



Among the many new faces in the OPEIU—and there have been many in 1968—are these office employees of Gulf Puerto Rico Line in New Orleans. With them are President Ronnie Tardo of Local 403, standing at left, and OPEIU Representative Jack Langford, to right. Next to right are Ernest Rees, Paul Conravey, Lonis Merz, Richard Dietz, Harvey Jones and Stephen Melton. Seated, from left, are Ethyl Warner, Paula Tumbach, Theresa Terrell, Peggy McGloin, Miriam Rolfes and Frances Foley. Story below tells of continuing organizing success.



WHITE COLLAR

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17

Season's Greetings

As we come toward the end of the old year and prepare to start another, I would like to extend to the tens of thousands of our OPEIU members—particularly those who have joined our fast-growing union family in 1968 — my heartfelt wishes for a very Merry Christmas and a joyous and prosperous New Year.

HOWARD COUGHLIN

Professionals sign up, win three big increases

An all-professional unit has won wage gains averaging \$18 per week in the first year, 6% in the second year and 7% in the third year under a first contract concluded by Local 12 with the Bureau of Engraving, Inc. (School Division), in Minneapolis.

The 47-member unit, 100% unionized, comprises student counselors, writing and art instructors and other professionals in the creative department conducting correspondence courses for the school. First-year wage increases are retroactive to July 1. The third increase will bring the top scale for Grade 4 instructors to \$233 a week.

Good Friday becomes a full holiday and the second half of the last working day preceding Christmas becomes a half-holiday. Vacations are extended to four weeks after 20 years.

Part-time employees working 50% or more of the regular week get one-half of all holidays, half paid sick leave, pro-rated vacations and coverage in health insurance and pension program.

Formerly they were denied those benefits.

The new unit's negotiating committee consisted of Frances Miller, Ray Dowsett, Dan Brennan and Ed Plohocky. They were assisted by Local 12 Business Manager H. R. Markusen.

Top AFL-CIO organizer says prospects for growth best yet

The labor movement "is in a better position to step up its organizing than at any time in history," even though there are tough challenges to "making the union grow." That was the report given by AFL-CIO Director of Organization William L. Kircher to a luncheon meeting sponsored by the AFL-CIO Maritime Trades Dept.

The success of recent organizing drives, Kircher said, is there for everyone to see—in rising membership figures.

As for the future, he continued, it is bright because unions are leading from strength and are "increasingly emphasizing organizing and training organizers in the skills they need."

Kircher spoke also of the problems that must be overcome if the labor movement is to con-

Year-end reports from many locals highlight organizing of new units

Some 350 white-collar workers in the United States and Canada have chosen the Office and Professional Employees as their collective bargaining agent, ending in success more of the sort of organizing efforts that are making the union grow. The new members are employed by a chemical company, a paper mill, two trucking firms, a shipping line and a cable-television operation.

In Detroit a representation election conducted by the National Labor Relations Board capped Local 10's organizing campaign at Pennsalt Corporation. The 62 employees voted 3-to-1 for the union. Negotiation of a first contract got under way immediately under the direction of President Thelma O'Dell.

Factors behind the success included the threat of job losses arising from current merger talks between Pennsalt and a

New Jersey chemical company. The first successfully organized Pennsalt unit is represented by New York Local 153.

That local was among those registering a gain. Salesmen employed by Teleprompter Manhattan CATV Corporation in New York voted 16 to 2 to join Local 153. The company sells cable television hookups. Business Representative Charles Ponti led the organizing campaign, which exploited a move by management to reduce the earnings of the sales force.

The OPEIU representation at International Paper expanded

further when management recognized new units at mills in Bastrop, Louisiana and Vicksburg, Mississippi.

Vice-president Oscar J. Bloodworth obtained recognition for the 81-member Louisiana unit, which is covered by the master agreement with International Paper's Southern Kraft Division. The Vicksburg mill has 22 office employees now in the union.

Also in South, office employees of Gulf Puerto Rico Steamship Line in New Orleans and Mobile, Alabama have been organized by OPEIU Representative Jack Langford. Recognized by management after a card check, the new units have a total of 20 workers. A contract covering the New Orleans office has been signed.

From Canada, OPEIU Representative Brian James reports that Local 15 was certified to bargain for a 46-member unit at National Data Center in Vancouver, B.C., as well as an 84-member unit at Canadian Freightways. It is also negotiating a first contract for a new unit in that city at Carson Truck Lines.

On the West Coast, Local 29 reports stepped up organizing drives in Santa Clara County while OPEIU members in Sacramento have requested a part-time organizer.

against unions increased from 17 to 57 percent.

However, he pointed out that "I only emphasize this to show the possibility" of an obstacle to unionizing. "What's ahead of us? No one really knows," Kircher declared.

"While we are disturbed about what happened Nov. 5," he added, "it still wouldn't be any milk and honey for organizing."

(Continued on page 4)

tinue to increase its numbers.

He posed difficulties that may result from the election of Richard Nixon "if he becomes dominated by business groups" who have previously announced plans to seek new repressive measures against unions.

He recalled that the Eisenhower Administration reshaped the National Labor Relations Board until the percent of unfair labor practice cases brought

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Do yourself a favor— help the union grow

Although many may not realize it, every OPEIU member has a direct and selfish interest in organizing the unorganized.

Without a union, today's white collar worker has no voice in implementing legislation beneficial to all workers. He cannot participate in the quest for higher living standards. He is a negative factor hampering the fight by organized labor to win a better life for every citizen.

Unorganized white collar workers fail to realize that they stand alone and, as a result, can be largely ignored by their employers. The enlightened OPEIU member must be able to persuade the non-union worker that this is so and that it is to his or her advantage to join the union.

Low wages and poor working conditions, synonymous with non-union areas, pose a continual threat and are a hurdle in the path of greater improvements for unionized office workers. It should be obvious that the unorganized office imperils the organized one by undercutting wages and working conditions.

One basic reason for organizing the unorganized is the protection of hard-won union conditions since even the presence of the union in a community helps bolster wage levels and prevents deterioration in prevailing working conditions.

Organization of a non-union office may permit an industry to yield new contract gains in collective bargaining because it eliminates cut-throat competition based on low-wage levels. Successful organizing may have even as great an effect upon an industry's wage levels as collective bargaining.

Enlightened management in unionized offices is just as anxious as the union to see non-union offices organized. It makes for sounder competition with non-union rivals by equalizing this important economic factor.

New word from Wall St. —wages chase prices

"It's more accurate to say that rising consumer prices cause rising wage demands than it is to state the reverse."

That's the conclusion of a Wall Street Journal editorial on the causes of inflation which we hope employer spokesmen everywhere will heed.

The editorial is headed, "The Unions Aren't to Blame." And the business newspaper cites its own survey of wage and price increases in organized and unorganized industries which, it noted, showed that "many of the largest price increases have come in areas where workers are weakly organized or are not organized at all. A number of price declines have occurred in areas that are firmly unionized."

The Wall Street Journal terms inflation "a clear and present danger." But it warns that "it won't be diminished one whit by efforts to put the blame solely on the labor unions."

Canadian paint renewal yields \$52 a month gain

A \$52 a month across-the-board wage boost was won for office workers of Sherwin-Williams Company of Canada Ltd., wholesale paint manufacturer at Delta, B.C., in a new two-year contract negotiated for them by Local 15, Vancouver. The first \$32 increase is retroactive to May 1; the other \$20 takes effect May 1, 1969.

Other gains: four weeks vacation after 20 years (was 25); Production Clerk upgraded to

Group V; and contract language improved. A Conciliation Officer helped to produce the agreement.

The unit's negotiating committee included Chief Steward Donna Gentle and Local 15's Business Manager Opal Skilling, assisted by OPEIU Representative Brian James.

Still needed—redress for consumer grievances

The following is excerpted from testimony by Betty Furness, special assistant to the President for Consumer Affairs, before the Federal Trade Commission hearings on national consumer protection.

HISTORIANS WHO probe this period will find one of its significant characteristics to have been this increased emphasis on the consumer. We have come a long way from the day—and it was not so long ago—when anybody who spoke out for the consumer was eyed suspiciously as a "bleeding heart," dubbed a "professional consumer," or dismissed as a finicky housewife fretting over fractional ounces or "cents off."

Analysts will find that this new emphasis is not a "class war" nor an attempt by power-hungry bureaucrats to undermine business or the free enterprise system. It's really a maturing of our national thinking. It's the growing realization that we must concern ourselves not only with the growth of our economy, but with its quality and its equality in serving all segments of our society.

The consumer deserves to be satisfied in products and services. The consumer deserves to be served by the producer—and not vice versa. The consumer deserves equal rights in the marketplace. The consumer, as a consumer, deserves an effective voice in government.

The textbook concept of the free enterprise system assumes an open, competitive marketplace of informed buyers and sellers. But we know today that in our fast changing, complex and impersonal marketplace, the consumer is not the equal of the seller. He does not enjoy a genuine bargaining position.

Too often he is dissatisfied with the quality. Too often he is misinformed, or not fully in-

formed about product characteristics. In other words, these marketplace malfunctions prevent the consumer from fulfilling his proper role in the free enterprise system.

And to add insult to injury the consumer is too often denied redress. We have yet to provide adequate means for the voicing and arbitration of grievances. Needless to add, the system which poses such problems for the more affluent, works much greater hardship on the poor.

PERHAPS MOST significant in all that we've done is the historic shift in economic philosophy which now clearly recognizes the importance of consumer concerns in the total fabric of the marketplace.

Such a basic change provides the necessary climate for specific consumer action.

I think what we need is comprehensive one-stop consumer service where the consumer can get answers to his questions and remedies for his problems and

can also be informed on how to avoid problems in the marketplace.

As it stands now, we've got the consumer on a merry-go-round of referrals. And why should a housewife have to write the federal government to find out how to get her toaster fixed?

She buys what she buys and rents what she rents in her own neighborhood and she should be able to find out all she needs to know and have the problems worked out in her own neighborhood, too.

If that can't be done through the businesses involved, then it should be done through expanded state and local consumer protection programs.

What's lacking is legislation to fulfill two broad and unsatisfied needs: First, a system that will provide effective and economical redress for consumer grievances; and second, stronger deterrents and penalties to include financial reimbursement for losses sustained.

8 to 41% raises won at American Exchange

American Stock Exchange workers, members of Local 205, have approved a new two-year contract calling for wage increases ranging from 8% to 41%, depending on job categories, plus a single payment equal to 10% of current salary.

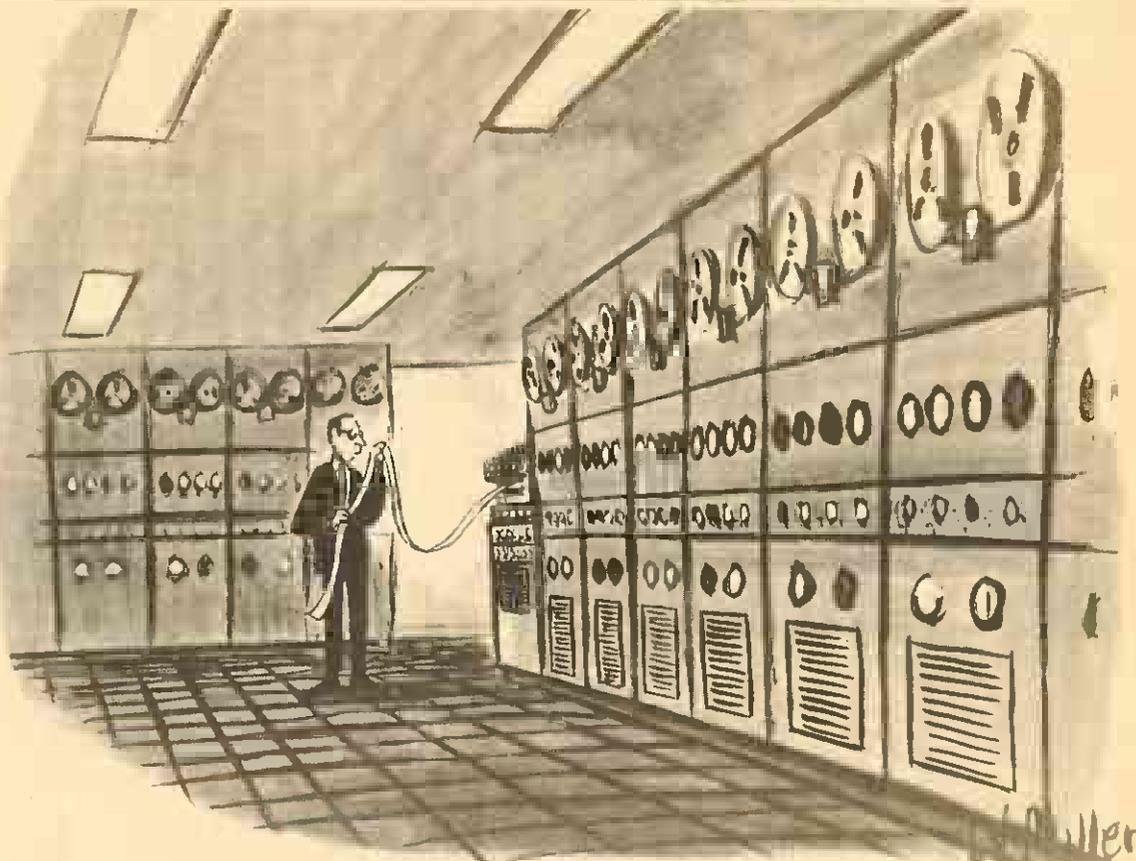
Local 205 President John R. Kret says the new package is "the best ever negotiated between the union and the American Stock Exchange." It won, among other things, improved vacations and health benefits, a shorter workweek for many employees (37½ hours reduced from 38¾) and differential pay for late work shifts.

Under the new pact, top scale

is \$175 a week for some computer operators, up from \$160. The largest percentage raise—41%—goes to keypunch operators who advance from \$87 a week to \$123 in one year.

Local 205's unit at the New York Cotton Exchange has approved a contract calling for two annual increases of 10%.

Bargaining for a new contract at the New York Stock Exchange is expected to start early in 1969; the present Big Board contract expires May 6.



"... and — boost — your — departmental — output — or — you — will — keep — Christmas — by — losing — your — situation."



Left photo: This year's Northeast Educational Conference, held in Washington, D.C. October 19-20.

Photo below: The Southwest-Southeast Education Conference held in New Orleans.

Renewals in Brief

Scott Paper

A 5½% general wage increase this year and another of 16¢ an hour in 1969 were obtained by Local 260 in a new two-year pact covering some 50 office workers of Scott Paper Company, Winslow, Maine.

Three weeks' vacation after eight years were secured, and next year those with 30 years of service will be entitled to six weeks, according to Marcia Spaulding, secretary. Another highlight is a new non-contributory Retirement Plan providing \$6 a month per year of service.

Hospitalization coverage was increased to 365 days per year (was 121). The company agreed to pay \$3 a month toward dependents' coverage the first year and \$6 the second year.

OPEIU Representative John Fitzmaurice assisted the unit's negotiating committee.

States Marine-Isthmian

A \$37 a month across-the-board wage hike plus fringe gains were won in a new one-year contract signed by Local 3 in San Francisco with States Marine-Isthmian Agency. Some 50 office workers at the shipping agency are covered.

The employer's contribution to the Pension Fund was boosted another \$3 a month to \$33.40. Other gains include half-holidays before Christmas and New Year's Day.

For office workers required to travel on company business the

meal allowance was raised to \$10 a day from \$8.80, and the mileage rate boosted from 10¢ to 12¢. Agreement was also reached on a more liberalized Medical Plan.

The unit's bargaining committee comprised Elmer A. Speer, Hans J. Lange and Virginia Schneider. They were assisted by Local 3 Business Manager Phyllis Mitchell.

Oakland Sheet Metal

Wage gains totaling \$35 a month over a two-year period have been negotiated by Local 29 for office workers at Oakland Sheet Metal Supply Company, in Oakland, California. The first \$20 a month boost is retroactive to August 1, with the other \$15 across-the-board taking effect on August 1, 1969, according to Local 29 Business Representative Bob Hipps.

Hoague-Sprague

Wage gains averaging \$6.75 a week per employee were won in a new one-year contract negotiated by Local 6 for 26 office employees of the Hoague-Sprague Company in Lynn, Mass.

Increases range from \$4 to \$14, depending on the employee's classification. An addi-

tional one-half holiday was also gained, bringing the annual total to 9½ paid holidays.

The unit bargaining committee included Jeanette Donovan, Irene Ernst and Wanda Kasprazk. They were assisted by Local 6 Business Manager Cyril O'Brien and OPEIU Representative Bud Manning.

Auto Transit

Wage gains ranging from \$1,248 in the lower grades to almost \$1,650 in the top ones were nailed down in a new three-year contract negotiated by Local 13 for office workers at Complete Auto Transit, Inc., St. Louis, a trucking company delivering automobiles.

The wage gains are topped by periodic cost-of-living adjustments plus 3¢ an hour increase

for each five years of service up to a 15-year maximum. The days before Christmas and New Year, formerly half-holidays, now become full holidays, bringing the total to eight.

The unit's negotiating committee was headed by Local 12 President Julia A. Riggle and included Roland Keeling, William H. Schneider and Alden H. Little.



Soaring profits outpace gains in take-home pay

Although business executives and economists had predicted that a "severe" profits squeeze would begin in the third quarter, a Wall Street Journal survey of 438 companies, early reporting in the period, finds that their profits instead totaled a whopping \$4,390,238,000. That's a jump of 13.6% over 1967 earnings for the biggest profits gain in the year so far. Similar surveys showed the early-reporting companies lifting profits 11.1% in the first quarter and 10.2% in the second quarter over year-earlier figures.

The latest survey confirms charges by the AFL-CIO's top economist, Nathaniel Goldfinger, that many industries have been "profiteering on wage" increases" while they were blaming unions for price hikes.

Goldfinger points out that per-unit labor costs actually fell between 1960 and 1966, but both the prices of those products and the profits on their manufacture and sale rose sharply.

The Wall Street Journal article explains that much corporate optimism is due to the fact that consumers (80 million

workers) have been reacting in an unforeseen manner to the income-tax surcharge which began biting into workers' take-home pay in the third quarter. It had been widely expected that they would cut their spending.

Instead, the Journal finds that consumers have "reduced their savings" and gone on spending at their old clip. Result: Continued high demand for all kinds of goods and services that "executive after executive identifies as the main reason for the profit surge."

Goldfinger observes that the "crucial factors" in the current economic imbalance are "profit inflation and the attempts of the companies to push prices up to increase the profits on each item of goods sold—to charge as

much as the traffic will bear."

"The entire country would benefit from better relationships between profits and wages . . . a more or less equal upward movement of workers' wages and buying power of consumers on the one hand, and business profits on the other," he declared.

He emphasized that unless consumer buying power moves at an equal pace, "consumers will not have enough purchasing power to buy what the economy can produce."

A previous study of profits and wages between 1960 and 1966 showed that profits had gone up 84% in the period, with dividends soaring 73%. Meanwhile, workers' wages rose only 27% and buying power only 10%.

Brown Paper raise is 'best yet'

What Local 247's negotiating committee at Brown Paper Company in Holyoke, Massachusetts, describes as the "our best wage increase ever" was secured in a new two-year contract covering some 150 office workers.

The pact calls for wage boosts ranging from \$5 to \$7.50 this year and an across-the-board \$4.50 raise next year.

Other improvements include one and one-half additional paid holidays, bringing the total to nine; four weeks' vacation after 17 years and five after 25; and an extra \$1,000 in life insurance. The Pension Plan becomes non-contributory in the second year.

Agreement was also reached on setting up a labor-management committee to install a new

classification system; on giving the union the right to grieve on all matters affecting the contract. Benefits retroactive to Sept. 1.

Local 247 Vice-President Dick Courchesne headed the unit's negotiating committee which included Chief Steward Rita Sarad and Secretary-Treasurer Helen McDonnell. They were assisted by OPEIU Representative Bud Manning.



from the desk
of the
PRESIDENT

Nixon and Labor

Throughout our history, the OPEIU has been dedicated to the promotion of the dignity and economic betterment of white-collar workers. We have learned from experience that economic growth and social progress go hand-in-hand, and that one of the conditions for this growth and progress is the existence of a flexible system of labor-management relations.

With the current change in the political climate, I sincerely hope that the new Nixon administration will do nothing to reverse the hard-won gains of organized labor over the past four decades, or to undermine our present labor-management relations system or procedures. Any movement backwards could easily jeopardize social and economic development programs, setting the clock back.

History proves that mutual progressive relations between labor and management are vital for economic growth. On the other hand, if reaction takes over the result can be political instability which becomes an obstacle to the improvement of our living standards. Consequently, the new Nixon administration's primary objective should be to develop a still more progressive labor-management relations system that can fully mobilize all our national energies to promote greater economic development. Such improved relations could withstand the strains of structural and technical changes and, at the same time, could contribute to the social advancement and economic well-being of the whole population. Mr. Nixon's victory plea for national unity is encouraging.

At the moment, reactionary employer elements—represented by the National Association of Manufacturers and U.S. Chamber of Commerce—are laying the groundwork to undermine the powers of the National Labor Relations Board when the new Congress meets. Needless to say, organized labor must close ranks as never before to defeat this challenge. Should it succeed, we could face an era of unprecedented economic strife. (See story to right).

There are two essential elements in all forms of constructive labor-management relations—the development of an adequate bargaining framework, and the education of both labor and management in social responsibilities.

Institutionally, labor-management relations function best where both parties are free to form and join organizations of their own choosing and to represent their interests at the bargaining table. This orderly procedure some reactionary employers in the NAM and Chamber of Commerce would now like to destroy.

It should be obvious that no sound system of labor-management relations can ever develop where these fundamental rights of workers are denied.

Improvement of working conditions and the living standard of American workers is possible only when trade unions are matched by efficient and enlightened managements willing to share social responsibility. Moreover, the concept of constructive labor-management relations nowadays reaches beyond the negotiation of wage and working conditions. It also aims at securing social justice.

In modern industry which is subject to sudden and drastic change because of technological advances, employers and employees—as realists—must explore humane solutions posed by complex new problems perhaps the most vital of which is job security—the very economic life of the individual worker.

A worker's pay may be threatened either by an arbitrary management act or through retrenchment by an employer for economic causes. Over the years, OPEIU contracts reflect these facts. Through collective bargaining we have established the principle that a procedure for appeal against arbitrary dismissal should be available.

Today it is generally recognized that merely giving protection to a worker losing his job is not sufficient. Union contracts help displaced workers to adjust to this new situation with protective clauses calling for retraining or severance pay as well as Supplementary Unemployment Benefits to maintain the individual's income during the adjustment period.

A second essential in constructive labor-management relations is the education and training of union leaders. In this field, trade unions are making a noteworthy contribution. Our own OPEIU Educational Conferences are designed to develop more active, competent and clear-sighted union leadership capable of solving the many problems of white-collar workers.

In an increasingly interdependent world, progress in any domain cannot be achieved in isolation. Consequently, it would be a happy augury for the nation's future if the new Nixon administration inspires both Congress and employers to develop that necessary teamwork with organized labor which is the only way to produce better labor-management relations in a fast-changing society.

NAM, Chamber of Commerce plan to dismantle NLRB

The nation's most powerful employer organizations have under way a large-scale, well-financed propaganda and lobbying drive to rewrite the National Labor Relations Act, hamper union organizing and weaken trade unions. They have hired one of America's biggest public relations firms to ent labor law and, Morse says, "it is punctuated by broadside attacks on the integrity of decisions of the NLRB and the federal courts."

The drive is keyed to the belief that the 91st Congress will prove reactionary enough to pass an employer-written labor law and that President-elect Nixon will sign it.

Senator Wayne Morse, Democrat defeated in Oregon, termed this employer campaign "serious and dangerous" in an article in the American Federationist prior to the November election. This significant article, based on a Senate speech, warned that "if this campaign succeeds, I fear that it will lead to a new era of labor strife which will merely add to our already lengthy list of national problems."

He traced the buildup of the drive to gut the NLRB to the 1965 appointment of a "blue ribbon" committee of management-lawyers by the National Association of Manufacturers and the U.S. Chamber of Commerce. This committee's report is a 167-page analysis of proposed amendments to the pres-

ent labor law and, Morse says, "it is punctuated by broadside attacks on the integrity of decisions of the NLRB and the federal courts."

While agreeing that the "legislative remedy should be aimed at the chief offender," the NLRB itself, "the management-lawyers were apparently divided on whether the labor board's jurisdiction over unfair labor practice cases should be transferred to a new national labor court or to the regular district courts," Morse declared.

Morse gives this summary of the employer-proposed "ripper" amendments:

- They "begin by deleting from the policy objectives in the law's present preamble any reference to protecting self-organization and freedom of association."

- "They go from there to limit the scope of the bargaining obligation, to restrict the board's power in unit determinations, to toughen a number of sections limiting labor's conduct, to ease various restrictions on employers, to confine the board's none-

too-strong remedial authority within much narrower limits, to change the venue provisions for court review and board decisions in leading cases."

Morse noted that "however profitable for lawyers, this wrecking operation, based as it is on faulty and distorted analysis, would undoubtedly produce new instabilities and conflicts which would severely damage our labor-management progress."

He documents the role of the Hill & Knowlton public relations firm, which has a reputation as an "image maker" for conservative interests. These, he told the Senate, have included the gun lobby, the tobacco lobby, the steel industry in the 1937, 1952 and 1959 strikes, and the oil and gas lobby in the early 1950's.

The Oregon senator agrees that some amendments are needed to the National Labor Relations Act. The amendments needed, Morse emphasized, would strengthen rather than weaken "the objectives of sound labor legislation."

Union-won increases up in '68, report shows

About 3.4 million workers have won immediate wage increases averaging 7.5 percent under major union settlements so far this year, according to a report by the U.S. Bureau of Labor Statistics.

The increases were the highest since the Labor Department started keeping such records 15 years ago. The report on wages followed another report showing that union militancy, as reflected in strike activity, set a 10-year high in 1968.

The 7.5 percent figure represented first-year wage increases. It did not include fringe benefits. Some of the contracts had the largest increase in the first year and lesser increases in the succeeding years of the agreement.

Over the entire life of the contracts, the total value of wages and fringe benefits averaged 6.6 percent a year, the report said. The 7.5 and 6.6 percentages were two points higher than last year's corresponding figures.



Alma Herring, vice president of Local 27, the guest of honor at the annual West Gulf Ports Council Dinner and Dance in Houston, Texas, was presented with a plaque for her outstanding service to the labor movement extending over 25 years. With her are OPEIU Vice-President Frank E. Morton (left), and Paul Drozak, business agent of the Seafarers International Union and the Council's executive secretary-treasurer. Her dedicated contributions to the cause of labor were hailed by U.S. Senator Ralph W. Yarborough and Congressman Bob Eckhart.

∴ Kircher

(Continued from page 1)

ing even if the election had turned out the other way."

This is so, he stressed, because some of the most difficult problems to be overcome are outside the political and legislative area. He cited:

- The mounting opposition to unions coming from employers who are constantly developing new techniques "to get around the law" in denying workers their rights to have unions.

- A prosperous economy that finds many unorganized workers without "motivation" toward unions. This contrasts with early-day organizing when nearly all workers needed a union's help.

- The need for increasing liaison between the labor movement and minority groups, the poorest workers who are not organized, and women and youth who are steadily increasing in the labor force.