

WHITE COLLAR

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

No. 412

January-February-March 1984

OPEIU Mourns Loss



Howard Coughlin

Howard Coughlin, president emeritus of this great International Union and a leader in the organization of white-collar employees, died January 19, 1984, at the age of 70, reported OPEIU International President John Kelly.

"We will miss him," Kelly said, "His dedication and commitment to the causes of working people will long be remembered and appreciated. His death was a great loss to all who were fortunate enough to have known him. We gained tremendous insight from his knowledge, judgment and compassion."

In a message to his wife Margaret, AFL-CIO President Lane Kirkland and Secretary-Treasurer Thomas Donahue said, "Along with countless union members across the land, we are deeply saddened to learn of your husband's death. Thousands of working men and women have benefitted from his leadership and were enriched by his friendship."

A Lifetime of Dedication

When he was elected to the presidency in 1953, OPEIU had barely 30,000 members. By the time he retired in 1979, the union's strength had grown to 110,000. Thanks to Howard Coughlin the dedication to working men and women, to organizing the un-

organized continues today in a union that has grown to over 130,000, and continues to grow.

Coughlin was a man of many "firsts" as reported by David Bird in the *New York Times*: "In organizing Mr. Coughlin stressed the coming of automation that could throw office workers out of jobs. He said unionization could preserve workers' jobs and allow them to be retrained for new tasks created by automation. He also pressed for a shorter workweek to soften automation's impact."

"In 1972 he won management agreement for a pioneering move in which more than 800 workers at Group Health Inc., in New York City, would go on three- and four-day weeks. The workdays in that agreement were longer than the usual eight hours, but Mr. Coughlin said the move was a trend toward a shorter workweek that would create happier workers and more opportunities in leisure-time industries. (It was only a beginning.)"

"In 1955 while working to sign up workers of banks, which he called 'air-conditioned sweatshops,' Mr. Coughlin broadened the traditional boycott technique by calling on other unions to withhold their funds from banks that blocked unionization."

In addition, he was appointed by Presidents Eisenhower, Kennedy and Johnson to represent the U.S. at key international labor conferences in Europe and Asia.

He was appointed by President Johnson to the labor advisory council of the president's Council on Equal Employment Opportunity and served as a presidential appointee from 1971 to 1973 on the national advisory council on the development of educational professions.

He was the first union official to be chairman of the executive board of the American Arbitration Association.

He is survived by his wife, Margaret.

(See pages 4 and 5 for additional coverage.)

International Trains Local Union Staff

Twenty-one local union officers and staff members completed OPEIU's New Staff Training Program. The training, offered for the first time, took place from January 23 until February 3, 1984, in New York City.

The program—subsidized by the International and local unions jointly—included a week of classroom training followed by a week observing experienced business representatives at work.

Classroom instruction consisted of courses on time and stress management, monitoring finances and budgeting, local union elections, the duty of fair representation, the union's right to information from a company, safety and health, organizing before and after elections, costing out contract proposals, local union newsletters, using the steward and committee structures, labor history and 1984's legislative agenda.

During the week of field assignments participants attended negotiations and grievances sessions, membership and committee meetings, legislative breakfasts; participated in organizing campaigns by assembling materials and assisting on distributions. And, they observed in industries as diverse as hotels, financial institutions, shipping lines, hospitals, insurance companies, universities and city government.

Although it was a first effort for the International to train new and inexperienced local union staff, participants rated the overall program as "excellent," "great," "very good and helpful," and "very informative." The evaluation forms completed by attendees, it is hoped, will enable the International to improve further its future training programs.

Attending the program were the following local union officers and staff members; **Alfretta Ardabell**, Local 457, Centerville, PA; **Elizabeth Alvarez**, Local 174, N. Hollywood, CA; **Jill Becker**, Local 174, N. Hollywood; **Gloria Bradley**, Local 513, Grafton, OH; **Jack Connolly**, Local 600, Boston, MA; **Mary Craig**, Local 42, Detroit, MI; **Mel DeVealt**, Local 512, Lansing, MI; **Jean Dziak**, Local 457, Centerville; **Evelyn Eizen**, Local 512, Lansing; **Lois Feeney**, Local 7, Detroit; **June Feldman**, Local 174, N. Hollywood; **Susan Frankel**, Local 174, N. Hollywood; **Bertha Goodwin**, Local 445, Las Vegas, NV; **June Harrah**, Local 67, Charleston, WV; **Sheila Jeffrey**, Local 517, Lansing; **Rosanna Knickerbocker**, Local 517, Lansing; **Katherine C. Mays**, Local 268, Knoxville, TN; **Jay Lester**, Local 174, N. Hollywood; **Karen Porter**, Local 494, Detroit; **Cathy Reisinger**, Local 513, Grafton; **Barbara Trahan**, Local 129, Houston, TX.

The new and inexperienced full-time staff members, as well as their local unions, are to be commended for investing the time and money in training themselves to better serve their members, said International President John Kelly. "I think we have long needed local union staff training," Kelly said. "This is the first effort, through which we, as well as the students, have learned a great deal."

Since several instructors were provided by Cornell University, students received Cornell certificates which could gain them credit in degree programs.

(See calendar of 1984 educational programs on page 8.)

1st Dentists Vote Local 153

The 152 doctors of dental surgery, D.D.S., at Fairleigh Dickinson University voted overwhelmingly to be represented by OPEIU Local 153. FDU is located in Hackensack, New Jersey.

This election victory marks another first for the union, said Local Secretary-Treasurer and International Vice President Michael Goodwin. It is believed to be the first organization of dental faculty in the country. It certainly is a first for OPEIU and Local 153. As such, it sets the stage for organizing dentists and faculty throughout the region and, indeed, the country.

Goodwin attributed the victory to a number of factors, the most important of which was Local 153's reputation for professionalism, sincerity and competence on the FDU campus. The Local already represented several hundred clerical, secretarial and food service workers on the campus prior to the dental

(Continued on page 6)

MONDALE for PRESIDENT - See details page seven

WHITE COLLAR

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

JOHN KELLY President

ROMEO CORBEIL Secretary-Treasurer

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GWEN WELLS Managing Editor



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OPEIU Locals - Politically Active and Involved

Committee on Political Education letter dated November 30, 1983, from Jane Adams, Director, to John Kelly, President. The letter discusses the success of OPEIU locals in Washington in supporting Mike Lowry's campaign for the U.S. Senate.

Letter dated February 9, 1984, from Peggy Nolan, Secretary-Treasurer of OPEIU Local 23, to John Kelly, President. The letter discusses the AFL-CIO's endorsement of Walter Mondale for the Presidency and a voluntary assessment of 10¢ per member per month for ten months for funds to be used for internal education.

CLC's McDermott - New Year's Message

The "success" of the government-created depression, resulting in record levels of unemployment, was the bleak theme of the New Year's message of CLC President Dennis McDermott, who stressed the responsibility of trade unionists to persuade governments to plan creatively for the future.

Following is the text of President McDermott's message, released in Ottawa:

"Canadians face many challenges in 1984—both at home and abroad.

"One of our major problems is the millions of people now unemployed, and all the others threatened by loss of their jobs in the near future. Much of this was caused by our government which deliberately worsened our recession in its attempt to reduce inflation. The thought behind this decision was, if we can cause enough people to feel sufficiently insecure to cool their expectations, if we can create sufficient all-around hardship, then we'll slow down the economy and reduce inflation.

"The government's scheme succeeded beyond its wildest dreams—but at what cost to Canadians! There are now an estimated two million people without jobs and millions of others whose real income had been arbitrarily reduced by means of wage controls, high interest rates and increased taxes.

"This in turn has drastically reduced the demand for goods and services—people with reduced incomes have no money to spend—causing bankruptcies, plant closures and layoffs, family disruptions, suicides and increased crime, and bringing about the worst depression since the thirties.

"What's worse, this clumsy mishandling of our economy took place at a time when an increasing number of jobs was being threatened by the massive introduction of so-called labour-saving equipment and other forms of technological change, to the extent where some experts predict further dramatic rises in unemployment in the coming years. (We in the labour move-

ment welcome technological change, provided steps are taken to ensure that it serves the people rather than enslaving them.)

"Provincial governments, faced with sharply reduced tax and transfer revenues, have made things even worse by depressing public employees' wages, implementing mass layoffs, and reducing social services such as health care, social assistance and education, at a time when people need them the most.

"So much for our homegrown problems. Worldwide, the arms race between the two superpowers threatens to reduce our world to cinders at the nervous push of a button.

"These are some of the major challenges that confront us. It is up to us in the labour movement to prove once again that we are the most vital and dynamic group in the community. Together with other progressive groups we can bring our governments to look forward rather than back. We can force them to work for the people rather than against them. And, together with our brothers and sisters in free trade unions across the world, we can bring pressure on the international community to restore sanity to the world scene.

"The recent events in British Columbia have shown what a determined labour movement can do with the help of other people of good will.

"We invite all such people to join us in our fight for justice, equity, peace and freedom, at home and abroad.

"This is our challenge for 1984 and the years to come."

Thought for New Year - One Vote Counts!

(A lot of folks out there still aren't convinced that one vote counts. Maybe some will never be sold on the notion. But there's a group of candidates and voters in some Ohio communities who learned it as a result of last November's elections, and if close ones crop up in one state, they crop up in 50. One vote does count, and that's a good thing to keep in mind as we head into an important election year.)

In Pickaway County, it was two weeks after the Nov. 8 balloting before the election board was able to certify that John Jenkins was re-elected mayor of Circleville. That's because they had to check, double-check and triple-check and at last they could say, yes, Jenkins won with exactly one vote more than his opponent, 1721-1720.

In Lake County, election officials flipped their lids when they noted that two contests wound up a tie. They decided to flip a coin to determine the winners. In one council race, incumbent Glen Kanaga called the toss correctly to break the 698-698 deadlock he was in. A 607-607 tie for a seat on the charter review commission was settled when Jonni Clemett called the coin toss wrong, losing thereby to her opponent James Mathewson.

(In the town of Liberty Center, too, a dead heat was broken by a flip of the coin. Jerry Spiess became mayor when his opponent guessed

wrong on the coin toss after they had ended the campaign with 152 votes each.)

None of those close calls for Ft. Shawnee, Ohio. In the mayoral race there, Karen Garrett apparently lost to incumbent Kenneth Windle on Nov. 8 by one vote, 755-754. She asked for a recount. In it, Ms. Garrett picked up five votes for a 759 total. Her opponent only gained one vote for a 756 total. Three votes—it's practically a landslide.

(Some folks are going to read the above and say, "Yea, sure, but you're talking about piddling little offices. I'm underwhelmed. Show me where one vote counts so much in a real important election." Well, to begin with, there's no such thing as a "piddling" office. They all count for something. In addition, some "real important elections" have been mighty close.)

• Back in 1880, James Garfield just made it to the presidency over Winfield Hancock by a vote of 4,606,159 to 4,604,261. That's a mere 1,893 votes out of 9,210,420 votes cast, a winning percentage of 50.01.

• John F. Kennedy fared much better. He defeated Richard Nixon in 1960 by an average of a little less than one vote per precinct nationwide.

• Nixon made it up eight years later. He topped Hubert Humphrey by merely two votes per precinct on average.

Work and Health
by Press Associates, Inc.

Helpful Hints for Dieters

by Phillip L. Polakoff, M.D.

At least three out of every 10 adult Americans is considered overweight. At any given time, some 20 million adults are on some kind of weight control diet. So, if one of your New Year's resolutions was to do something about flab—go for it! And good luck. You have plenty of company.

Here are some suggestions—not about food—but about your attitude toward dieting that may be helpful:

1. Check with your doctor. Tell him or her how much you'd like to lose. Your goal probably is okay. But you'll feel better for having gotten the medical go-ahead.

2. Forget all that fancy hoopla you may have heard or read about some miracle diet: "Lose 10 pounds in 3 days and never be hungry!" "Take 5 inches off your hips in 5 days without sweating!" Such claims may have been true for somebody, somewhere, sometime—temporarily. But the weight and the inches probably went right back on when they began replacing their lost body fluids.

3. Get an inexpensive calorie counter and learn the simple "arithmetic" of dieting. It's sort of like banking: You make deposits (food) and withdrawals (energy). If you put in much more than you need to draw out, you can run up a hefty balance—it shows on your scale instead of a checkbook. And the "interest" it draws may come in the form of some very uninteresting bulges.

4. Use your calorie counter to figure out how many calories you consume in a day. Give it a fair shot. Round off the numbers for easier figuring. That should be close enough.

5. Learn this one rule and don't try to bend it; it's as inflexible as the multiplication table: It takes 3,500 fewer calories than you are now consuming to lose one pound of fat.

That doesn't mean skipping all meals for a couple of days. Divide the 3,500 calories by the seven days of the week. That means you'll only have to cut out 500 calories a day to lose a pound a week. Your calorie counter can show you a lot of foods that can be eliminated, or the servings made smaller. Don't cut out the basic food groups you need for good nutrition—just cut down.

6. Watch those "snacks" you may be used to eating without counting the cost. For instance, there's still some cold turkey in the refrigerator. How about a nice sandwich and a glass of wine while watching TV?

Here's the cost in calories: two slices of bread (120), three ounces of turkey (180), a tablespoon of mayonnaise (100), glass of wine (150)—a total of 550 calories.

7. Set a realistic goal for yourself. Losing a pound a week doesn't sound like much (and you'll probably lose more in the beginning), but it mounts up. Slow weight loss is healthier than trying to lose too much too quickly. And it is more likely to stay off. In addition to losing that unwanted fat, you should also be trying to establish lifetime eating habits.

Many successful dieters have little tricks to help them: Here are a few:

- Use small plates and small portions. The food doesn't look so lonesome that way. If you're still hungry after the meal, you can have seconds. But many people find one serving is enough, especially if they have to get up and go into the kitchen for seconds.

- Don't put serving dishes on the table. Serve from the kitchen. It's harder to say no to seconds when the food is right there in front of you.

- Take your time. It takes a while for your body to register that your stomach is full. Eating more slowly will satisfy your hunger with less food.

- If you're accustomed to eating a light breakfast, a larger lunch and a really big evening meal—try reversing the order. Eat more of your calories at breakfast and lunch so you'll have a chance to work off more of them during the day. Eat a light dinner.

- Remember exercise. In addition to your regular routine to keep muscles toned up and to take up the slack of lost fat, use the stairs instead of the elevator, park the car in the farthest away space and walk to where you're going. It probably takes less time anyway than driving around trying to find a space that's closer.

WE MOVED OUR
FACTORIES TO
MEXICO...



SO THEY LEAVE OUR
FACTORIES AND RISK
CROSSING THE BORDER...



...TO TAKE ADVANTAGE
OF THE INCREDIBLY
CHEAP LABOR.



...TO COMPETE FOR THE
SERVICE JOBS WITH THE
WORKERS WE LAID OFF
WHEN WE MOVED TO
MEXICO!



BUT WE PAY LESS THAN
THE MEXICAN WORKERS
COULD MAKE FOR SERVICE
JOBS IN THE U.S.



SOME PEOPLE HAVE NO
SENSE OF NATIONAL
LOYALTY!!



Washington Window

The Shrinking Middle Class

By Press Associates, Inc.

The American middle class—working men and women with comfortable, mid-range incomes—has long been regarded as the social, economic and political bedrock of the nation.

But the middle class has become an endangered species.

For the past two decades, the middle class has been shrinking, a trend which has been accelerated by the Reagan Administration's economic policies. The trend is documented in a recent study titled, "Deindustrialization and the Two Tier Society."

"With the weakening of the industrial sector, a serious mismatch has developed between jobs being lost and those being created in our society. Millions of relatively well-paying production jobs have been eliminated while the overwhelming bulk of employment created has been concentrated in jobs with very low incomes and little realistic opportunity for upward mobility," said the study, which was prepared from government statistics by the AFL-CIO Industrial Union Dept.

Because of the erosion of the nation's industrial base since the 1960s, "the once solid middle tier of American jobs has been undermined. Massive increases in those unable to find any job at all have accentuated this growing inequality in American society," the 42-page report said. It said further:

Middle-income families, a majority of the population in 1978, today are in the minority. In 1978, about 55 percent of the nation's households had incomes between \$17,000 and \$41,000.

By 1983, just five years later, this figure was 42 percent. Of the persons who left the middle class, three moved down for every one who moved up.

The highly paid layer of managers, engineers and professionals at the top of the economic pyramid "has been strengthened, but only slightly."

Between early 1979 and the end of 1983, a year of "recovery," more than 1.7 million U.S. manufacturing jobs were lost.

The social consequences of this deindustrialization have been severe. First there is the phenomenon of the displaced worker, usually with long experience and often highly skilled and well paid, whose job has been eliminated.

These victims of structural unemployment "experience significant increases in personal stress and in rates of suicide, alcohol and drug abuse, and family violence."

Minorities and women, who gained increasing entry into industrial jobs during the 1960s and 1970s, usually have been the first victims of job loss.

So instead of proceeding up the ladder of middle class economic security, blacks, Hispanics and women have been thrust back down, with little hope of regaining well-paid blue collar employment.

Cities and whole regions have been wounded deeply by the weakening industrial base. "City budgets are strained, public investment in physical infrastructure needed to support private industry falls short, and the vital social services infrastructure is cut back."

During the same 1979-1983 period, when 1.7 million jobs were lost in basic industry, the service sector added more than 4 million jobs. But service jobs, the fastest growing being the fast food industry, are typically low-skilled, low-paid and non-union.

The same two-tier division occurs in the high tech sector, with managers and scientists on top and low-paid assembly workers on the bottom.

Aggravating the trend toward inequality has been the fact that "unemployment has gone deeper in each recession since 1969, and each subsequent recovery has been weaker, with successively worse 'best' levels of unemployment.

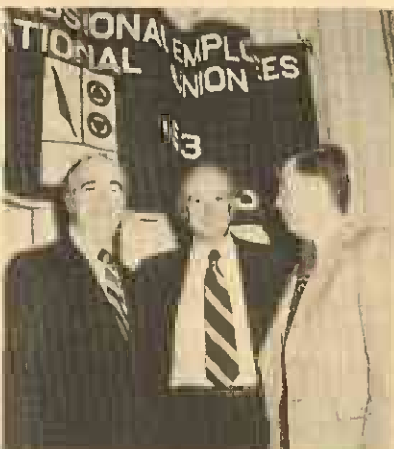
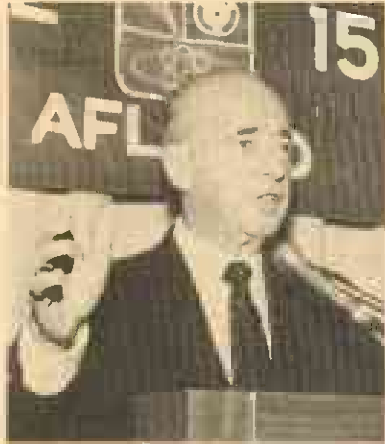
"And the current recovery has bypassed literally millions of Americans and their communities." The Administration's "tax and interest rate policies and budget cuts have further weakened the economy and worsened inequality."

Unless the trend of deindustrialization is reversed, "unemployment will remain very high, standards of living and the quality of life will erode, and the legacy of past discrimination will be perpetuated in a more unequal society."

What is needed and what has been sorely missing is an industrial policy geared to full employment, revitalizing basic industries and stimulating new ones, and restoring the nation's international competitiveness.

As a worthy beginning, the report recommends enactment of the Industrial Competitiveness Act, now making its way through congressional committees.

Howard Coughlin - A Lifetime of Dedication



Labor and Public Honor OPEIU President Emeritus

Howard Coughlin

Howard A. Coughlin, labor-union leader

United Press International

NEW YORK — Howard A. Coughlin, a founder of the 130,000-member union of Office and Professional Employees International, died at the age of 70 at his home in Bronxville, N.Y., the union's president said Friday.

John Kelly, who succeeded Coughlin in 1979 as union leader, said Coughlin died late Thursday night.

Born in the Bronx, Coughlin began working as a clerk for the electricians' union at Consolidated Edison in 1937.

Coughlin was elected vice-president of the union in 1951, and in 1953, he was elected president, a post he held until his retirement in 1979. He held the post of president emeritus until his death.

On the recommendation of then AFL-CIO President George Meany, Coughlin was appointed by Presidents Eisenhower, Kennedy, and Johnson to represent the U.S. at key international labor conferences in Europe and Asia.

During the Kennedy administration, he served as a delegate from the State Department to Japan, in affiliation with the bureau of education and cultural affairs.

He also served as a member of the U.S. Advisory Commission on International Labor Cooperation in Geneva.

He was appointed by President Johnson to the Council of the President's Equal Employment Opportunity Commission. He served as a member of the advisory council of education professionals from 1971 to 1973. Coughlin was elected to hold the post of the executive board of the American Arbitration Association in various capacities in New York State and in the power planning and development of the International Union of White-Collar Workers.

He is survived by his wife, Margaret, and three children. A mass funeral is scheduled for 10 a.m. Monday at St. Joseph's Church in Bronxville.

THE NEW YORK TIMES, MONDAY, JANUARY 23, 1984

HOWARD COUGHLIN, UNION LEADER, DIES

Ex-Head of Office Workers' Unit Led in the Unionization of White-Collar Personnel

By DAVID BIRD

Howard Coughlin, former president of the Office and Professional Employees International Union and a leader in the unionization of white-collar workers, died Thursday at Lawrence Hospital in Bronxville, N.Y. He was 70 years old and lived in Bronxville.

When Mr. Coughlin became president of the office workers' union in 1953, it had only 30,000 members, and it was strong resistance by employees alike to organizing white-collar workers. By the time he died, the union's strength had grown to 130,000.

Mr. Coughlin stressed the need for automation that could take office workers out of jobs. He believed that office workers could preserve their jobs and allow them to be retrained for tasks created by automation. He pressed for a shorter workweek to ease automation's impact.

Mr. Coughlin won management agreement for a pioneering move in which more than 800 workers at Group Health in New York City, would go on a four-day week. The workweek and four-day week were longer than the usual eight hours, but Mr. Coughlin said the move was a trend toward a shorter workweek that would create happier workers and more opportunities in leisure-time industries.

"We regard this as a first step," he said. "Ultimately what we are looking for is eight hours of work four days a week."

In 1955 while working to sign up workers of banks, which he called "air-conditioned sweatshops," Mr. Coughlin broadened the traditional boycott technique by calling on other unions to withhold their funds from banks that blocked unionization.

Mr. Coughlin was appointed by President Dwight D. Eisenhower, and Presidents Kennedy and Lyndon B. Johnson to serve as a United States representative at key international conferences in Europe and Asia. President Johnson named him to serve on national advisory councils, including those on equal employment opportunity and the development of education and the professions.

He was the first union official to chair the executive board of the American Arbitration Association in 1974. He was named a member of the New York State Banking Board. Mr. Coughlin is survived by his wife, Margaret.



The New York Times, 1972
Howard Coughlin



The late Howard Coughlin addressing an outdoor rally on Wall Street.

Howard Coughlin, retired president of the Office and Professional Employees, died January 19th in Bronxville, New York at the age of 70.

During his presidency of 26 years, the white-collar union grew from 30,000 members to 130,000. Coughlin was the founder and long-time principal leader of Local 153, which represents the front desk clerks, night auditors and cashiers and checkers in hotels and also the union staff.

In the early days of Local 153 Howard Coughlin worked closely with the Council and was a close friend to it," Council President Vito Pitta recalled. "Despite the burden of his national duties, he was always there when we turned to him for advice and support. Organized labor has lost one of its great leaders."

John Kelly, who succeeded Coughlin as president of OPEIU on August 1st, 1979, and OPEIU Treasurer Romeo Corbell, paid him this tribute.

"His dedication and commitment to the causes of working people will long be remembered and appreciated. His death was a great loss to the union. We were fortunate enough to have known him. We gained tremendous insight from his leadership and were enriched by his friendship."

Coughlin served for 26 years as head of the union. He joined OPEIU's predecessor, the American Federation of Office Employees in 1937, and served as the business manager for two New York locals and as an AFL organizer before being elected an OPEIU vice president in 1951. Two years later he was elected president and continued in the post until his retirement in 1979.

He was then bestowed the title of President Emeritus. We will miss him. His dedication and commitment to the causes of working people will long be remembered and appreciated. His death is a great loss to all who knew him. We gained tremendous insight from his leadership and were enriched by his friendship. We extend our deepest sympathy to his wife, Margaret McGrath Coughlin, Reposing at McGrath Funeral Home, 20 Central Avenue, Bronxville, N.Y. Viewing Saturday and Sunday from 2-4 and 7-9PM. Mass of the Resurrection Monday, January 23, St. Joseph's Church, Bronxville, at 10AM. Contributions to The Heart Fund would be appreciated.

John Kelly, President
Romeo Corbell, Secy/Treas.

Deaths

H.A. Coughlin, founder of union

United Press International

NEW YORK — Howard A. Coughlin, a founder of the 130,000-member union of Office and Professional Employees International, has died at age 70 in his Bronxville, N.Y. home, the union president said Friday.

John Kelly, who succeeded Coughlin in 1979 as union leader, said Coughlin died Thursday night.

Coughlin began working as a clerk for the electrician union at Consolidated Edison in 1937.

He was elected vice president of the union in 1951 and president in 1953. He held the post until his retirement in 1979 and was president emeritus until his death.

Coughlin was appointed by Presidents Eisenhower, Kennedy and Johnson to represent the U.S. at key international labor conferences in Europe and Asia.

During the Kennedy administration, he served as a delegate from the State Department to Japan. He also represented the Department of Labor as a delegate to the U.S. Advisory Committee on Salaried and Professional Work of the International Labor Organization in Geneva.

He was appointed by President Johnson to the labor advisory council of the president's Council on Equal Employment Opportunity and served as a presidential appointee from 1971 to 1973 on the national advisory council on education and the professions' development.

Coughlin was the first union official to hold the post of chairman of the executive board of the American Arbitration Association.

He is survived by his wife, Margaret. A funeral Mass will be said Monday at St. Joseph's Church in Bronxville.

Howard Coughlin dies, retired OPEIU president

Bronxville, N.Y.—Howard A. Coughlin, president emeritus of the Office & Professional Employees, died after a heart attack Jan. 19 at Lawrence Hospital. He was 70 years old.

In a message to his wife Margaret, AFL-CIO President Lane Kirkland and Secy-Treas. Thomas R. Donahue said, "Along with countless union members across the land, we are deeply saddened to learn of your husband's death. Thousands of working men and women have benefitted from his leadership and were enriched by his friendship."

Coughlin served for 26 years as head of the union. He joined OPEIU's predecessor, the American Federation of Office Employees in 1937, and served as the business manager for two New York locals and as an AFL organizer before being elected an OPEIU vice president in 1951. Two years later he was elected president and continued in the post until his retirement in 1979.

1st Dentists Vote Local 153

(Continued from page 1)

campaign. The dentists, therefore, had an opportunity to observe Local 153 representation first hand. Clearly, they were impressed favorably.

Also, Goodwin said, there is an increasing awareness among professional employees in general of the need for collective bargaining. "OPEIU Local 153 is

ready to fill this need," he continued, "and we hope this is the beginning of a movement by professional employees to join unions in greater numbers. Unionization and collective bargaining agreements are the only way to ensure fair treatment."

The election was conducted by the National Labor Relations Board through a secret mail ballot.

Dameron Hospital Workers Merge with Local 29 of Oakland

The members of Dameron Hospital Workers Association (DHWA) in Stockton, California, voted overwhelmingly to merge their association with Local 29 (Oakland).

The members of the Association realized they needed full-time representation and, therefore, selected Local 29 because of its excellent reputation representing hospital workers, reported Local 29 Representative Wellman Pierce.

After a number of meetings with Local 29 representatives the members were very excited and voted 95 to 6 in favor of the merger!

Considering the current state of labor legislation, it is especially advantageous for labor organizations to merge with each other rather than endure the vicious union busting activities currently in use, said Local 29 Secretary-Treasurer Marcella Farinha.

The hospital bargaining unit is unique because it includes all non-licensed workers such as: dietary, maintenance engineers, communications, secretaries, purchasing, data processing, housekeeping, histology techs, phlebotomists, cashiers, medical records, lab



Seated are (left-to-right): Marla Terrell, Marcy Farinha, Wellman Pierce. Standing (left-to-right) are: Nancy Crawford, Pam LaMar, David Ensley, Gloria Snell, Rosalie Raebel and Debbie Parell.

assistants, etc. This includes LVNs, nurses, pharmacists, and lab techs.

Farinha said, "Wellman, Alice Bartley and I want to thank the Dameron group for their enthusiasm as well as the respect and absolute trust they granted us. It will long be cherished.

"I know that the membership of Local 29, Office & Professional Employees Union, joins us in welcoming our 239 new sisters and brothers. Together, in unity, we will be strong."



Mary Craig

Craig Elected to State Fed

Mary Craig of OPEIU Local 42, Detroit, Michigan, was elected to the Executive Council of the Michigan State AFL-CIO. Upon hearing of her election, President John Kelly said he was pleased OPEIU was represented by such an able, dedicated trade unionist.

"Too often," Kelly said, "our local leaders do not become involved in their central labor bodies or state federations. It is important to be active with and supportive of the labor movement at large. We cannot function in a vacuum. Today especially we must present a united, solid front to the regressive forces in this country.

"I am very pleased at the election results and wish Mary success in her new post."

New Local 522



Pictured above the new officers of OPEIU Local 522 accept their charter. The local represents the Michigan State Police Command Officers. Left-to-right are International Representatives Jay Porcaro and Bill Adams, Michigan AFL-CIO President Sam Fishman, Local 522 Secretary Eugene Schmitt, Local President (Lt.) Richard Schoenberger, and International Representative Jack Finn.

Local 321 Awards 30-Year Pins

Two members of Local 321 Nipigon-Beardmore, Ontario, received 30-year service pins and recognition for their outstanding service to their local. John Harding with 32 years and John Kenna with 31 years seniority were presented the pins by the local's President William Dickerson.

John Harding, the secretary-treasurer of 15 years, is employed by Domtar Forest Products of Red Rock as a cost accountant. He has also served on the negotiating committee. Harding is also active in the scouting association, minor hockey, his church, Fall Fishing Festival and the Masonic Lodge. His community and union service make him an outstanding member.

John Kenna, a senior clerk, at Domtar Forest Products, has held the following offices: vice-president for the union for 12 years; recording secretary for 6 years; negotiating committee from 1962 to 1976; camp steward, office steward and sergeant-at-arms. He has seen many changes in the union and company over the years.

"The work and dedication of members such as these two form the backbone of the labour movement," said Dickerson.

Please Post

DON'T BUY

National Boycotts Officially Sanctioned by the AFL-CIO Executive Council
(Effective February 1984)

BROWN & SHARPE MANUFACTURING COMPANY

Measuring, cutting and machine tools and pumps
International Association of Machinists & Aerospace Workers

BRUCE CHURCH, INC.

Iceberg Lettuce:
Red Coach, Friendly, Green Valley Farms, Lucky
United Farm Workers of America

CONTINENTAL AIRLINES, INC.

Scheduled airline
International Association of Machinists and Aerospace Workers and Airline Pilots Association

ADOLPH COORS COMPANY

Beer:
Coors, Coors Light, Herman Joseph's 1868, Golden Lager
Ale:
George Killians Irish Red
AFL-CIO Brewery Workers Local 366

EQUITABLE LIFE ASSURANCE SOCIETY

Life insurance, group insurance, major medical, disability income policies, pension plans and pension fund investments
Service Employees International Union

FABERGE, INC.

Personal care products:
Aphrodisia, Aqua Net Hair Spray, Babe, Cavale, Brut, Ceramic Nail Glaze, Flambeau, Great Skin, Grande Finale, Just Wonderful, Macho, Kiku, Partage, Tip Top Accessories, Tigress, Woodhue, Xandu, Zizanie de Fragonard, Caryl Richards, Farrah Fawcett and Faberge Organics
Oil, Chemical & Atomic Workers International Union

INDIANA DESK COMPANY

Medium and high priced desks. Also sells to institutions.

i.e., states, municipalities, Boards of Education, etc.
United Furniture Workers of America

KOSMOS CEMENT COMPANY

Kosmos Portland Cement, High Early Cement, and Air Entraining Cement and Kosmoriar Masonry Cement
United Cement, Lime, Gypsum & Allied Workers International Union

LOUISIANA-PACIFIC CORPORATION

Brand name wood products:
L-P Wolmanized, Cedarone, Waterboard, Fibrepine, Oro-Board, Redex, Sidex, Ketchikan, Pabco, Xonolite, L-P-X, L-P Forester, L-P Home Centers
United Brotherhood of Carpenters & Joiners of America International Woodworkers of America

PROCTER & GAMBLE MANUFACTURING COMPANY

Powder Detergents:
Tide, Cheer, Oxydol, Bold
Liquid Detergents:
Ivory, Joy, Dawn
Bar Soaps:
Zest, Camay, Ivory
United Steelworkers of America

SEATTLE-FIRST NATIONAL BANK

Withdraw funds
United Food & Commercial Workers International Union

STERLING RADIATOR

Baseboard heaters for the home
International Union, United Automobile, Aerospace & Agricultural Implement Workers of America

TYSON FOODS

Chicken products sold as Chick 'N Quick, Chick 'N Cheddar, Swiss 'N Bacon, chicken bologna, chicken wieners and chicken corn dogs. Cornish game hens sold under Tyson Rock. Greenwich Rock and Patty Jean Rock labels
United Food & Commercial Workers International Union

Roll Back Reaganism

MONDALE



For Democratic Presidential Nomination
.... the stand-out in an excellent field

(Endorsed by our union and AFL-CIO)

WALTER MONDALE U.S. Senator 1964-76; Vice President of U.S. 1977-81 (As Senator: 93 percent "right" on AFL-CIO voting record)

Where He Stands

- ★ **JOBS**—Full employment law with teeth in it to assure useful jobs for all who want to work
- ★ **TRADE**—Content law to require certain portion of U.S.-made parts in foreign-made products sold here; fair trade benefitting U.S. workers and products as much as trading partners
- ★ **BASIC INDUSTRIES**—Crash program to revive declining basic industries on which nation's strength, millions of jobs depend
- ★ **EDUCATION**—Sharply-increased federal aid to up-grade public schools; college education loan guarantees to qualified children of workers, needy
- ★ **HUMAN RIGHTS**—Equal rights for women, minorities in all aspects of our economic and political life
- ★ **TAXES**—Tax law changes to make corporations and wealthy individuals pay their fair share, as workers always have
- ★ **QUALITY OF LIFE**—Stepped up housing programs, highway-bridge repair, modernization/extension of transportation systems, stronger environmental protections

VOTE MONDALE

Democratic primary/caucuses in your state

Nomination Now—Election in November

MONDALE FOR PRESIDENT



Executive Board Reports

by John Kelly
International President

As you are all aware, between Conventions your elected International Union Executive Board meets twice a year to set the policy of OPEIU. I think it is important that you know from time to time what is discussed and decided at those meetings. It is important to know what is happening throughout the Union.

I, therefore, submit the following report on my address to the OPEIU Board, which met in December, 1983:

Local Union Mergers

I reported to the Board that our locals are realizing they can be more effective in representing their membership by merging. And, I reported on the locals that have completed such mergers and discussed locals that are in the process of investigating the possibility.

I talked to the Board on a program whereby locals are having their dues collected on a weekly basis, thereby enabling their members to more easily budget their financial obligation to their locals. I urged the locals to investigate whether or not such a program was feasible. It was my opinion that members would rather have such a program.

Educational Programs

I went into great depth on the new educational programs that have been innovated over the last few years and urged that all locals participate. I said I do not believe it when I hear a local say it cannot afford to send staff to training programs when the same locals will spend thousands of dollars for unnecessary legal bills which could be handled by properly trained staff.

I reported that a New Staff Training Program would be held in New York, January 22 to February 4, 1984. This new program was designed for new full-time officers or business agents of local unions, who carry major responsibility for the day-to-day activities of the local union. The program was broken into two segments: (1) a full week of classroom training on topics such as time management, monitoring finances and budgeting, the law regarding a local union's obligations to its members (financial reporting and elec-

tion procedures), the duty of fair representation, safety and health protection, organizing, the effective use of the steward and committee structure, how to do a local newspaper, research for bargaining and arbitration, among others; and (2) a full week of field training in which participants accompany experienced business representatives to arbitrations and/or labor hearings, on organizing campaigns, and to grievance/negotiation sessions.

I reported that the Full-Time Staff Training Program will be held in Chicago, Illinois, February 29 to March 3, 1984. This conference will consist of one full day devoted to research (corporate) for bargaining and organizing. This instruction will be conducted by the AFL-CIO Food and Beverage Trades Department. The following one and one-half days will be devoted to presentations before the Labor Board, led by the University of Illinois and Indiana University.

I reported that the different regional educational conferences will be composed of two and one-half days of negotiation techniques. The instructors are assuming participants already have a basic knowledge of bargaining, especially since we had a bargaining course at the last regional conferences. Mock bargaining sessions will occur at most conferences, giving the delegates a great deal of opportunity for participation.

Solidarity Day IV

I spoke at great length of the importance of Solidarity Day IV, i.e., Election Day in the United States, pointing out that this is not an election that will affect the labor movement and workers in this country for four years, but for 20 or more years. I stated that in as much as five members of the Supreme Court are presently over age 72, the next President elected will have the opportunity to name their replacements; and a dramatic swing to the right will adversely affect American workers.

I pointed out that the issue of whether or not an employer can negotiate a contract and then abrogate that agreement by filing bankruptcy will be decided in the Supreme Court. And, I asked the rhetorical ques-

tion—"Do you want your employer to be able to do this legally?" I went on to say that if the Court, which is presently split 5-to-4 on most matters, is made more conservative, such a right will exist.

I urged all of our locals to actively participate in the programs of the AFL-CIO in registering voters and seeing to it that the AFL-CIO policy is fully supported in the November election.

New Organizers

I reported to the Board that new staff had been hired—Pat Jency, President of Local 457, who is a registered nurse; Ed Kahn, formerly with the SEIU; Cathy Burton, formerly with the UAW; and Bill Cox, formerly with OPEIU Local 28—all of whom are working on organizing campaigns.

Formal Merger Talks

I stated to the Board that I had been conducting unofficial meetings with the President, Secretary-Treasurer and Executive Board of the International Federation of Professional and Technical Employees (IFPTE) with a view toward merger. I addressed the Executive Board of this organization and invited International President Bower to attend one of our Board's sessions. The Board, upon meeting with President Bower, voted unanimously to continue meetings toward eventual merger with the IFPTE.

OSHA Grant

I stated that we applied to the Department of Labor for an OSHA-New Directions grant to study hazardous working conditions and to conduct safety and health training through management-labor safety and health committees, where feasible. We would target high risk industries, e.g., Tennessee Valley Authority which has the highest illness and injury rate in the federal government. We would also target other utilities, transportation (Metro, BART, Boston Transit Authority), shipping, manufacturing, small businesses, and especially women and new employees. I noted I had several meetings with the Under-Secretary of Labor and his staff, and it is my belief that we are being looked upon favorably by the Department of Labor.

In closing, I again urged that locals broaden their horizons, be more effective in representing their present membership, be involved in the labor community and organize the unorganized. I pointed out that we do not belong to the labor status quo but to a labor "movement."

Announcement

OPEIU 1984 Conferences

The following is a schedule of educational conferences planned for 1984. All local unions, their officers, staff, and members are urged to attend. Details have been sent to each local union.

Full-Time Staff Conference

Topic: Corporate Research for Bargaining and Organizing; How to Take Cases Before the National Labor Relations Board (with a particular focus on organizing)

Dates: February 29 to March 3

Location: Knickerbocker Hotel, Chicago, Illinois

Regional Educational Conferences

Topic: Negotiations Techniques: This course assumes a basic understanding of negotiations. It is designed for those who desire to improve their bargaining techniques. Mock negotiations and/or work groups are an integral part of the course, which will concentrate on concessionary bargaining.

1. West/Northwest (hosted by Local 3)
March 28 to 31
Sir Francis Drake
San Francisco, CA
2. Erie (hosted by Local 339)
April 5 to 8
Holiday Inn
Akron, OH
3. Northeast (hosted by Local 6)
April 25 to 28
Park Plaza Hotel
Boston, MA
3. Southwest/Southeast (hosted by Local 60)
May 2 to 5
Fairmont Hotel
New Orleans, LA
4. North Central (hosted by Local 12)
September 26 to 29 (tentative)
Undetermined site
Minneapolis, MN

U.S. Price Index

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

1982	
July	291.8
August	292.4
September	292.8
October	293.6
November	293.2
December	292.0
1983	
January	292.1
February	292.3
March	293.0
April	294.9
May	296.3
June	297.2
July	298.2
August	299.5
September	300.8
October	301.3
November	301.4
December	301.5

Canadian Index*

Statistics Canada
New Base 1981 = 100

1982	
July	111.8
August	112.3
September	112.9
October	113.6
November	114.4
December	114.4
1983	
January	114.1
February	114.6
March	115.8
April	115.8
May	116.1
June	117.4
July	117.9
August	118.5
September	118.5
October	119.2
November	119.2
December	119.6

*Effective with the release of the January 1983 index, the official time base for the Canadian CPI has been converted from 1971 = 100 to 1981 = 100. All figures — 1981 through 1983 — have been converted to this new base, for your information.

If you move, send your old and new address, including zip code and social security or social insurance number and Local Union number to: Romeo Corbett, Sec.-Treas., 815 16th Street, N.W., Suite 606, Washington, D.C. 20006.