



# WHITE COLLAR

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

No. 385

MARCH 1979



## Woman Power Wins 12% Pay Hike at Bank Unit Backs OPEIU Solidly in 2-Day Walkout in Montreal

Militant members of OPEIU Local 434, the vast majority comprising young women among the 950 employees at the Montreal City & District Savings Bank, won a 12% general pay increase in a one-year wage reopening settlement reached with the bank after a quick two-day strike, according to their President Yvon C. Rivard.

Canadian Director and OPEIU Vice President Romeo Corbeil estimates that these unionized bank employees now earn an average of \$25 a week more than their Canadian non-union counterparts.

The bank's original pay raise offer was turned down flat, resulting in 600 union members from 110 branches staging a one-hour demonstration that night outside the head office. The bank immediately realized that it had a problem and quickly raised its offer to 9 1/4% but this was also rejected.

That same night a strike vote was taken, 90% of the bargaining unit members overwhelmingly endorsing a walk-out the next morning. Around 2 p.m. that afternoon a mediator was appointed and the 12% settle-

ment was reached overnight. The picket lines were then taken down and the employees returned to work the next day. The strike by the determined union members had just lasted two days.

Of the 12% wage package, 11% applies to salaries with 1% added to the progression scale, moving it to \$350 per year from the previous \$250. The new agreement is retroactive to January 1 and terminates on December 31, 1979. Altogether, it represents a 14.5% pay gain for the full year.

The bank unit hails the set-

tlement as providing the "best working conditions for any bank in Canada." It guarantees seniority rights and promotion parity for all; a 35-hour workweek with overtime; three weeks winter or two weeks summer vacation after one year; three after three years; four after five if taken in the winter; five after 20 years, and eight weeks on the employee's 25th anniversary of service.

In addition, a recently negotiated provision calls for a seven-day leave of absence per year on a 10-day notice to a

branch manager. These days may be taken as floaters.

During the strike, the unit members were kept fully informed at 115 separate centers through a telephone communications network set up under the direction of Guy D. Lalonde, Jacques Lalonde and Carole Couturier who served as Action Committee coordinators.

President Rivard, who headed the negotiating team, credits the settlement gains to its militant members—particularly the women, who supported wholeheartedly their unit negotiators.



**WOMAN POWER WINS:** Huge turnout of Local 434's membership at the Montreal City & District Savings Bank followed their rejection of a 9 1/4% pay raise offer by their employer. Women comprise the overwhelming majority of the 950 employees who voted 90% to strike. They won a 12% pay raise after a two-day walkout.



**OPEIU NEGOTIATING TEAM:** Backed solidly by the bargaining unit membership, success marked the efforts of Local 434's negotiators (left to right) Jean Paquet and Raynald Fontaine, Directors; Business Representative-Treasurer Serge Bombardier; President Yvon C. Rivard, OPEIU Canadian Director Romeo Corbeil, and Vice President Monique Giroux.

### 3 Canadian Bank Units Sign Initial OPEIU Pacts

Initial contracts covering bank employees at one branch of the Bank of Nova Scotia and two of the Bank of Montreal in British Columbia have been signed by Vancouver Local 15, according to Sec.-Treas. Opal Skilling.

She reports that the agreement with the Bank of Nova Scotia's branch in Port Hardy, B.C., calls for retroactive pay increases as allowed by the Canadian Anti-Inflation Board guidelines, to November 1, 1977, and a 9% across-the-board raise on November 1, 1978. The contract runs to December 31, 1979.

The two Bank of Montreal agreements cover employees at branches located at Agassiz and Ashcroft-Clinton, B.C. They run from April 1, 1978, to March 31, 1979, both including wage

increases as allowed under the A.I.B. guidelines.

They are the first union agreements concluded with the Bank of Montreal in Canada, and all three the first concluded with any banks in British Columbia.

### NLRB Reverses Law Judge's Ruling Upholds OPEIU Charges Against Colorado Bank

A three-member National Labor Relations Board panel, reversing an Administrative Law Judge's decision, finds the First National Bank of Pueblo, Colo., guilty of unfair labor practices by interfering with an OPEIU organizing campaign, and by later dismissing an employee who acted as a Union observer during a representation election

The OPEIU in a National Labor Relations Board election won a 200-member unit of licensed practical nurses and technicians by a vote of 102 to 81 at the East Tennessee Baptist Hospital in Knoxville, after a strenuous campaign, accord-

ing to a report of director of organization Art Lewandowski as this issue goes to press.

The campaign received widespread publicity in the Knoxville area in newspapers, radio and TV media. The election between the LPN's and technicians followed an earlier one among some 225 registered nurses at the hospital, the results of which are still in doubt. That election is now awaiting NLRB adjudication on how several challenged ballots are to be counted, or whether another election should be held. The hospital staff has been divided into four groups, each of which has to be polled to determine its wishes on union representation. The groups comprise RN's regarded as professionals; the LPN's and technicians; service and maintenance employees numbering 650 and including ward clerks, and the business group which includes the office clericals. "The wall-to-wall" bargaining unit may eventually total more than 1,200.

The board also ordered the

bank not to interfere in future with organizing activities of Denver Local 5, which was attempting to unionize its employees, or to discharge or discriminate against Union supporters among its employees.

The unfair labor practice charge was filed when the chairman of the bank board and its

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## WHITE COLLAR

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

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PRINTED IN U.S.A.

Published monthly, except for combined July-August issue, by Office and Professional Employees International Union, 815 16th Street, N.W., Washington, D.C. 20006. Second class postage paid at Washington, D.C.

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Subscription Price \$1 a Year

## Food For Thought

Employment during the past five years increased by 10.2 million, or 12 percent, according to a household survey by the U.S. Bureau of Labor Statistics. Wage and salary employment in December 1978 totaled 87 million, up 9.3 million from the level five years ago.

The survey shows that 6.3 million of the new jobholders were adult women, whereas only 3.3 million were adult males, and 0.6 million were teenagers.

In the past five years, white-collar employment increased 17 percent. Professional and technical employment rose 2.5 million, or 21 percent, and clerical employment rose 2.4 million, or 16 percent. Service employment also grew by 16 percent.

During the period, the number of blue-collar semi-skilled workers, called operatives, actually decreased by 38,000, or 0.5 percent, and the number of farm workers continued to decrease, going down by 305,000, or 10 percent.

The total work force in December 1978 was 95.8 million, with those in the white-collar category numbering 48 million or slightly more than half.

Only about one in five individuals in the work force belongs to unions although extreme right-wing propagandists would like the general public to believe that organized labor exercises a "dictatorship" over the American economy. The above figures, compiled from the U.S. survey, prove that the radical right-wing is guilty of lying and deceitful propaganda.

On the other hand, the figures reveal the vast field available for white-collar unionism. In the United States and Canada, for that matter, only a very tiny fraction of office employees belongs to a union. In Britain and countries on the European continent, they are vastly more unionized. The same holds true for professional, technical and managerial employees, the latter group being legally entitled to unionize overseas.

If we are ever to tap this large field on a substantial scale, we feel that every OPEIU Local should have a dedicated organizing committee available to dig up and follow up new organizing leads.

## Anti-Unionists, Please Note

In last month's issue we front-paged the inspiring personal account by Jane Peden, Chief Steward of Local 2's bargaining unit at The National Bank of Washington, of the beneficial effects unionism has brought about at that institution.

Acting as a spur, management began to innovate, to expand and offer new services. As a result, deposits and profits began to soar, and with them the pay and fringe benefits of a growing force of employees in the Washington, D.C. area.

With grievance machinery that now settles disputes amicably and fairly, personnel turnover—a blight in non-union banks—has dropped drastically. Moreover, promotions and new opportunities for advancement have opened up for the employees. Because of capable and enlightened management, aided by a happy and contented team of employees, their joint efforts have resulted in an outstanding success.

A similar example can be cited in the insurance field, that of the American Income Life Insurance Co. of Waco, Texas. Recently, Bernard Rapoport, its Chairman of the Board, vigorously refuted a critic in *The Wall Street Journal* who bewailed that unions were pushing society in a "collectivist" direction.

Citing the fact that his company employed 1,200 persons across the nation, Mr. Rapoport defended unionism as "essential to a free society." An excerpt from his reply in a letter to the *Wall Street Journal* said:

"I attribute the growth of our company largely to our successful dealing with the Office & Professional Employees International Union, which represents our employees, and to the generally cordial relationship we enjoy with the American trade union movement."

Certainly, the enlightened managements of these two highly successful institutions don't see unionism as the ogre others in their industries do. Instead, they regard it as a positive, constructive force in their businesses that they have turned to advantage with mutual benefit both to the employer and employees. Their success stories are worthy of note by their anti-union counterparts in the banking and insurance industries.

# Smithsonian Museum Plans Permanent Labor Exhibition

The Smithsonian Institution's Museum of History and Technology has decided to work with the Labor Movement to find artifacts for a permanent exhibit of labor history in Washington, D.C. In connection with this project, President Howard Coughlin has sent the following letter to all OPEIU Local Unions in the United States asking for their cooperation:

"The American Labor Movement has been able to achieve the millennium by convincing the Smithsonian Institution to establish a permanent collection of trade union historical items.

"There has never been any place in the United States where all labor items, artifacts and other memorabilia have been collected, stored and safeguarded. Unfortunately, with the exception of a few labor historians who have performed invaluable service by writing histories of the American Labor Movement, we are losing much in the way of irreplaceable reminders of the progress of working men and women in our country.

"Very few workers today are aware of the struggles of our predecessors who were forced to survive 'union-busting' company police, strike-breakers and paid brass-knuckled goons in order to achieve the collective bargaining benefits resulting from the establishment of unions.

"Trade unionists in our country—long before the National Labor Relations Act—knew that the formation of unions would result in collective bargaining gains over the years. Sometimes

it took between five and ten years to establish trade unions before proposals were submitted to management.

"Trade union unity and solidarity had to be created before workers would risk their jobs and their futures by announcing their collective bargaining intentions.

"It is fitting, therefore, that the Smithsonian Institution, one of the most famous and prestigious museums in the world, has decided to sponsor and maintain a collection of artifacts.

"Somewhere in your Local Union offices, or in your homes, or in the homes of your retired members, you may find old union membership cards or dues books, picnic and outing buttons, notices of meetings, strikes, boycotts, conventions, parades, ballot boxes, black balls, gavels and other types of union or labor-related memorabilia, particularly those associated with well-known leaders. Organizing literature, lithographs, engravings and photos, and motion pictures and phonograph records extolling the virtues of working people and unionism are of particular interest.

"I would ask that you forward any of the above, or anything else of historical value, to Secretary-Treasurer Lowe's office, 815 16th Street, N.W., Washington, D.C. 20006, where it will be sorted and catalogued before it is sent to the Smithsonian Institution. Please let us hear from you."

## Anti-Union Columnist Loses TV Debate

### Kilpatrick's Arguments Debunked on 60-Minutes Program

OPEIU President Howard Coughlin congratulated Shana Alexander for shattering the specious argument of columnist James J. Kilpatrick on a recent "right-to-work" debate on the *60 Minutes* show on CBS. The transcript, in view of the anti-unionism propaganda these days, we are sure will interest our readers who missed the program:

**JAMES J. KILPATRICK:** The cause of right-to-work took a setback in Missouri on Election Day, Shana, but the issue won't go away.

For the issue is human freedom—and that's the only issue.

Should working men and women, be compelled against their will, to be members of a labor union or lose their jobs?

In a shop employing 100 persons, should 51 of them have the power, with the connivance of management, to dragoon the other 49 into compulsory membership?

Don't tell me about the union shop. Until Bill Buckley and the National Right to Work Legal Foundation went to court, I was compelled to be a member in good standing of the American Federation of Television and Radio Artists—or get fired from *60 Minutes*.

I no longer have to be a member, subject to fines or expulsions for conduct detrimental to the union, but I still have to pay extortion in the form of dues.

And I get no services or benefits I ever asked for.

Now you may argue that non-union workers become free riders. Humbug! They're captive passengers. Well, Shana, I'd like a system of voluntarism in private life. Live or let live; join or don't join. I always thought that kind of free-

dom is what America is all about.

**SHANA ALEXANDER:** All baloney, Jack—every word. Right-to-work, merely means right to free-load.

Ever since Taft-Hartley in 1947, workers have been protected against discharge for non-membership in the union, as long as they pay their dues and initiation fees.

So-called right-to-work laws would enable workers to get their benefits without paying. The real purpose is to weaken unions.

You're wrong when you say that until the Buckley decision you had to be a member in good standing of our union, or get fired from *60 Minutes*.

As long as you paid your dues, you could even scab during a strike, and the union couldn't force *60 Minutes* or any other TV show to fire you.

Old Bill Buckley is just up to his usual dirty tricks with the English language, and you're right in there with him, Jack—neck deep.

About your 51%—more baloney.

Taft-Hartley says that if a majority of employees want a union, the union represents everybody.

That ain't dragooning, that's democracy. If the majority votes for Jimmy Carter, he represents everybody, too.

And the Army and Navy protects everybody; and everybody's got to pay taxes—even the 49% who voted for Gerald Ford.

P.S. She could have added that unions, by law, must represent all employees whether or not they pay dues. They must pay expenses for grievance machinery, arbitration, and court costs, if necessary, for the free-loaders.

## OPEIU Wins 200-Member Unit

(Continued from Page 1)

The campaign at the hospital was initiated several months ago by International Representative Charlie Harris. In the later stages of the campaign he was assisted by two other International Representatives, Mark Reader and Jim Bloodworth.

According to Harris, imme-

diately after the LPN's election, he was approached by numerous service and maintenance employees asking "When are you going to unionize us?"

The hospital is the first targeted by the OPEIU in the Knoxville area for new organizing according to Lewandowski, who said the campaign will

be continued for the "wall-to-wall" unit.

### A Reminder!

Please don't buy Coors Beer. The boycott is hurting this anti-union employer.

Also pass up all J. P. Stevens textile products.

# Multi-National Firm Loses to OPEIU

## Vancouver, B.C., Local 15 Wins Anti-Union Battle

Unfair labor practices by a firm of customs brokers have led the British Columbia Labour Relations Board to certify Vancouver Local 15 as bargaining agent for a 33-member office unit at Kuehne & Nagel International, Ltd., without a representation election. It's the first time a customs brokerage firm has been unionized in Canada.

The company has some 285 offices around the world and the Canadian unit operates in 12 cities. It provides global transportation, freight forwarding, pool car operations, warehousing and customs brokerage services.

The organizing campaign began in November 1977 when a long-service employee was fired without just cause. Two weeks later fellow employees sought OPEIU representation and after a meeting with Local 15 representatives sufficient designation cards were obtained to apply for unit certification.

The very next day, the OPEIU's contact was fired with

another card signer, both being told to leave the office immediately. A day later, a probationary employee was also discharged.

Local 15 promptly filed a request for automatic certification, charging the company with intimidation and interfering with the formation of a trade union, illegally seeking to find out who attended the meeting with union representatives, and who had joined the union.

After an Investigating Officer was assigned to the case by the Labour Board, a representation election was held in March 1978 although the company continued its anti-union tactics. Local 15 challenged the appropriateness of the vote, and the ballots were sealed by the board.

The board then set hearing dates on the unfair labor practice charges for April, but instead of proceeding the company challenged its jurisdiction claiming that this belonged to a federal, rather than a provincial, board.

However, following three days of hearings and a lengthy delay, the B.C. Labour Board chairman ruled that the case was appropriately under provincial jurisdiction. Hearings were then held by a board panel on the unfair labor practice charges during six days in September.

The panel ruled that two of the employees had been properly notified that they would be terminated on December 31, 1977, and were paid accordingly but found that the third employee was fired for union activities. She got another job on January 15, 1978, didn't want to work for the firm again, and was awarded two weeks pay.

The panel upheld all Local 15's charges, declaring it "was convinced that if the employer had not interfered with the union drive it would have succeeded," adding that it was "satisfied that a representation vote would not disclose the true wishes of the employees and we choose to certify the trade union."

# OPEIU Wins Savings Plan Dispute

## Arbiter Finds Illinois Firm's Ban on Union was Unlawful

An NLRB panel has ruled that the GTE Automatic Electric Inc., of Northlake, Ill., acted unlawfully when it distributed literature to employees stating that non-union employees would be eligible to participate in a new savings and investment plan, and implying that Chicago Local 28 members would be ineligible, Business Manager Bill Cox reports.

The panel ordered the company to amend the literature by eliminating any misrepresentation, and to negotiate implementation of the plan with Local 28 which represents the GTE bargaining unit.

The OPEIU charged that since October 1977 the company had refused to bargain on implementation of the plan, de-

fending its policy by citing a waiver clause in the contract. The panel rejected the company's argument, declaring that it is "inconceivable that a party to an agreement can waive something which was not in existence or even proposed at the time of the alleged waiver." The panel continued:

"Therefore, the union could not have waived its right to bargain about it (the plan). Furthermore, there is no evidence of any exchange of benefits or contractual provisions at the time the waiver was included in the agreement. Consequently, we find that the language of the waiver clause is not an express waiver of the union's right to bargain about the implementation of the plan."

Accordingly, the panel de-

clines that the employer violated Sec. 8(a)5 and (1) of the NLRA by refusing to bargain with respect to the plan, and violated Sec. 8(a)(1) by distributing literature that "misrepresented the availability of the plan and left employees unaware of the possibilities of negotiation for the inclusion of unionized employees."

### Union Card Worth 16% More in Pay

The average wage of a union member is 16 percent higher than a non-union employee doing the same job, according to the Council on Wage and Price Stability. The Council also reported that unions narrow the difference in wages paid to white and black males, with unionized blacks earning 22 percent more than unorganized black employees.

Please don't buy Coors Beer or any J. P. Stevens textile brands!

## 8% Pay Raise Won by Unit at Federal Credit Union

An 8% across-the-board wage boost with some positions upgraded were among the improvements made in a new one-year agreement renegotiated by Local 2 for its 30-member bargaining unit of office employees at the Agriculture Federal Credit Union in Washington, D.C.

The credit union services U.S. Department of Agriculture employees, according to Local 2 Sec.-Treas. Emmett Etheredge

# OPEIU Woman Member Elected to Top AFL-CIO Post

Jean Ingrao, long-time member of Washington, D.C.'s Local 2, was elected unanimously without opposition as Secretary-Treasurer of the AFL-CIO's Maritime Trades Department at its recent meeting in Florida. The MTD represents 115 International Unions whose membership exceeds six million. She succeeds Peter McGavin who died some time ago.

Approximately a year ago, she was elected as Administrator to succeed Bill Moody of the SIU who retired from that post at the last convention. Her new

job is the highest elective office that any woman has achieved to date in the organized labor movement.

Sister Ingrao worked for many years as an assistant to AFL-CIO President George Meany in the Organizational Department before going to work in the Maritime Trades Department.

President Coughlin says he is "very proud" that an OPEIU member is the first to achieve such a high elective office in the organized labor movement.

## Blue Cross/Blue Shield Rolls in Second-Year Drop in 1977

Total membership in Blue Cross and Blue Shield plans across the United States dropped again in 1977, the second year in a row that membership in the plans declined.

Until 1976, Blue Cross and Blue Shield plans had experienced almost 30 years of steady growth in membership.

Statistics on the membership decline appear in Factbook, 1978, a joint publication of the Blue Cross/Blue Shield Associations.

Total Blue Cross plan membership in 1977 was 83.4 mil-

lion, down by 485,000 from 1946. The drop in membership was more than four times that of a year ago when the plans reported a decline of just under 115,000 members nationwide.

Total Blue Shield plan membership in 1977 was 70.8 million, down almost 1.8 million from 1976. The decline, like the drop in Blue Cross membership, was much greater than that reported a year ago when a decline of just under 735,000 members was reported by Blue Shield plans.

## 28% Pay Increases Won at Dearborn Credit Union

Wage gains totaling 28% over three years with other improved fringe benefits were won by Detroit Local 10 in a new contract renegotiated for its office unit at Co-Op Services Credit Union in Dearborn, Mich., Business Representative Arnold L. Shamis reports.

He says the new pact, which became effective last July 1, calls for a 10% across-the-board wage increase in the first year and 8% in each of the following two years. Employees in Grade 3 had \$5 added to their base rate in the first year prior to the percentage increase.

The bargaining unit also won two additional paid holidays, Washington's Birthday and the day after Thanksgiving. The optical plan and prescription drug plan were also liberalized.

The unit negotiating team assisting Shamis included Steward Robert Faust, Asst. Steward Rose Cracchiolo, and members Sharon Mishloney and Carmen Amador. The agreement runs to June 30, 1981.

### Ex-OPEIU Steward Named as Bank V.P.



JOHN J. O'CONNOR, former OPEIU Local 153 shop steward of its bargaining unit at the Amalgamated Bank of New York, has been named a Vice President in charge of business development, directing the bank's efforts in marketing its services to labor organizations. He joined the Amalgamated's staff in 1965. It's the only unionized bank in New York City.

## Odie Stratton, 60; Headed Houston's Local 382

We deeply regret to announce the sudden death of Odie Stratton, 60, president of Local 382 in Houston, Texas, following a stroke in early February.

A World War II veteran, he had served in the U.S. Army in the Southwest Pacific, and had been employed in Houston by American Can for the past 29 years.

He had been an active member of Local 382 since it was organized and served as its president with distinction for 12 years. He will be sorely missed by all who knew him and worked with him.

He is survived by his wife,



Odie Stratton

Norma, and two daughters, Patsy and Belva; three brothers and two sisters, to whom we express our deepest sympathy.



from the desk  
of the  
**PRESIDENT**

## Senate Unlikely to Yield on Labor Law Reform Bill

The November 1978 election portends difficulties for the organized labor movement in the next two years. In the debates surrounding the Labor Reform Bill which resulted in a filibuster, we fell one vote short of our goal of invoking cloture. Three of the Senators who supported cloture have been replaced by three new Senators who appear to be on the conservative side of the fence.

Because of the failure of the Senate to pass labor reform, which was overwhelmingly approved by the House of Representatives, it is probable that we will have a rough road getting things done in both the House and the Senate next year. In fact, we may have our hands full preventing further erosion of labor's rights in the new Congress.

The election of Republicans Gordon Humphrey of New Hampshire, Roger Jenson of Iowa, and William Armstrong of Colorado adds to the formidable strength of Senate right-wingers. While those espousing reform of the National Labor Relations Act to expedite the services of the National Labor Relations Board will hold a majority in both Houses, the possibility of defeating a new Senate filibuster is, to say the least, dim after the last election.

Organized labor has made little, if any, headway in the Congress of the United States since the passage of the original Wagner Act. The Taft-Hartley Act, enacted in 1947, gave us the famous Section 14(b) which allowed states to pass "right-to-work" (for less) laws. Again, when we had the votes to repeal Section 14(b) of the Taft-Hartley Act during the Lyndon Johnson administration, we were thwarted by a filibuster led by the late Senator Everett Dirksen of Illinois.

In that instance, however, despite lukewarm support by the Majority Leader Mike Mansfield, we had the full support of President Johnson. Again, we fell short of obtaining the necessary votes needed to choke off a disastrous filibuster. Subsequently in 1958, after the McClellan Committee hearings, we were punished with the Landrum-Griffin Law which inhibited labor's organizational potential further.

In the recent 1978 attempt to enact labor reform, while President Carter indicated his support of the measure as did all previous living Secretaries of Labor, we were unable to obtain the voting support of the two Senators from the President's own home state. This, to say the least, appears paradoxical. Only two short years ago when President Carter defeated former President Gerald Ford, he had the complete support of organized labor. It is doubtful that he could have been elected without that support.

At that time organized labor had good reason to feel that with a new heavily Democratic Congress, we were in a position to enact much needed labor reform. Just two years later, after a series of defeats ending in a filibuster which killed the Labor Law Revision Bill in the Senate, organized labor's legislative future appears bleak.

Worse still, the conservative forces in the United States are working on proposals designed to weaken existing labor legislation instead of looking forward to the possibility of affirmative legislation designed to update existing laws with a view towards equating working people and management in the collective bargaining arena. Organized labor will probably have to use every vote it can muster to prevent business-supported changes in existing laws and programs.

As I have stated in numerous past columns, the Wagner Act was designed to foster and encourage collective bargaining. This was the stated goal of the Congress which passed that much needed law in 1935. The Act, in effect, said that a worker's right to join or not to join a union was his or her business and his or her business only. The employer did not have the legal right to interfere in that decision whatsoever. Today, however, with the passage of Taft-Hartley and Landrum-Griffin, in addition to numerous other amendments, the employer participates fully in the National Labor Relations Board election process to the extent that he can legally interfere with a worker's free right to join a union.

An example of a free choice was that made by workers at the General Motors Guide Lamp Division Plant at Monroe, Louisiana. Prior to contract negotiations between the UAW and General Motors, G.M. successfully interfered in all UAW drives to organize its plants in the Sun Belt. After contract negotiations between the UAW and General Motors, the corporation agreed to remain neutral and not interfere in UAW drives to organize its non-union production and maintenance workers. As a result, in the first secret

# Computer Man was Fired Unjustly

## Arbiter Orders Credit Union to Rehire Local 367 Member

Dismissal of an accountant-computer operator employed by the City of Memphis Credit Union was prompted by personal hostility of a manager toward the grievant and not by "just cause" as required by the employer's contract with Local 367, Arbitrator Alberta Murphy decides. She orders that the employee be reinstated with back pay.

The grievant was hired in May 1976 and discharged in March 1978 for what the employer alleged was deteriorating job performance, an insubordinate and uncooperative attitude, leaving work early and falsifying his time sheet, and discussing personnel matters with a

board member in violation of a work rule.

For two or three years prior to dismissal, Arbitrator Murphy finds, there had been a "good deal of conflict and dissension" at the credit union involving employees. In July 1977 the manager was terminated, but two months later was rehired by a new board of directors.

Five days after the manager was reinstated, he circulated a memo among the employees pledging their cooperation. Those who did not sign were disciplined or threatened with discipline. The manager suspended the grievant for 30 days in February and discharged him in March.

Arbitrator Murphy notes that there had been no complaints concerning the grievant's performance prior to the manager's dismissal and reinstatement. At the time of his suspension, she states, the grievant was "thoroughly intimidated" and "had real problems of communication" with management.

She concludes that "the kinds and degrees of management supervision to which he had been subjected" constituted "harassment" and that the discharge was prompted by the manager's "feelings of pique" and of his determination to 'get even' for reasons having nothing to do with the quality of grievant's work."

She noted that the case was somewhat analogous to the discharge of an employee protected by the National Labor Relations Act where for a long time his job performance was acceptable, but when he began union activities he was fired ostensibly for poor job performance.

## NLRB Reverses Ruling

(Continued from Page 1)

president, on the day before the election, grabbed a Union leaflet from the hand of International Representative Joe McGee, who was handbilling employees on the street outside the bank, the chairman remarking: "Oh no, you don't."

Approximately three days after the election, held on May 4, 1978, Whorton's supervisor told her that she was getting a raise. Whorton replied that she didn't believe it as the vice president wasn't happy that she was an observer for the Union. Later, the supervisor informed Whorton that she wanted to promote her.

On Saturday, July 16, Whorton phoned her supervisor to inquire about the bank's funeral leave policy, explaining that her grandfather had died and his funeral was set for the following Thursday. About an hour later, Whorton learned that a

friend's grandfather also had died, burial taking place on Monday.

On Monday, the supervisor called Whorton and said she could have Thursday off. Whorton then told her she wouldn't be in that day because of the other funeral. The supervisor asked if she had any leave time accumulated so she could be paid for the day.

Whorton replied "no" but she would take the leave without pay. The supervisor said "okay." On Tuesday, July 19, Whorton was discharged for taking time off allegedly "without authorization."

Disagreeing with the Administrative Law Judge's interpretation of the record, the NLRB panel concluded that Whorton's discharge was a reflection of union hostility by the bank, and the reason it proffered "was no more than a transparent rationalization intended to hide the real cause of the discharge."

## Office Unit Wins 15½% At Minnesota Utility

Wage gains totaling 15½% over two years, with other improved fringe benefits, were won by Twin Cities Local 12 for its office unit at United Power Association, an electric power utility in Elk River, Minn.

Business manager H. R. Markusen says that the effective date of the agreement was June 1, providing an 8% across-the-board wage increase in the first year and 7½% in the following year.

The new agreement calls for triple-time pay for holidays worked, and an increase in the meal allowance to \$4 (was \$3).

Other improvements are a change in the sick leave clause providing that pregnancy will be regarded as any other form of disability.

It was also agreed that for the purpose of rearing a new-born child, the mother will be entitled to a three-month leave of absence from date of birth.

A new contract clause sets up ground rules in writing for permanent part-time or temporary employees.

The unit team assisting Markusen in the negotiations included Stewards Mickey Meinert and Sharon Waletzko.

ballot election after that agreement, the UAW won the election conducted by the National Labor Relations Board at the Guide Lamp Division Plant at Monroe, Louisiana.

This is only one of thousands of examples of how workers will express themselves when they have the free right to express their choice without company interference. Those Senators who invoked the filibuster in 1978 in order to prevent passage of a more equitable law should investigate all of these examples, including the illegal acts of the J. P. Stevens Company, before using the filibuster again to prevent the passage of legislation designed to free workers from unlawful company intimidation when they seek the benefits of unionism and collective bargaining.

## U.S. Price Index

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

1978	Old	Revised
January	186.9	187.1
February	188.3	188.4
April	191.3	191.4
May	191.2	193.3
June	195.1	195.3
(Old Index discontinued after June)		
July		196.7
August		197.8
September		199.3
October		200.9
November		202.0
December		202.9
1979		
January		204.7

## Canadian Price Index

Statistics Canada  
New Base 1971 = 100

1978		
January		167.8
February		168.9
March		170.8
April		171.2
May		173.6
June		175.1
July		177.7
August		177.8
September		177.5
(*First decrease since Sept. 1971)		
October		179.3
November		180.8
December		181.3
1979		
January		182.7

If you move, send you 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