



WHITE COLLAR

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

No. 307

January, 1972

Retroactivity: Still questions

Congress has ordered retroactive payment of virtually all pay and benefit increases that were denied workers during the 90-day wage freeze. The bill became law when President Nixon affixed his signature.

The retroactivity applies to contracts that were negotiated prior to the Aug. 15 freeze and that provided for deferred increases to take effect during the freeze period.

There remains a gray area, left to Pay Board interpretation. Not specifically covered by the mandatory retroactivity are contracts negotiated during or after the 90-day freeze period that provide for increases starting before Nov. 15. It is up to the Pay Board to set policy for such agreements.

OPEIU gains four units in year-end organizing

As a result of National Labor Relations Board elections, the OPEIU won four bargaining units among office employees adding more than 225 members to its ranks. The new units include a taxicab company, a trucking concern, a records business and a manufacturing company.

The largest unit consists of some 100 office employees at Lapp Insulator Co., a division of Interpace Corp., in Leroy, N.Y., on the outskirts of Buffalo. Local 212s Business Manager Emil Steck initiated this campaign, which reversed a defeat 10 years ago.

Executive Board concludes

Phase II improves prospects for organizing and bargaining

After a full study and discussion of all aspects and ramifications of Phase II the OPEIU Executive Board at its semi-annual meeting in Las Vegas, Nev., concluded that union members should be advised that:

1. Prospects of gaining substantial wage boosts in new contracts are much brighter than is generally believed, and
2. Opportunities for new organizing efforts during Phase II are enhanced, rather than retarded.

President Howard Coughlin stressed that existing merit increases, automatic progression, longevity and promotional increases—and even most fringe-benefit costs—are excluded from the 5.5% ceiling. Besides, the Pay Board has given assurances that it will look objectively at contracts where raises are “in excess of even 8%,” he noted.

The board concurred that the Pay Board “doesn’t put us in a straitjacket and, therefore, money for substantial wage boosts is legally available for union members if we negotiate skillfully and in the right way.”

Urging major efforts at new organizing, Coughlin referred to U.S. Secretary of Labor Hodgson’s statement on collective bargaining and said that during Phase II “the unorganized are at the complete mercy of employers who will insist that 5.5% is the limit, although actually there’s much more money than that figure available for wage boosts.”

The board unanimously agreed that “only through OPEIU representation can unorganized office employees obtain what’s due them during Phase II,” and emphasized that “all our Locals should now launch determined new organizing campaigns in their areas to take advantage of the favorable present climate.”

Discussing developments in bank and Blue Cross organizing, the board reiterated that these fields “are prime organizing targets, and OPEIU Locals should not relax in any of these campaigns as the needs of those employees are now greater than ever before.”

The board studied special reports on the progress of current Blue Cross campaigns in Oakland, San Francisco, New York City, Columbus and Detroit, among others. It expressed its appreciation to AFL-CIO Organization Director Bill Kircher for “the important personal help he is giving in the current Blue Cross campaigns.”

OPEIU delegates to the AFL-CIO Convention in Bal Harbour, Fla., reported on their activities there. They specifically refuted the “distorted version, propagated by the mass media and in the press, of the alleged confrontation between President Nixon and George Meany.”

They emphasized that the President got “a courteous and polite reception. There was no booing or jeering. But it was apparent to those present that the Administration tried to create a situation to exploit, rather than hold a meaningful dialogue with organized labor on the best methods to control inflation and lower the high national unemployment rate.”

The board sent a telegram to George Meany expressing its hope for a quick recovery from

his recent illness, and pledged OPEIU’s fullest support in his fight “to get a fair deal for American workers.”

It expressed “keen disappointment” when President Coughlin reported a “poor response” to his circular inviting OPEIU female members to apply for leadership training courses. Only one meaningful reply had been received, he said, although there were several inquiries with no further follow-up.

Vice President Ron Bone, named by President Coughlin to head a Special Canadian OPEIU Committee, reported that it had met Nov. 2-3 in Toronto to study convention resolutions on aspects of Canadian identity.

He said appearances were made by a number of OPEIU members and several briefs were filed with the Committee which is now studying them with a view to preparing position papers and making recommendations. These will be taken up at another meeting in Ottawa in May, 1972, at the same time that the Canadian Labour Congress is holding its Convention.

The board expressed regret that Canadian locals fail to supply sufficient news of their activities for publication in *White Collar*. It urged them to submit news and photos, observing that “we cannot publish what we don’t get.”

The board also:

- Approved merger of Osh-
- (Continued on page 4)



OPEIU delegates to the recent AFL-CIO convention, held in Bal Harbour, Fla.: In foreground is Mrs. J. Oscar Bloodworth, a visitor. Clockwise around table are Sec.-Treas. J. Howard Hicks, Vice Presidents John P. Cahill and J. Oscar Bloodworth, President Howard Coughlin and Vice President Edward J. Springman. The convention set the course for U.S. labor.

Kaiser Hospitals yield hourly gains of 26 cents

Across-the-board wage boosts of 21¢ an hour, plus an additional 5¢ in fringe benefits, were agreed upon in a reopener of Local 17’s contract with the Kaiser Hospitals in Cleveland, Ohio, Vice President John Kinnick reports. The agreement also covers employees at Kaiser Community Health Foundation, the Kaiser Foundation Health Plan, Inc., and Ohio Permanente Services, Inc.

The wage gains became effective on January 1 and are subject to approval of the Pay Board. The employer agreed to provide its Drug Plan #1 on a two-party basis to eligible em-

ployees in accordance with the existing contract.

Sick leave provisions of the current agreement were liberalized by elimination of the one-day waiting period for eligible employees with one year of continuous service. It was also agreed that sick leave accumulation begins after the first full month of continuous employment, and payments shall begin effective with the seventh month of continuous service.

The OPEIU negotiating team was headed by Kinnick and included Local 17 Business Representative Irene Summerfield, Vivian Lane, LaVerne Winston and Betty Sullivan.

WHITE COLLAR

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

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Two locals in Canada fete 25th anniversary

In Dalhousie

A dinner-dance featuring a show depicting fashions of a quarter-century ago and songs by a Hillbilly Quartet of OPEIU members marked Local 114's 25th anniversary celebration of its charter. About 100 members and friends attended the affair, held at the Canadian Legion Memorial Hall in Dalhousie, N.B.

Among the guests were four former Local 114 Presidents: George Barriault, Leo Blanchard, Wayne Nelson and Emile Normandeau, who were presented with gifts on behalf of the Local by Albanic Drapeau, Cyr Delaney, Lloyd Harrison and Eleanor Vincent.

The celebration coincided with the retirement from New Brunswick International Paper, Ltd., of incumbent Local 114 President Richard Taylor, who was given a gift of a camera by Bob Rae "in appreciation of his hard work for the Local over the past several years." Stella Barthe presented a bouquet of roses to Mrs. Taylor.



Helping to make a success of Local 144's 25th anniversary celebration is this talented quartet—from left, Marsha Valdron, Pennie Barbour, Martha Hicks and Tiny Babin. The four, along with Doreen Beckingham (not shown), comprised the committee staging the celebration. Miss Valdron was chairman of the committee.

NBIP Mill Manager D. MacCallum, General Mill Supt. R. Gauthier and Personnel Supt. G. McWilliam were among guests at the celebration in the tastefully decorated hall where many OPEIU members were pleasantly surprised to see their pictures

among wall decorations.

A midnight buffet was served by Mrs. Donald Innes. Music was furnished by Mrs. Gladys Parker's Orchestra. The door prize winners were Mrs. R. Gautier and J. P. Vienneau.

Bank employees: Fear is unwarranted

The story on page three about the NLRB decision on the Ross Valley Savings & Loan Assn. proves that bank employees are fully protected by law when they try to unionize. It should put new courage into those seeking to improve conditions in the banking industry through collective bargaining.

We have said repeatedly that bank employees are among the nation's lowest-paid office workers simply because they aren't unionized. This is particularly true of those employed in savings and commercial banks and savings and loan associations in smaller cities and suburban communities.

Fear is their great stumbling block when it comes to unionizing, and these fears are real—if unwarranted. As a result, bank employees condemn themselves to a kind of bondage reflected in low pay and unhappy working conditions. They also lack adequate health-welfare and pension plans which could be theirs if they unionized.

Under the OPEIU banner, bank employees (who total about one-million in the U.S. and Canada) could command union-negotiated salaries and a better life, commensurate with their heavy responsibilities, as in other countries.

Women today comprise about 65% of bank staffs. They range from girls in their teens to married women who have returned to work to supplement family incomes. Unfortunately, most don't know their legal rights. Hence their unfounded fears.

Fears multiply like rabbits and are difficult to erase. But back in 1932, Franklin D. Roosevelt galvanized a dispirited nation into action when he said: "We have nothing to fear but fear itself."

Bank employees urgently need union representation and leadership now if they are ever to improve their lot. But we must convince them, first, that they have nothing to fear when they unite for their mutual benefit in the white-collar union movement.

Why not pass along this issue of *White Collar* to a friend or acquaintance who works in a bank in your community? You would be helping "to organize the unorganized" and might even sow the OPEIU seed in your local bank.

False figures from the BLS

Some months ago the U.S. Bureau of Labor Statistics found itself in the Nixon dog-house because it didn't interpret unemployment figures for the press to match the rosy economic forecasts of administration higher-ups. A BLS shakeup followed, widening an Administration credibility gap.

As an example, the revamped BLS has just issued a news release stating flatly:

"Office-worker compensation came to \$5.79 an hour in 1970, exceeding by \$1.91 (or 49%) the level of \$3.88 for nonoffice employees."

When *The Wall Street Journal* frontpaged this BLS myth, the OPEIU promptly took issue with the Department of Labor. We pointed out that this bloated office wage could be arrived at only if salaries of company presidents, highly-paid executives and the like were lumped into the white-collar survey with the pay of rank-and-file office employees who comprise the overwhelming majority of the white-collar labor force.

The Department admitted we were right but explained that newspapers don't always "print news releases in full." But it evaded our suggestion that if the public were to get an accurate picture, future office wage surveys should exclude executive categories and include only rank-and-file office employees. Now the myth is repeated.

The fact is that the production worker who earns \$3.88 an hour in 1970, or \$155.20 a week, is far more highly paid than the rank-and-file office employee. Substituting mythology for reality may seem smart politics, but it could boomerang.

What if the millions of non-union office employees suddenly organized en masse to demand the fictitious \$5.79 an hour the government says they're earning?



Local 397 in Regina, Saskatchewan has represented employees of the provincial government's Insurance Organization for a quarter of a century, and the members marked the anniversary with a dinner-dance. Above, at right, President Howard Coughlin, guest of honor, addresses the guests. Above, a hilarious highlight was a song recital by a chorus of members in BVDs. Photo at right, Local 397 First Vice President Alice M. Parent with Coughlin beside the birthday cake; to right are Max Ripplinger, president of the local, and Bill Turner, chairman of the Celebration Committee which was largely responsible for the success of the affair.



Board backs Local 435 on promotion

When a junior employee was promoted to a secretarial position over the head of a senior employee with the required qualifications by the East Hartford (Conn.) Board of Education, Local 435 blew the whistle. After a hearing on the union complaint, the Connecticut Board of Arbitration & Mediation has sided with Local 435 and awarded the promotion to the senior employee.

The case hinged on whether the employer had violated its OPEIU contract which states that in bidding for a new or vacant position selection must

be made on the basis of necessary qualifications, past satisfactory performance and an interview.

The grievant was qualified in the required manual skills and also had seniority over all other applicants. While conceding her competence, the employer contended that she "did not interview" as well as the chosen applicant, emphasizing that the interview was the "deciding factor."

However, the union argued that the interview was at best of a cursory nature and was cit-

ed by the employer merely as a device to by-pass the grievant's seniority qualification.

The tri-partite Arbitration Board agreed with Local 435, ruling that too much weight was given to the interview which was "not the overwhelming and controlling factor." It found that the Board of Education "misapplied, misinterpreted and violated" its OPEIU contract provisions on promotions.

International Representative Justin F. Manning and Local 435 Chief Steward Marilyn MacDonald prepared and presented the grievant's case.

Coughlin to co-chair AAA subcommittee

OPEIU President Howard Coughlin and C. Jay Parkinson, chairman of the American Arbitration Association's executive committee and recently retired chairman of the board of Anaconda Company, have been named co-chairmen of a new AAA subcommittee for planning and development.

They will be assisted by 12 members of AAA's board of directors and all 25 chairmen of regional advisory councils in advising the association on future growth plans. The committee will work with AAA's public relations department and will be concerned with matters relating to funding, membership and spreading the use of the arbitral process. The committee will be expected to help guide the staff in long-range planning.

Bank unions overseas show what can be done

Although bank employees in North America are slow to unionize, this isn't true of their colleagues in other countries. They are highly unionized across Europe, Asia, Africa, Australia and Latin America. Bank salaries overseas are much higher—not lower—than wages of manual workers, and bank employees enjoy other fringe benefits unheard of in North American banks as a result of collective bargaining.

In Switzerland, for instance, bank employees will enjoy guaranteed retirement incomes of at least 60% of their annual earnings as a by-product of unionism, together with new Social Security regulations.

After getting a 6% cost-of-living allowance in December, 1970, they were in line for another 5-to-6% in January 1972. They also receive 13 months' salary per year, plus a family allowance, and from age 55 are entitled to five weeks' paid vacation each year.

In Nigeria, West Africa, unionized bank employees have just succeeded in setting up a joint negotiating council with the country's eight bank systems. The council's president is a delegate from the Nigerian Bankers' Association, and its vice president is a trade union official.

The council bargains collectively on all wage disputes, working hours, vacations, and fringe benefits. Since they unionized, Nigerian bank employees—like their Swiss colleagues—enjoy 13 month's salary per year. They have also increased vacations by 20% and, besides, won an annual vacation bonus. Their health-welfare program, financed by the employers, includes dental, optical and hospital treatment as well as surgical operations and prescription drugs.

The council reviews all dismissals in event of redundancy. Under their union contract, the bank employees already are en-

United Way signs memo defining role for labor

The United Way of America and AFL-CIO signed an important 20-point memorandum at Bal Harbour, Fla., defining organized labor's role in the activities of the nationwide community service fund-raising organization, which in turn agreed "to respect the right of its employees to join organizations of their own choosing for collective bargaining and grievance purposes."

United Way is made up of local United Givers, Community Chests and similar community fund-raising agencies. The OPEIU already has unionized and obtained contracts for some half-dozen UWA offices and is campaigning to organize others in various communities throughout the nation.

The pact opens the way also

Engelbert named to Council post

Local 11 Sec.-Treas. Walter A. Engelbert has been named by the Portland Maritime Trades Council as its representative on the executive board of the Multnomah County (Portland) Central Labor Council for 1972.

for formal collective bargaining on wages and working conditions for AFL-CIO community affairs representatives assigned to United Way, and provides for AFL-CIO representation among UWA officers as well as two seats on UWA's executive committee.

It calls for a Director of the UWA Labor Participation Department to be nominated by the AFL-CIO, and at least six AFL-CIO community affairs representatives—four to be assigned to regional UWA offices with more to be appointed as additional offices are developed.

The parties also agreed to work together to develop and train AFL-CIO community affairs representatives assigned to full-time work in regional, state and local United Way organizations and to orient all UWA staff members in labor policies and programs.

NLRB orders bank in California to reinstate and pay teller it fired

Sharon Louise Pincus, a teller discharged by the Ross Valley Savings & Loan Assn. in San Anselmo, Calif., because she acted as spokesman for bank co-workers in seeking to upgrade their wages, was ordered restored to her job with all lost pay, plus interest, by a National Labor Relations Board panel which upheld a San Fran-

cisco trial examiner's ruling.

Described as the bank's "best" teller by a supervisor, Mrs. Pincus was hired in April, 1969. After three months, she got an "automatic" raise. In April, 1970, she asked for another. Her supervisor recommended it but the bank turned it down because of the previous year's raise.

At the same time, Trial Examiner Herman Marx noted, Mrs. Pincus discussed their low wages with other bank employees and suggested that they, too, seek increases. When they indicated fear of dismissal, she said: "If you're too afraid and if I do it for myself I'll do it for you, too."

Marx found the record supported the conclusion that the bank used pretexts to justify the teller's dismissal; that she "wasn't very happy" with her job, had become a "disturbing influence," and was behaving in an "unfavorable manner."

The Trial Examiner concluded that the bank was primarily concerned with Mrs. Pincus's influence on other employees, although proof was lacking that they had authorized her to be

their spokesman in seeking a wage boost. He ruled:

"A conversation involving 'only a speaker and a listener' among employees is 'concerted activity' protected by Section 7 of the (Taft) Act, if it appears that the speaker's object is to induce 'group action' by employees for their mutual benefit.

"Fairly interpreted, (the teller's) proposal to other employees that they seek wage increases was a threshold activity aimed at securing the strength of numbers for the 'mutual aid' and benefit of those in the group. Thus, irrespective of the attitude of her listeners, her effort to secure their 'mutual aid' was protected by Section 7 from reprisal at the hands of her employer."

Marx proceeded to direct the savings and loan association to reinstate Mrs. Pincus with full compensation for lost wages.

If you move, send your old and new address, including zip code to:
J. Howard Hicks, Sec.-Treas.
1012-14th St., N.W.
Washington, D.C. 20005

New guidelines are issued for two job categories

Wage-Hour Administrator H. E. Menasco says new guidelines have been approved to aid in determining the exemption of paramedical and data processing employees from the hours and overtime provisions of the Fair Labor Standards Act. Announcing the revisions, Menasco comments

that hearings elicited testimony from employers which advocated exemption, while employee representatives opposed any change in existing regulations.

Although employers argued that computer programmers and systems analysts should be considered professionals, Menasco says it was discovered that "a college degree is not a requirement for entry into the data processing field, and that there is presently no licensing, certification or registration provided as a condition for employment in these occupations." The Wage-Hour Division chief concluded:

"To consider a period of technical training, on-the-job training, or years of experience as an alternative to a prolonged course of intellectual instruction and

study would seriously weaken the professional exemption by allowing employers to claim the exemption for various kinds of paraprofessional and subprofessional groups."

However, it was determined that since many systems analysts and high level programmers may qualify for FLSA exemption, new guidelines are necessary. Accordingly, the revised Wage-Hour regulations state in part that "in the data processing field an employee who directs day-to-day activities of a single group of programmers, and who performs the more complex and responsible jobs in program-

ming, will be considered to have management as his primary duty."

Testimony on possible exemption of paramedical employees indicated, Menasco says, that "many of these paramedical occupations now require a bachelor's degree," and "others require three years of college with an additional year of training in a specialized school or hospital."

Accordingly, the revised regulations state that paramedicals meeting all these requirements may be considered exempt from FLSA as professionals.

Court backs employers against retired workers

The U.S. Supreme Court in a 6-to-1 vote ruled that employers are not required to bargain with unions over benefits for retired employees. It turned down a union contention, upheld by the National Labor Relations Board, that retired workers remain employees as far as retirement benefits are concerned.

The NLRB in 1969 ruled that unions could insist that management negotiate benefits for retirees, but the U.S. Court of Appeals in Cincinnati overturned that ruling. The Supreme

Court upheld the appeals court.

The retirement benefits case grew out of a controversy between the Allied Chemical and Alkali Workers of America and the Pittsburgh Plate Glass Company.

Although the high court's decision directly affects only 190 retired employees at the company's plant in Barberton, Ohio, labor lawyers feel that the ruling indirectly affects millions of former union workers who are trying to live on pensions being eroded by increases in the cost of living.

Local 426 helps two students

Two \$100 scholarships were awarded recently by Local 426, of Bristol Township, Pa., to graduates of Woodrow Wilson High School in Levittown, Pa. Sec.-Treas. Joyce M. Long says they were made possible through sales of greeting cards.

The award-winning students are William L. Long, of Levittown, and Audrey Shaw, of Bristol, now taking a liberal arts course at Palm Beach Community College, Fla.

From the desk of the President

Canadian topics: surcharge, strikebreakers

The November issue of *White Collar* featured a letter from your President to the President of the United States expressing our concern with the effects of the 10% surcharge in Canada. We strongly urged the repeal of this surcharge against Canadian imports. We stated that this penalty was unfair to Canadian workers and served to undermine the excellent relationship which our two countries previously enjoyed.

The Executive Board of the Office & Professional Employees International Union, at its recent meeting, endorsed the action of your President and forwarded a similar communication to the President of the United States.

Canadian Labour Congress Secretary-Treasurer William Dodge, noting the reproduction of our letter to President Nixon in the newspaper, sent us a letter of commendation. Brother Dodge called our attention to the address of the fraternal delegate from the CLC to the recent AFL-CIO Convention. In his address, Brother L. H. Lorrain stated: "To recognize the full significance (of U.S. economic policy) it needs to be understood that Canada, more than any industrial nation in the world, is dependent on exports. Without exports a very large part of our secondary industries would die; and some 65 per cent of these exports come here to the United States. You are our best customer. May I also point out that *we are your best customer*. Canada buys from the United States almost as much as Japan, West Germany, Britain and France combined. Our economies are closely tied together and we are, of course, an important supplier (to the U.S.) of resources and raw materials."

Brother Dodge concluded his letter by stating: "Your

intervention in support of exemption for Canada is therefore both wise and timely."

Subsequently your President received a letter from Charles E. Walker, Acting Secretary of the Treasury, wherein he attempted to justify the position of the United States but ended by stating: "It is my hope that conditions can be swiftly established which will permit the U.S. to maintain a viable balance of payments position and that the surcharge can thus be removed at an early date."

Needless to say, we are indeed happy that the surcharge is now a thing of the past.

Your President has stated on numerous occasions in the United States and Canada that we represent employers in both countries who are not only intertwined in numerous cases, but also in their quest for profits have the same antipathy for unions. We have emphasized that what happens in Canada will generally happen in the United States and vice versa.

There is a strong anti-union movement in the United States supported by the National Right-to-Work Committee and numerous other anti-union forces. They are constantly advising employers on ways and means of defeating union attempts to organize and methods of ridding themselves of unions where collective bargaining exists.

Despite our knowledge of these anti-union forces, we were aghast recently to learn of a strike-breaking company called Canadian Driver Pool, Ltd. of Ontario. This company is in the business of breaking strikes and keeping strike-bound plants operating at 80% productivity. The company will provide picket-hating Doberman Pinschers, human strike breakers, sabotage secured

trucks, walkie talkies and other means of strike-breaking. This firm sends out letters to companies bargaining with unions advertising their skill at breaking strikes.

The Canadian Driver Pool, Ltd., which advertises its success in handling labor troubles of 48 firms, now has as its client the giant Redpath Sugar Refining Company, whose strike is now in its third month. Incidentally, C.D.P. expects to make \$250,000 by the end of the year.

The president of the C.D.P. was arrested in October for conspiring with a detective to bug the telephones of the International Chemical Workers Union which is on strike against the Toronto plant of the Redpath Sugar Refining Company. He pleaded "not guilty" to this felony and is out on bail awaiting trial. It was the first time in two years of strike-breaking that he or any of his employees has been charged with breaking the law. In the same period, however, this company brought 384 charges against strikers for allegedly interfering with C.D.P.'s right to break strikes.

This company, which glories in strike-breaking in an era of supposedly sophisticated labor-management relations, is the prime reason why the Ontario legislature will probably debate anti-strike-breaking legislation in its coming Winter session. While C.D.P.'s tactics, including the use of dogs against strikers, are new to Canada and possibly the United States, we can expect similar firms to crop up in both countries because of the tremendous profits involved. Strike-breaking should be illegal in both of our countries and only through the common determined efforts of the AFL-CIO and the CLC will it be outlawed.

Nixon veto—a blow to working mothers

The historic bill to establish a national system of child development programs and day care centers, vetoed by President Nixon, was one of the greatest accomplishments by Congress in this generation. Long advocated by the OPEIU and strongly supported by organized labor, religious and women's organizations, and other public interest groups, it would have authorized a multi-billion dollar federal program offering a full range of educational, health and nutritional services to children of working mothers.

Nixon's veto is "indefensible" and a "crass political action," AFL-CIO Sec.-Treas. Lane Kirkland said. "At the very time he is demanding that Congress pass a tax bill loaded with giveaways to the nation's giant cor-

porations, he is denying federal aid to the children of working mothers and the poor."

The President reiterated his assertion that his welfare proposals would adequately take care of poverty-level mothers who need a place to park their children while they work.

Kirkland retorted that the President's veto "has made it clear that he is not really interested in the child; his chief concern is with a cheap, baby-sitting operation for the children of welfare mothers and the working poor."

CLC hails international unionism

Shedding new light on the current debate in Canada on the merits of national versus international unions, a Canadian Labour Congress educational leaflet discloses that 70% of Canada's trade union members belong to international unions.

Explaining that the labour movement is a "flexible organization" made up of "local, regional, national and international unions," it says that the CLC, "a completely autonomous labour centre," coordinates the activities of "all these types of labour bodies."

As far as members' dues to international unions are concerned, the leaflet reveals that part of the revenue is retained locally and part goes to an in-

ternational's headquarters to finance services provided centrally from there. But the leaflet stresses that, "on the whole, Canadian members of international unions have been on the right side of the ledger," explaining that:

- Most international unions spend more in servicing their Canadian membership than they receive in dues from Canada.

- Nearly all international unions have separate bank accounts in Canada and invest surplus funds in Canadian government securities.

- The greater numerical strength of international unions has traditionally provided financial and other support in greater measure for most Canadian

Executive Board concludes

(Continued from page 1)

kosh Local 77 into Local 9, Milwaukee.

- Granted a special charter to a group of employees in Edmonton, Canada, previously a sub-group of Local 379.

- Moved to grant a separate charter to a Metropolitan Gas employee group in Montreal, conditioned on a number of factors involving legality of the unit and recognition.

- Suggested that all locals formulate leadership training programs in line with the Convention resolution and encouraged more participation by women members in the activities and, particularly, the election processes of AFL-CIO state, county, city and central bodies.

- Reiterated that OPEIU Educational Conferences continue

to be held on Thursday and Friday, but efforts will be made to accommodate Locals in a given Conference area where a majority favors different days.

- Urged Locals to attempt to bring all independent unions in their areas into the OPEIU fold by convincing them of the many advantages of affiliation with this union.

- Elected Vice President Ed Springman to head the OPEIU Historical Commission, replacing retired George Firth.

- Studied invitations for the 1974 OPEIU Convention and empowered the executive officers to make a survey of hotel rates and travel facilities for Toronto, Canada.

- Agreed to schedule the meeting of full-time OPEIU staff members in Chicago in April, unless "there's a compelling reason to hold it sooner," because of economic conditions.

- Commended President Coughlin and approved his action in sending a protest letter to President Nixon on the U.S. 10% surcharge applied to Canadian products and urging that it be lifted.

- Considered requests by OPEIU members in regional and sub-regional offices of United Auto Workers to transfer their membership to Local 42 in Detroit, which negotiates their Master Contract. Final action on the requests was deferred until assurances are received from the International President that "he is satisfied" that such UAW units can be properly represented by Local 42. The board permitted Canadian UAW units to retain their present status because of the differences in Canadian laws.

U.S. Price Index

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

1970	
November	118.6
December	119.1
1971	
January	119.2
February	119.4
March	119.8
April	120.2
May	120.8
June	121.6
July	121.8
August	122.2
September	122.4
October	122.6
November	122.6

Canadian Price Index

Dominion Bureau of Statistics

1970	
November	130.3
December	129.8
1971	
January	130.8
February	130.9
March	131.3
April	132.2
May	132.7
June	133.0
July	134.1
August	135.0
September	134.7
October	134.9
November	135.4