Manning.

tributions to the dinner fund from their pension incomes. They were among the original group he unionized 22 years ago.

OPEIU Vice President Marie Metcalf of Groton, Conn., whose paintings have been ex-

hibited at various places in the state, presented Manning with his portrait in oils.

The guest of honor was also presented with numerous gifts and plaques including one from Groton's Local 106, and another from Boston Local 453 in the form of a framed resolution lauding his many accomplishments as an International Representative.

He received other tangible gifts from Locals 123, 329 and 466 in Connecticut; Locals 6 and 247 in Massachusetts, and Locals 180 and 281 in New York State. Altogether, members at the dinner represented 14 out-of-town and out-of-state OPEIU Locals.

Other speakers were OPEIU Sec.-Treas. Bill Lowe, New Haven Central Labor Council President Vincent Sirabella, and Boston attorney Robert Manning (no relation), as well as Local 329 officers, union members and social friends.

Unique Checkoff Pact Signed

Company Agrees to Make Deductions for VOTE Donations

The OPEIU and American Income Life Insurance Co., headquartered in Waco, Texas, have signed a unique nationwide agreement to enable the company's 300 fully-unionized office staff and its 1,000 state and general agents to contribute voluntarily through the check-off system to VOTE (Voice of the Electorate).

Believed to be the first union-management agreement of this kind, it was signed by President Howard Coughlin and Bernard Rapoport, AILICO's Chairman and Chief Executive Officer.

"We regard this unique agreement as a major step forward in educating our union members on the importance of personally participating in the political process," Coughlin said. "As a rule, few recognize the damage that can be done by unfriendly legislators to the aims and objectives of workers—whether organized or unorganized."

By signing the voluntary check-off form, approved by the AFL-CIO and OPEIU's General Counsel, employees authorize the company to deduct from their pay a designated sum monthly that they wish to contribute to VOTE.

Coughlin said that while some of the funds raised are given directly to political candidates interested in furthering the white-collar union movement, more than 90% of VOTE monies go to the AFL-CIO's COPE program.

He said the OPEIU will seek similar check-off agreements with other employers under contract with the union.

REMINDER!

Please, don't buy any textile products made by J. P. Stevens Co.



VOLUNTARY CHECKOFF AGREEMENT for VOTE contributions was signed by President Howard Coughlin (seated left), and Chairman Bernard Rapoport of American Income Life Insurance Co., of Waco, Texas. Standing are Local 277 President-Business Manager J. B. Moss and AILICO President Charles Cooper. Local 277 represents 1,300 employees and agents of the 100% unionized insurance company.

New Organizing Adds 900 to Rolls

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tion wasn't able to cope with a tough, dictatorial management and needed an experienced union with a proven record of accomplishment. Local 153, which for years has ably represented Fordham's office employees, was recommended.

Kelly, with Sec.-Treas. Mike Goodwin and Organizer Jack Ryan, later met the Seton Hall employees, outlined Local 153's policies, resources and objectives, and formed a strong in-office organizing committee.

But management retaliated, hired a firm of attorneys to delay the election; two of its attorneys being co-authors of a book eagerly studied by anti-union managements on how to "defeat" unions. Management followed its prescriptions but

went down to an ignominious defeat in the NLRB election.

In other elections, OPEIU won six units of about 150 members, the largest an 82-member unit of clerical and technical employees at the National Federation of Independent Business in San Mateo, Calif.

International Representative Arthur Bivins reports winning a Michigan Employment Relations Commission election among 45 clericals at Five CAP, a Community Action Program covering five counties, by a 10-to-1 margin. He says he's now organizing several other similar groups numbering 150 in the state.

Latest tally for the month approximates 900, according to Director of Organization Art Lewandowski.

Signs Point to Banks Opening 7 Days a Week

Will bank employees in the United States and Canada now be required to work on Saturdays and Sundays?

That seems to be the growing trend, especially in New York City, which generally sets the pace for others throughout the nation. Observers agree that because bank employees in the United States and Canada are 99% non-unionized this trend toward seven-day banking could soon become nationwide.

The trend was started a year or so ago when New York savings banks introduced Saturday banking from 10 a.m. to 3 p.m. It became highly popular with the working public who now form long queues at these banks on Saturday to transact business they found inconvenient from Monday through Friday.

Citibank, second largest in the nation and considered the prime innovator among commercial banks, recently started opening its branches on Saturdays during the same hours as on other days. Other commercial banks are likely to follow in the near future.

The National Bank of North America, a subsidiary of the

C.I.T. Financial Corp., reveals that it is "considering" opening its 142 branches in New York City for business on Sundays.

Should this develop and other banks follow, bank employees' working conditions will be reduced to the level of factory hands with no regular time off, except for legal holidays which require the banks to close. However, their pay is far below that of factory workers.

Adding to this insecurity, is the fact that banks in the Big Apple are gradually cutting their work forces through automation which is enabling them to dispense with thousands of their back-up clerical employees.

Moreover, big banks are now closing down many of their unprofitable branches, transferring the accounts to other more profitable ones, and discharging the employees thus made redundant.

Many are hiring more and more part-time employees, mostly women who live in the neighborhood of profitable branches. These are paid the minimum legal wage on an hourly basis, with no sick leave,

vacations or other fringe benefits.

Director of Organization Art Lewandowski notes that lately there has been a "very noticeable increase" in the inquiries from bank employees on how they can unionize, especially in smaller communities.

"Apparently, these disturbing trends are becoming evident to the bank employees themselves," he said. "They are becoming aware that automation and technological changes are

now making what they once thought were secure jobs, very insecure.

"Moreover, because of continuing inflation their pay and working conditions are deteriorating rapidly, induced by the competition of part-time employees and the added pressures to which they are being subjected through intense competition in the industry. To add to profits, banks also are attempting to phase-out profit-sharing plans which they previously had

used as an anti-union weapon.

"The introduction of Saturday and, possibly, Sunday banking will reduce their working conditions to sheer drudgery, with split-shifts destroying their family and leisure life. All these forces are now causing a ferment among bank employees which is likely to result in an industrywide move by these employees into the ranks of unionism. And the OPEIU is the most widely experienced in this field in the U.S. and Canada.

Law Firms Come Under NLRB

Board Now Rules Employees Can Join Unions

The National Labor Relations Board, unanimously reversing a previous decision, has ruled that law firms are subject to the federal labor laws that give employees the right to organize unions, bargain and strike. The decision clears the way for employees of law firms to form unions and seek the protection of the NLRB.

Ruling in a case involving the Boston law firm of Foley, Hoag & Eliot, the board overturned a 1973 NLRB decision, saying "since it is clear that law firms, as a class, do have a substantial impact on interstate commerce, we shall assert jurisdiction over them."

The board ordered its Boston regional director to reconsider a petition for a union election from a group of clerks and messengers, which had been turned down previously on jurisdictional grounds.

The case didn't raise the question of attorneys themselves organizing, but the board in the past had recognized units of professional employees, such as college professors and nurses. Presumably, attorneys working in a large law firm, who considered themselves employees rather than managers, could petition for union recognition.

In reversing the 1973 decision, the board members cited a 1975 Supreme Court decision that law firms are subject to the antitrust laws, and in its unanimous opinion said: "The board is convinced that the holding of the Supreme Court . . . is equally applicable" to the labor laws.

The managing partner of the Boston law firm said he couldn't say whether the firm would appeal the NLRB's decision to the court. The fact that the firm has been judged to fall within NLRB jurisdiction doesn't mean that the NLRB will grant the petition filed by the employee group, only that it will be considered, he said.

Some law firms may still be able to win individual exemptions from NLRB jurisdiction if they can prove they are so locally oriented that they don't engage in any interstate commerce over a dollar minimum the board may set, it is said.

R-T-W Forces Bite Dust in Idaho and New Mexico

The so-called National Right to Work (for less) Committee has ended up with two new stunning defeats in its efforts to pressure the Idaho and New Mexico state legislatures into enacting its RTW bills, despite spending more than \$200,000 on a media and advertising blitz.

The committee declared in newspaper advertisements that passage of the bills in either state was a key factor in its fight to prevent repeal of Section 14(b) of the Taft-Hartley Act, a reform of the labor law long advocated by the OPEIU and now being pushed in Congress by the AFL-CIO.

Although organized labor was unable to match the huge fund spent by the committee, it responded in both states by having hundreds of trade unionists travel to the state capitols to lobby against the measures.

The defeats continued the committee's nearly unprecedented record of failure. It has added three states to the work-for-less rolls to the 17 that had the law when it was organized in 1955—despite more than 70 tries.

Visiting St. Louis Union Label Show



FROM LEFT, MRS. MARGARET LOWE; OPEIU Secretary-Treasurer Bill Lowe; Bernard Rapoport, Chairman of the Board, American Income Life Insurance Company; Hank Brown, Vice President-Public Relations, American Income Life Insurance Company; Secretary of Labor Ray Marshall; AFL-CIO President George Meany; OPEIU President Howard Coughlin.

OPEIU Convention Opens in L.A.

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been included in numerous legal actions brought against them jointly for various reasons. He will explain how recent court rulings and NLRB doctrines have opened the door for lawsuits that are primarily instituted for harassment purposes but which must be defended, nevertheless.

The following Convention Committees and Chairmen are announced:

Constitution and Laws: Co-Chairmen J. Oscar Bloodworth and John Kelly

Legislative: Harvey R. Markusen

Resolutions: J. B. Moss

Organization: John P. Cahill
Rules: Gary D. Kirkland
Officers' Reports: Carolyn Combs
Publicity: Billie D. Adams
Official Publications: Fred Trotter.

Social Security Ups Benefits 5.9%

Because payments under the Social Security Act are tied by law to changes in the cost-of-living, benefits to retired and disabled recipients will rise by 5.9% on July 1, the U.S. Department of Health, Welfare & Education announces.

Membership Roll Soars for 'President's 100 Club'

Latest reports show that membership in the "President's 100 Club" has grown to 79 with the addition of 52 names of American Income Life Insurance Company employees and agencies who have made contributions through Fort Worth Local 277 which represents them as bargaining agent. The new members are:

Avery, James
Barbernell, Jeff
Bjorklund-Harrison-Manning Agency
Blaisdell-Thomas Agency
Bedford, J. D.
Bertin, Ken
Boyle, Bill
Bracken, Mike
Brown, Gerald A.
Brown, "Hank"
Cain, Jack
Cleary-Gray Agency
Evans, Elmo T.
Fogel Symon Agency
Ford, Charles P.
Ford, Gerald
Ford, Richard
Forkin, Tom E.
Frost, Charles W.
Fuchs, Floris
Gillman, Harold
Griffin, Ray
Grogan, James
Hancock, Richard
Harris, Melva
Helfenger, Richard

Helms, A. C.
Hodgson, Mary
Horwitz, Will
Howard, Kenith
Landau, Marvin
Lapinsky, George
Laser, Richard
Lima, Kenneth
Latimer, Sam
Maggard, Conrad
Mansour, Adel
Matina, Peter
McKenzie, Robert
McKenzie, Sherman
Ransier, Richard
Rapoport, Bernard
Rogers, Dan
Rodriguez, S. V.
Settle, R. H.
Shepperson, Willie
Sirna, D. P.
Smith, Thomas E.
Solomon, J. R.
Speer, Don
Stephenson-Ferrone Agency
Walter, Jerome
Vaz, Garth

Below is the roster of OPEIU Officers, International Representatives and Officers and Representatives of Local Unions whose names were previously published in White Collar as Club members:

Adams, Billie D.
Bloodworth, Oscar J.
Connolly, John B.
Coughlin, Howard
Cropper, John W., Jr.
Dunn, John D.
Dwyer, Eugene J.
Fitzmaurice, John F.
Goodwin, Michael C.
Kelly, John
Kelly, Michael F.
Kirby, Billie M.
Kirkland, Gary D.
Langford, Jack

Lewandowski, Arthur P.
Lowe, William A.
Markusen, Harvey R.
Martin, Norma
McGee, Joseph F.
Moss, J. B.
Newton, Gwen
Porcaro, George V., Jr.
Rader, Charles H.
Reader, Mark
Schmit, Jerry
Wallace, Helen C.
Ziegler, Joyce C.



from the desk
of the
PRESIDENT

Sen. Humphrey Cites Labor For Help to All Workers

Most members of labor organizations are unfamiliar with the unselfish work accomplished by organized labor on behalf of all workers in the United States. Actually, we have done a very poor job in letting young people in particular know of the fight waged by our leaders to gain numerous social attainments.

These include the public school system, workmen's compensation, unemployment insurance, social security, the eight-hour day, and minimum wages. Few know that William Green, the second President of the AFL, while a Senator from the State of Ohio, introduced the first Workmen's Compensation Bill in that State's Legislature.

It was, therefore, heartwarming to read a speech by Senator Hubert H. Humphrey made during a debate on the U.S. Senate confirmation of Dr. Ray Marshall as U.S. Secretary of Labor. Senator Humphrey was moved to present a stirring and eloquent appraisal of the role of organized labor in American life. Excerpts from Senator Humphrey's moving tribute are presented below.

"Organized labor in this country has stood for defense of this nation, a strong defense. Organized labor has stood for the health care of the American people. It stood for workmen's compensation. It stood for unemployment compensation. It fought for social security when the political party of the Senator from Texas voted against it unanimously when it was first initiated under Franklin D. Roosevelt.

"And it fought for rural electrification for our farmers. It has supported our farm legislation. Organized labor has fought for better working conditions and against child labor.

"All I am simply saying is that organized labor basically has been good for this country. This country has the best of labor management relations. This country has high productivity. The standard of living in this country for the *unorganized worker* is due in large measure because of the efforts of organized labor. The minimum wage law and the Fair Labor Standards Act do not help organized labor. It helps the *unorganized worker*. And a good paycheck is what this country needs, and when workers get a good paycheck they spend it and they get it into the mainstream of American commerce.

"As a matter of fact, organized labor has stood in the forefront of this country's efforts in war and peace. And it has fought for things that mean a great deal to the children. From the earliest days, organized labor fought for public education. That is from the days of the Knights of Labor to this very day. From the earliest days, it has fought for public health, child care, school lunches, programs of nutrition, and all the things that mean something to millions and millions of people who never got inside a union hall.

"Medicare does not go just to the elderly of organized labor. As a matter of fact, organized labor has its own benefit programs and its own pension programs. It has worked them out with its members. But who are some of the leaders in the fight for medicare for the fathers, grandfathers, and grandmothers of the unorganized? Our friends in organized labor.

"I have found organized labor to be on the side of the weak, on the side of the poor, on the side of the sick, and on the side of the handicapped. Who has come in here and testified day after day and year after year for programs to aid the physically and mentally disabled in this country? Who has put their political muscle behind those programs? Organized labor, as one of the groups in America, thank God.

"I am very proud to have had a long association as a friend of the labor people in America. I believe they have done much for this country."

I wonder how many Americans have read this speech of Senator Humphrey in the press or heard it through the television and radio media of the United States. I dare say that you will find very few who have.

The indications at the moment are that organized labor will fail to get common situs picketing, the repeal of Section 14(b) of the Taft-Hartley Act and numerous changes in the National Labor Relations Act which would help the organized labor movement.

The chances are, however, that organized labor will achieve an increase in minimum wages which will not help one single members of organized labor. It will only help those unorganized

Tacoma Health Unit Forges Ahead

Pay Boosts Range From 13% to 27% in New Agreement

A 5% across-the-board wage increase in the first year, retroactive to February 1, plus cost-of-living allowances ranging from a 4% minimum to an 11% maximum in the second, and from 4% to a 12% maximum in the third year, were gained in a new contract renegotiated by Local 23 for its professional, technical and clerical unit at Western Clinic,

which provides health and medical services in Tacoma, Wash.

Business Representative Frank E. Fennerty, Jr., says that new base scales in the first year run from \$113.60 a week minimum in the lowest office grade, to a \$140.8 maximum. In the top technical classification, base pay ranges from a minimum \$231.2 to a \$264.8 weekly maximum.

After Feb. 1, 1979, an additional floating holiday will be provided bringing the annual total to ten. The schedule now includes eight statutory holidays, plus one for an employee's birthday after completing one year of service.

The vacation schedule calls for two weeks after one year; three after five, one additional day for each year after 11, and four weeks after 20 years.

The employer agreed to pay full cost coverage for medical, AD&D, and life insurance for all full-time employees, and to provide in-house medical care for all part-time employees. Benefits under the present pension plan were continued.

The unit negotiating team assisting Fennerty included Sally G. Moore, Robert Morgan, and Rose Matlock. The agreement runs to February 1, 1980.

AFL-CIO Sets Boycott Against Coors Beer

Because of union-busting tactics which caused a strike by 1,500 workers at the Adolph Coors Beer Company at Golden, Colo., the AFL-CIO Executive Council has unanimously called for a nationwide boycott against Coors beer.

In negotiations for a new contract, the company adamantly refuses to reconsider its demand to rescind the union shop previously in effect, and seeks language and conditions from those spelled out in earlier contracts. Among its demands are that production workers submit to lie detector tests or physical examinations—a gross violation of human dignity.

AFL-CIO President George Meany in a letter to President Coughlin appeals for the support of all OPEIU members, describing the boycott as "clearly the struggle of all workers and all union members." He lists some of the things that need to be done as:

1. Notifying all members immediately through meetings, in-shop bulletins, and personal contact.
2. Grocers, package stores, restaurants, taverns, bars, clubs and other beverage outlets should be contacted, informed about the boycott and urged to stop promoting and selling Coors beer.
3. The leaders of political, civic and community organizations should be contacted and urged not to use Coors beer at any functions they conduct or participate in.
4. Give prominent play in *White Collar* to the Coors story.

Meany says the boycott will remain in effect "until a fair and decent contract is achieved," after "the company abandons its assault on the dignity and civil liberties of its employees."

(See Editorial on Page 2)

130 Bank Employees Gain \$3,600 Each in New Pact

Across-the-board salary gains of \$3,600 for each employee over three years were won by Local 13 for its two bargaining units at the Landmark Northwest Plaza Bank and the Landmark North County Bank of St. Louis, Mo., in renegotiated contracts covering 130 employees.

The two banks, owned and operated by the Landmark Bancshares Holding Company, were formerly known as the North County Bank & Trust Company and the First Northwest Bank.

Local 13 Business Manager George O'Brien reports that the new agreements call for a 30¢ an hour raise (roughly 9.4%) in the first year; another 30¢ (or 9.1%) in the second, and

25¢ an hour (or 8.1%) in the third year. The average pay at the banks in the old agreement was \$3.25 an hour.

In addition, three weeks' vacation is now provided after eight years of service instead of nine and a new provision allows employees to select their vacations for the entire year at one time on the basis of seniority.

Other changes include three days' bereavement leave for the death of a grandchild, one day for a step-grandchild, and creation of a stock-purchasing plan. Part-time employees will now be entitled to prorated vacation leave and health-welfare benefits based on the amount of time they work each week.

workers who are exploited because they are unorganized and are receiving wages below adequate living standards.

As Senator Humphrey indicated, organized labor will be in the forefront to establish a national health program. While most members of organized labor are covered by health and welfare programs, the aim of the AFL-CIO is to assist those who are not so protected.

The organized labor movement of the United States has been completely unselfish in its goals since its inception. It's time, however, that the public press, television and radio made a point to inform the public of the great work accomplished by the AFL-CIO on behalf of all Americans, whether organized or unorganized.

If you move, send your old and new address, including zip code and social security or social insurance number to:

William A. Lowe, Sec.-Treas.
815 16th Street, N.W., Suite 606
Washington, D.C. 20006

U.S. Price Index

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

1976	
April	168.2
May	169.2
June	170.1
July	171.1
August	171.9
September	172.6
October	173.3
November	173.8
December	174.3
1977	
January	175.3
February	177.1
March	178.2
April	179.6

Canadian Price Index

Statistics Canada
*New Base 1971=100

1976	
April	146.8
May	148.0
June	148.7
July	149.3
August	150.0
September	150.7
October	151.7
November	152.2
December	152.7
1977	
January	154.0
February	155.4
March	157.0
April	157.9