



WHITE COLLAR

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

No. 374

MARCH, 1978

17

WE MUST WIN SENATE FIGHT!

Foes Going All-Out to Kill Labor Law Reform

Because of the Labor Law Reform Bill's importance to the entire union movement and the mounting opposition of anti-union forces in efforts to kill it in the U.S. Senate, the March edition of *White Collar* is devoted entirely to this one issue, and is being rushed to press ahead of its usual deadline.

For technical reasons, this bill (S. 1883) has now been designated S. 2467. The new number lets the bill go before the senate in the form it was approved by the Senate Human Resources Committee on a 13-2 vote. Under the old number, it would have been subject to parliamentary procedures that would have favored opponents.

We must ensure its victory in the Senate. The key to this is a massive deluge of mail from all union members in the U.S. to their respective Senators urging their support. Time is also of the essence!

Defeat of S. 2467 threatens the very existence of all unions; white-collar as well as others. In fact, anti-union forces seek to wipe out the entire concept of collective bargaining. This is their objective, and they have unlimited funds at their disposal. Only our united efforts can defeat them because every union member has a personal stake in this effort. (See President Coughlin's appeal to members on Page 3.)

So, if you haven't already written, sign the two blanks elsewhere. Fill in your home address, place the blanks in envelopes, and mail them to both your Senators at the U.S. Senate Office Building, Washington, D.C. 20510. Please, don't delay. Every minute counts NOW!

America's Leaders See Labor Law Reform Urgently Needed

Now it's up to the Senate.

The Labor Law Reform Bill is half-way home. The bill was passed by the House last autumn. The companion bill (S. 2467) is pending now in the Senate.

Here's a sampling of the opinions of prominent Americans on the need for labor law reform... now, without delay, without weakening amendments:



President Jimmy Carter

"... It seems clear that legislation is actually needed to enable the (National Labor Relations) Board to administer the labor laws properly. Unnecessary delays are the most serious problem."



Vice President Walter F. Mondale

"... If we can defend human rights throughout the world, as we are, we can protect the rights of American workers here at home. ... Any employer who cares to, and has enough money, can totally frustrate the law of the land. ...

"Labor law reform, as we now push it, is not changing the law. We are not asking employers to do anything they are not required to do by the law."

"What we are asking is that the law be enforceable, promptly, so that when election is called for, it is called immediately and fairly. So when some people use their legal right to organize and participate in a union, they are protected; and if they are fired, they are reinstated immediately with back pay."

"When a union is recognized, they must bargain in good faith, it is enforceable by law."



Senator Harrison Williams (D. N.J.), Chairman, Senate Human Resources Committee, Co-Sponsor

"I believe the changes embodied in this bill will make it possible once again for the unorganized worker to exercise his right to gain representation. That right should not be dependent on the acquiescence of the employer. The present law can be made to work if the most glaring procedural and remedial deficiencies are corrected and enforcement made swift as well as just. If the preamble of the Wagner Act is to be nothing but a hollow promise, I believe this bill must be enacted into law."



Senator Jacob Javits (R. N.Y.) Co-Sponsor

"The present Labor Law Reform bill which we are engaged in is but the tip of the iceberg considering the enormity of problems and difficulties with which we must deal. ... Justice on the Job is a very appropriate name for what we are all about. I look forward to success in labor law reform."



The Late Senator Hubert H. Humphrey (D. Minn.) (Chairman, Americans for Justice on the Job)

"... The time has come to protect the rights of our workers. ... We cannot permit some employers to ignore these rights with disdain for the law. You and I know that most of our employers obey the law. They bargain in good faith. They are happy to work with their unions. The reforms that we suggest will not hurt

anybody. For those that are lawful, it will be a blessing. It's designed to get tough on the chiselers and the cheats who have wiggled around the law at great cost to our working people for years. And we know who they are and we can put an end to this injustice, and we must do it."



Eleanor Smeal National Organization of Women

"The National Organization of Women strongly believes in the institution of collective bargaining as one of the most effective means of bettering the lives of all American workers."

Benjamin Hooks

Executive Director, National Association for the Advancement of Colored People.

"... We have taken a position in favor of labor law reform. We know the painstaking effort that has gone into the whole question of the passage of labor laws, and the time demands our constant re-examination."



Governor Jerry Brown California

"We need a law that is clear and can be reasonably enforced, so that working men and women can vote, without undue hindrance, for the union of their choice. When they've made that choice, under Federal labor law, they should run no risk of penalty, and the union they've chosen should be recognized. S. 1883—the Labor Law Reform Act—does just that—and that's why I support it."



Rev. Donald W. Shriver, Jr. President, Union Theological Seminary New York, N.Y.

"The aim of S. 1883 is to make it unlikely that any company will continue to find it more profitable to break the law than to observe it."

"The proposed law... addresses the crisis of injustice in the lives of people who are among the lowest paid workers in industrial America. Unions are not the only answer to their economic problems; as a citizen and as a Christian, I know that well enough. But these working people deserve a prompt, free and open chance to decide for themselves what part unions might or might not play in solving their problems."



Senator Daniel Patrick Moynihan (D. N.Y.)

"... The bill passed by the House, on October 6, HR 8410, serves to protect the right of workers to organize, and attempts to ensure that no employer can with impunity violate the labor laws and rulings of the NLRB. ... This is not precipitous change in our labor laws, but rather a carefully negotiated bill which constitutes the first major revision in the law in 18 years."



Theodore Bikel President, Actors' Equity

"As the scope of theater widens, the labor law needs to be applied more and more to the theater. It is a matter of some urgency that we be put under the seven-day pre-hire agreement, because in 30 days, entire shows can be assembled and dismantled."



Governor Ella Grasso Connecticut

"I wholeheartedly support the National Labor Relations Act reforms proposed this year by President Carter. Since its passage in 1935, the Act has served our country well, but amendments to ensure a more effective functioning of the National Labor Relations Board are long overdue."



Senator Edward M. Kennedy (D. Mass.)

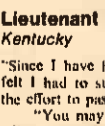
"I believe that the bill offers very necessary reforms in the National Labor Relations Act. It is important that those who do not adhere to the principles underlying the Act are not rewarded for doing so."

"... it is important to note that the vast majority of employers do not act in violation of the law and, therefore, will not be affected by changes in the Act. The proposed changes are geared only to those relatively few employers who choose to defy the National Labor Relations Act."



Vernon E. Jordan, Jr. Executive Director, National Urban League

"I certainly endorse the objectives of Americans for Justice on the Job and stand ready to do whatever I can to further those objectives."



Lieutenant Governor Thelma L. Stovall Kentucky

"Since I have been an active trade unionist for many years, I felt I had to support the Americans for Justice on the Job in the effort to pass the reform bill."

"You may rest assured that I will continue to wholeheartedly support the legislation through the Senate."



John H. Fanning Chairman, National Labor Relations Board

"The institution of collective bargaining is a mainstay of our free enterprise system and our free political processes. I am happy, therefore, to endorse legislation which will more surely fulfill the promise of the National Labor Relations Act. S. 1883 seeks to fulfill that promise..."

WHITE COLLAR

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

HOWARD COUGHLIN President

WILLIAM A. LOWE Secretary-Treasurer

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Voluntary VOTE Check-off

The enemies of organized labor have formed a united front for an all-out assault on the labor movement. This is an extremely dangerous threat to the institution of trade unionism itself. (See President Coughlin's column on Page 3).

Their immediate and long-range objectives are:

- 1. The nullification of trade unions politically.
2. The prevention of unions where they attempt to organize the unorganized, and
3. The decertification of bargaining units where they already are in place.

It is absolutely essential that all our OPEIU members be aroused to this threat to their union and the contracts that now protect them. Consequently, they must be alerted to the grave facts behind this attack, and the people and organizations behind it.

The only way we can to any extent offset the millions of dollars corporate Political Action Committees and right-wing groups contribute to anti-union candidates, is through a check-off of member contributions to our Voice of the Electorate (VOTE).

Several bargaining units already have negotiated a voluntary check-off of member contributions to VOTE with managements without difficulties. In fact, the OPEIU pioneered this approach more than a year ago at the American Income Life Insurance Company with very gratifying results. Below we reproduce the VOTE Deduction Authorization:

I hereby authorize the (name of company) to deduct \$..... each month from my pay check and to forward this amount to the Secretary-Treasurer of Office & Professional Employees International Union Local, AFL-CIO. This authorization is signed voluntarily and on the understanding that the OPEIU Voice of the Electorate (VOTE) Committee will use this money to make political contributions and expenditure in connection with federal, state and local elections, and that this voluntary authorization is in response to a joint fund-raising effort by the Office & Professional Employees International Union and the AFL-CIO.

Signed
Dated
Witness

We urge that this clause in future be negotiated into all new or renegotiated OPEIU contracts.

Georgia Businessman Tells Why Labor Law Reform Is Needed

President Carter fielded an anti-labor law reform question in a telephone hookup with the annual convention of the National Newspaper Association. A Kentucky publisher who heads the group asked:

Q The so-called labor law reform bill recently passed in the House and now pending in the Senate would impose severe economic sanctions against employers, deprive employers of their rights and representation in elections, and give unrecognition unions access to the premises and time of employers. It says nothing about the rights of the employers. Why do you so strongly support this, what seems to be one-sided and unfair legislation?

A THE PRESIDENT: Well, George, I have to say that if I agreed with your description of it, I would not support it. I have gone over every item in this labor reform package. It is much more moderate or conservative or much more inclined toward the employer's position than it was in its original form, because I have the same concern that you do. I am a businessman, I have been an employer, and I want to be sure that both the rights of workers and the employers are protected. I consider the proposal to be very modest in its scope, and the major thrust of it is to expedite whatever decision is made. I have seen in Georgia, for instance, that when the application of the present law was attempted, that because of subterfuge or delay, a final determination in the labor dispute may be dragged out two, three, four years. And I don't think it is right to circumvent the law by unnecessary delay. This would expedite it. Also, I don't think that any worker should be punished through immediate discharge who tries to seek the rights that are applicable in almost all parts of the country for workers. I was concerned about the legislation originally. The deeper I got into it, the more I could see it was fair, was moderate, and had a primary thrust of expediting decisions that ultimately had to be dragged out through the courts for several years and quite often hurt employment and hurt the economic stability and strength and prosperity in the small communities in particular.



The Case for S. 2467 in NLRB Statistics

I. The Growth in Unfair Labor Practice Cases

The number of contested unfair labor practice cases is rising. These are only the cases that get all the way through the process, to the full five-member, NLRB.

1947 115

1976 1,033

That increase is about 900 percent.

Result:

Delay. By 1976, the median time from the issuance of an Administrative Law Judge's decision to a decision from the full Board in an unfair labor practice case was 120 days.

II. Employer Violations of Employee Rights Have Also Risen Sharply

Total Unfair Labor Practice Charges Filed:

1960 15,800

1976 34,302

Approximately TWO-THIRDS of those charges were against employers. And the number found meritorious by the NLRB general counsel has TRIPLED in the last 16 years.

Number of complaints issued against employers:

1960 1,477

1976 3,110

That increase is 100%.

-69 percent of all complaints were against employers.

-82 percent of all complaints were against employers.

Workers Who Received Backpay from Employers

1960 3,110

1976 6,822

Total pay involved: \$1,189,810

\$11,635,885

90 percent of all backpay came from employers.

95 percent of all backpay came from employers.



from the desk of the PRESIDENT

Urgent Appeal to Members To Write Senators Now

The Labor Law Reform Bill, S. 2467, is expected to be debated in the Senate in March. This Bill actually does not in any way revolutionize the processes of the National Labor Relations Board, but rather makes such procedures more expedient and more efficient.

For example, by expanding the Board membership from five to seven, it allows the Board to act on routine appeals of NLRB hearing officers' rulings by panels of two. It provides that elections be held within 15 days after request for same in uncontested cases, with a 75-day limit in contested cases after a petition has been filed. It proposes that employers who willfully violate labor laws be denied access to U.S. Government contracts. It provides premium pay for employees reinstated after an unjust discharge.

In the main the Labor Law Reform Bill, if enacted, will help speed up case-processing which has been a major obstacle to workers seeking unionism and collective bargaining. At the present time, cases will take anywhere from one to three years before a final decision is arrived at. While the proposals contained in the Labor Reform Measure will not in any way change existing law, they will tend to speed up decision-making.

Organized labor had expected opposition from some segments of management. Despite that, we are appalled by the combination of management forces which have united in an effort to defeat labor reform. The U.S. Chamber of Commerce, the National Association of Manufacturers, the Business Round-Table, the National Right-to-Work Committee and numerous others have banded together to kill the Labor Reform Bill in the Senate.

They are not deterred by the fact that J. P. Stevens has been found guilty of violating the law on 13 separate occasions with penalties insufficient to prevent this company from violating the law on numerous future occasions. Instead, for example, the National Right-to-Work Committee has taken full page ads in major newspapers throughout the country proclaiming:

- (1) Hundreds of thousands more workers will be forced to join or support unions against their will.
(2) Union treasuries will swell with millions more dollars in forced union dues, and
(3) Numerous other misleading statements.

Nowhere in these advertisements can you find any support whatsoever for expediting elections to be conducted by the National Labor Relations Board. Nowhere in these advertisements can you find any criticism whatsoever of J. P. Stevens. The advertisements are completely devoid of any sympathy whatsoever for employees discharged for union activity. Instead, labor is referred to as "Big Labor officials—The union bosses' steamroller—Union power grab—Freedom-loving Americans must contact their Senators and make their voices heard."

Despite overwhelming passage of the Labor Reform Bill in the House of Representatives, the anti-union forces have prevailed upon Senator John Tower of Texas and Senator Orrin Hatch of Utah to lead a filibuster against the passage of this Bill. It does not bother this anti-union combination one bit that a filibuster is an insult to democracy.

Instead, the business blitzkrieg openly brags that it has already killed common situs legislation and delayed, at least for now, the Consumer Protection Agency Bill. Chamber of Commerce President Richard Leshner on one hand tells the public that the sky would fall again if S. 2467 passes and, at the same time, brags about beating down both workers and consumers.

One thousand five hundred businessmen have visited U.S. Senators to prevent the Labor Law Reform Measure from being enacted in the Senate. While the Bill has a great deal of popular support, it needs additional millions of messages from labor union members in order to ensure its enactment. These messages should be sent to your respective Senators.

Let's get busy and get messages of support for S. 2467 to our Senators immediately!

Making It Easy For You

For your convenience we have inserted two appeals on the last page. All you need do is write your name and address, place them in envelopes and mail to both senators from your state.



All across America, leading newspapers have looked at the provisions of the Labor Law Reform Bill, analyzed them, and recommended passage of the bill S. 2467, because it meets fair standards of need and equity.

Some may conclude that this support for Labor Law Reform is unusual. Not at all! We believe, rather, that it shows there is an obvious and essential need to correct the un-

fairness of a law that has been working inequitably.

We feel confident that editors of other newspapers will before or during the Senate debate on S. 2467 conclude that the bill merits the support of every fair-minded American. It deserves to become law.

Here's what some of the papers are saying.

Chicago Tribune July 16, 1977
"The bill's proposal to help speed up cases by increasing NLRB membership to seven from its current five should benefit both sides... We support passage of this proposed change because they strike us as fair."

July 25, 1977
"it's a rare and refreshing pleasure to be able to agree with Mr. Meany on something... Justice delayed is 'incomplete'... It, as the saying goes, justice delayed."

Clarkburg, W. Va., Telegram July 21, 1977
"President Carter is to be commended for his recent effort in obtaining Congress an overhaul of laws covering labor-management relations in hopes of giving the worker 'a fair chance' to decide whether they want union representation."

Cleveland Plain Dealer Aug. 21, 1977
"Management groups have opposed the amendments now before a House Labor subcommittee. Their objections, which go beyond the proposals themselves, are made up more of heat than light... Employers dedicated to the best interest of their employees have nothing to fear from (time limits)."

San Francisco Examiner Oct. 10, 1977
"The approved amendments do not appear to become unfair advantage, but to further guarantee that workers are not deprived of basic rights. The House vote is a victory for that principle."

Radio Station WGN, Chicago, Ill. Oct. 13, 1977
"We urge the Senate to speed its favorable and not-favorable-until this Labor (Law) Reform Bill."

Youngstown, Ohio, Vindicator Sept. 27, 1977
"Speed application of the Administration's proposed law might eventually save some jobs in Youngstown."

Evansville, Ind., Courier & Press Aug. 28, 1977
"Many... recognize that there have been abuses."

Los Angeles Times July 19, 1977
"(The NLRA amendments) deserve enactment."

Appleton, Wis., Post-Crescent July 24, 1977
"...they are procedural in nature."

Claremont, N.H., Eagle Times July 13, 1977
"The unions have helped stabilize the Valley's work force, provide job security and up our standard of living."

West Palm Beach, Fla., Post-Times July 24, 1977
"Nothing in Mr. Carter's proposals changes the contemporary labor-management balance; it merely requires that management obey the law."

Dallas Times Herald
"it is important to the working man that his rights as an individual be protected under the law."

Philadelphia Tribune July 9, 1977
"When weaknesses in the labor laws frustrate the abilities of workers to organize, it is a barrier to racial equality and economic justice... The bill would make the laws which govern labor-management relations work more efficiently, quickly and smoothly."

The Chicago Daily News July 23, 1977
"The U.S. Chamber of Commerce described the proposed legislation (S. 2467) as 'an ill-considered attempt to further the interests of organized labor at the expense of individual workers' rights'... The bill would make the laws which govern labor-management relations work more efficiently, quickly and equitably."

The Chattanooga Times
"The NLR's Law employment-related equity concern for the program would be more credible if it also attacked the present system, which has often denied due process to workers who have voted in favor of union representation, only to be fired while the company awaits the action bar decision."

Tampa, Fla., Tribune Sept. 5, 1977
"This delay tactic is not fair to workers or stockholders."

St. Louis Post-Dispatch July 23, 1977
"The Carter Administration has no need to apologize for supporting legislation that does nothing more than give greater meaning to the protection offered working people by the National Labor Relations Act."

Orlando, Fla., Sentinel-Star July 15, 1977
"Labor reform is needed."

Nashville Tennessean Aug. 31, 1977
"The Administration proposals are not radical, but they are bold... The Congress now has the opportunity to repair an oversight."

The New York Times July 22, 1977
"the new labor package stresses a basic principle of the Wagner Act and should be adopted."

2 Million Cards and Letters Needed!

Some Senators Say We've Now Pulled Even

Reports from some Senate offices on the mail campaign on Labor Law Reform suggest we've pulled even in a few states. It's only a few, but it's far better than in January when the bosses' blitz had us far behind everywhere.

We're about running even in Alabama, Connecticut, Maine, Maryland, Mississippi, Montana, Tennessee and Washington.

But the reports say we're 100 to 1 behind in California, Colorado, Florida, Massachusetts, New Jersey and South Carolina.

Engineers Add 120,000 Total

The Operating Engineers delivered to the Senate 120,000 pieces of mail last week—including about 7,000 letters. The rest were the return from the cards distributed in the union's magazine, the Engineer, in its December issue. J. C. Turner, president of the Operating Engineers, said the response around the country was overwhelming.

Alabama Pleads 'Say It Ain't So'

Alabama got 1,400 postcards together for each of its senators, talked to both of them—and whom, read the news that Sen. James Allen wants to lead the parade against us. "Please say it isn't so, Senator!" AFL-CIO President Barney Weeks said in a letter to Allen. "When we met with you in your Birmingham office, I thought you indicated an open mind on the Labor Law Reform."

New York State, City of Akron Back Our Bill

The New York State Assembly and the city of Akron, Ohio have joined the list of supporters of labor law reform. In a resolution passed January 25, the New York resolution declared "that this proposed legislation ought to be enacted into law for the benefit of all whose lives, welfare and economic well-being are affected by the climate of the industrial and labor relations milieu." With the urging of the Chemical Workers, the city of Akron, Ohio, also passed a resolution urging Congress to enact the reform bill.

Jewish Groups Call for Action

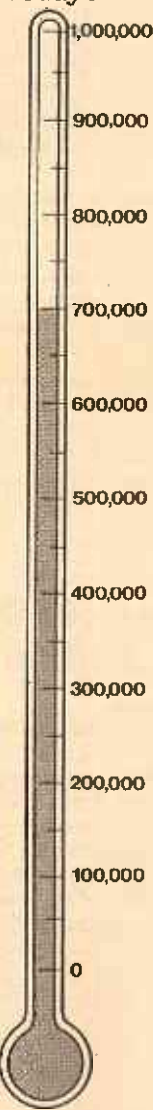
The National Jewish Community Relations Advisory Council (NJCRAC), the umbrella organization for all the major Jewish social agencies, urged its affiliates to write their senators in support of labor law reform, S. 2467. The action was taken at a recent meeting in Tucson. The resolution stated that "unionization of workers has been a major positive element in the combat of discrimination in employment and the extension of economic and social justice."

Environment And Consumer Groups Help

Environmentalists and consumers share the concern for rights for American workers. In a special January action alert to their participants, Environmentalists for Full Employment called for support of S. 2467 opposition to any weakening amendments and a vote for cloture in the event of a filibuster. They are joined by Ralph Nader's Congress Watch and the Urban Environment Conference.

In a letter to Congress, 26 leading environmentalists told members: "Just as environmentalists claim the right to organize, so in fairness we support the right of working people to organize, without abuse and unnecessary and costly delays."

Write Your Senators Today!



Actually Accounted For

How Anti-Union Employers Harass Workers

During House hearings on the Labor Law Reform bill, numerous workers appeared to tell in human terms what it means to try to form a union when a sophisticated employer is equipped to resist them. Here are excerpts from some of their stories:

Walter Cokrell
Electrical, Radio
& Machine Workers
at Montgomery Ward



"Before the election it seems to me they broke all the laws they could break. They gave the girls flowers on the day of the election."

"I have been an employee of Montgomery Ward for 13 years as an outside service technician. I was fired three years and two months ago for union activities, which has been proven by the Board. They gave me my job back four weeks ago. The harassment has still continued, I started the IBEW union several years ago and we had a 100 percent vote. They would not bargain with us and we eventually just let it die.

"Then again at the beginning of 1974 we organized

for IUE. We had an election about eight days later. I was fired for a service call I made to a retired Montgomery Ward manager's home. It seemed to me it was a set-up deal because I had never had a complaint in the previous nine years.

"The NLRB found I was discriminated against and ordered the company to rehire me and pay me my back salary. I am back on the job, but I have not received the backpay. Every morning I am in the boss' office for what they call a donkey barbecue."

Jess Rudd
Clothing & Textile
Workers (ACTWU)
at American Enka
Whitakers, N.C.



"We hope your law will stop this kind of stalling."

"I have been working at American Enka for 10 years. I am only making \$3.69 an hour. . . . The

company has at least 200 less workers in the plant now than when they were voting for the union. . . ."

Johnny Davis
ACTWU
at Wellman
Industries
Johnsonville, S.C.



"After five years of fighting... we are praying that the law will be strong enough to help us, because we really need help."

"I have been working at Wellman Industries in Johnsonville, S.C. for the last 19 years. In 1970 we started a campaign there trying to get a union organized. I took an active part in signing the committee sheet and helped the people who was unable to sign their names and further instructed them how to fill the cards out . . .

"We lost the first one in 1970. And we tried again in 1971. That one was put aside. So we still didn't give up. We tried the third time in 1972 and were lucky enough to win.

"But during the three years that we were fighting, we lost a lot of people fired by the company for tak-

ing active parts in trying to organize the union there.

"Further, later in 1972 we finally got authorized to have a panel of bargaining negotiators and I was appointed to be on that committee. Finally in 1976, the early part of the year, we got the first meeting set up. We held meetings from the first of the year through about five months. At that time the company refused to continue bargaining. So we come to the union organizers. They started filing complaints over and over and over. And the company in turn appealed over and over, the same as they filed the complaints.

"So we continue through five years of fighting, from 1972 to 1977. We still have no union yet. . . ."

Pauline Frazier
Carpenters
at Craftool
Fort Worth, Tex.



"The assistant plant manager propositioned me in a crude and offensive manner. . . . I said no. . . . I was passed over for raises a number of times after that."

"I am a member of the United Brotherhood of Carpenters and have been working since early 1973 for Craftool in Fort Worth as a knurling machine operator. Craftool is a division of the Tandy Corp.

"I received a couple of raises shortly after I began working. There was no clear raise system except that the plant manager would walk through with a tablet and notify people of a raise. About six months after I began working, the assistant plant manager propositioned me in a crude and offensive manner. First he asked a fellow machine operator to lunch and she

told me that the assistant plant manager wanted me to go to lunch. I said no and she said, 'Girl, you'll never get anywhere unless you do.' Then, when we were both working, she told him that I refused. A week later he made a crude advance with suggestive language. I told him, 'An idle mind is the devil's workshop and idle hands are the devil's tools, so you better find yourself something to do before my husband learns of this.' I was passed over for raises a number of times after that even though management had held me up as a model, fast and efficient worker.

Three Destructive Bills

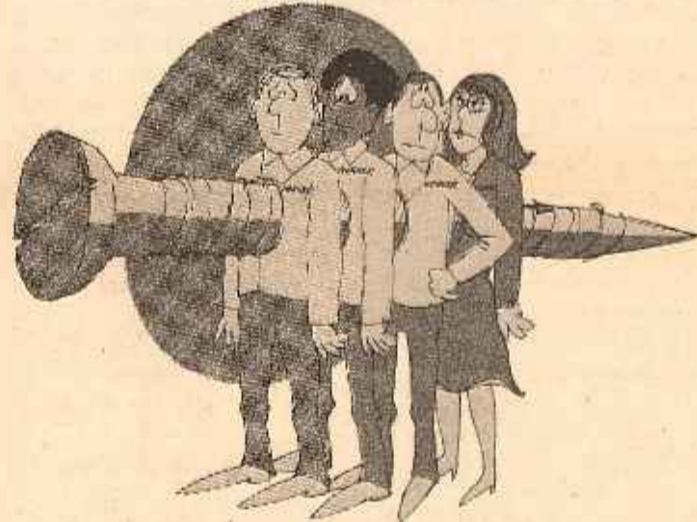
Three identical bills have been introduced in the House and Senate which seek to destroy the present American system of collective bargaining.

These bills were clearly introduced to confuse efforts to reform the nation's basic labor laws. President Carter, whose legislative proposals led to introduction of the Labor Law Reform Act of 1977, would guarantee to workers the rights provided 42 years ago to freely choose to be represented by a union, without any employer coercion or harassment, and to engage in collective bargaining with their employer on wages, hours and working conditions without delay.

Unlike President Carter's proposals, which seek to protect the rights of workers without changing the general rules as to what unions and employers may and may not do, these bills seek no such limited objective. They would open the entire labor law to revision, instead of simply improving procedures and strengthening weak remedies. Because of its present weaknesses, the present labor law is tilted heavily in favor of those employers who resort to illegal tactics to oppose unions. The Erlenborn-Ashbrook-Hatch-Tower bills would only increase that imbalance.

The House bills are H.R. 8289 and H.R. 8310, introduced by Rep. Erlenborn (R-Ill.) and Rep. Ashbrook (R-Oh.); the identical Senate measure is S. 1855, introduced by Sen. Hatch (R-Utah) and Sen. Tower (R-Texas).

What's wrong with these bills?



- They would mean a 180-degree turnaround in the present American system of encouraging collective bargaining as a rational, peaceful means of resolving labor-management disputes, and instead would foster increased tests of strength.
- They would give employers broad new powers, and remove long-held rights of workers.
- They would impose heavy new work and cost burdens on the National Labor Relations Board and the courts.
- They would force even lengthier delays in protecting the rights of workers to freely choose if they want union representation.
- They would cause the Congress to engage in official hypocrisy by labeling a flagrantly anti-worker bill with the absurd title of "The Employee Bill of Rights."

We've Got a Date Early in '78!

Dear Senator:

Soon the Senate will be considering S.2467, the Labor Law Reform Bill, which the House passed by a heavy margin. We ask: Please, make sure it comes up early for debate and vote.

Please, vote YES for S.2467 without crippling amendments. Labor law reform will be good for business, good for working people, good for the government.

Thank you for your support.

Name _____
Address _____
City _____ State _____ Zip _____

Senator _____
United States Senate
Washington, D.C. 20510

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Senator _____
United States Senate
Washington, D.C. 20510