

1974 Convention—News and Pictures



WHITE COLLAR

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17

Coughlin Reports:

OPEIU Sets New All-Time Record



CONVENTION OPENS: President Howard Coughlin (right) calls Convention to order as it opens officially with singing of the U.S. and Canadian national anthems and invocation. Secretary-Treasurer Bill Lowe (left) stands next to clergyman. President Frances Mankowich of Miami Local 128 is at mike. Insert shows anthems singer.



GUEST SPEAKER: Former-Governor Nelson A. Rockefeller, of New York, outlines for delegates a highly optimistic outlook for the white collar union movement which, he said, is headed for vast growth in the years ahead. At left is Sec.-Treas. Bill Lowe with President Howard Coughlin (right). (See Page 2 for text of address).



CLOSING CEREMONY: Rev. Arden Webb, an ordained minister of the Church of Latter Day Saints and a member of Local 286, Bingham Canyon, Utah, says closing prayer as 1974 Convention adjourns.

Urges Each Local to Launch More Organizing Drives

Despite the business recession involving cutbacks in membership, a wage freeze and spiraling inflation, the OPEIU nevertheless showed an over-all increase of 6,086 members since its last Convention in 1971.

This was the encouraging message delivered by President Howard Coughlin's report to the 450 delegates from the U.S. and Canada attending the 13th Convention in Miami Beach, Fla. He disclosed that dues-paying membership was in excess of 86,000 at the close of the fiscal year—a new all-time record for the Union.

Ex-Governor Nelson A. Rockefeller of New York, a guest speaker, told the delegates why he felt the OPEIU faces a vast new period of growth in the years ahead, particularly among the millions of unorganized office women today working in increasing numbers. The full text of Rockefeller's address appears on Page 2.

Coughlin pointed out that Canada's OPEIU membership rose by 7% over the previous Convention total although the "organizational climate there had deteriorated somewhat because of the business slump, inflation, and competition from other unions."

Unable to predict the effects of the energy crisis and its resultant unemployment, and the possibility of a further business slowdown, Coughlin declared that "it is my personal opinion that these factors will generate more organization leads than ever before. We should be prepared to motivate our Local Unions to participate fully in programs to organize the unorganized," and do everything possible to utilize the combined talents of the International, its Representatives, and the officers and Business Representatives of all the Local Unions.

In planning for the future, he emphasized that "it is essential that we think in terms of bringing into our full-time ranks young, vigorous representatives—both male and female—for expanding our organizational

activities."

He urgently reminded all Local Unions of the need to fully protect female members in their collective bargaining agreements, declaring that they "are legally and morally responsible for contract clauses guaranteeing equal opportunity for promotions, equal protection under health-welfare plans, and the elimination of discriminatory clauses in pension plans."

"We must do everything possible to educate memberships as to the legal and moral responsibilities of our Local Union leadership with respect to the rights of our female members," Coughlin emphasized.

Advocates 32-Hour Week

He cited the advantages of the four-day, 32-hour work week, instead of the four-day, 40-hour week advocated by some nonunion employers, as providing improved production, higher worker morale, lower absenteeism and three consecutive days off, and urged this as a goal in new OPEIU contracts. He said the flexi work week also is gaining acceptance in North America and recently was negotiated by Local 27 in a new contract with American National Insurance Company in Galveston, Texas.

"The shorter work week or the flexi work week will become more and more popular in the immediate future," he added, and "can serve as an inducement in accelerating our organizational campaigns."

Describing how inflation is spiraling OPEIU's cost of doing business, Coughlin revealed that the printing bill for *White Collar* recently had been increased by \$800 per month on top of several increases in postal rates for mailing it. He said gasoline costs added \$15,000 to staff expenses in 1973, will probably be even higher this year, and again in 1975.

Stationery supplies already have increased by 16% and another boost is expected in July,

(Continued on page 8)



Canadian Units Get New Structure

A new self-contained OPEIU Region for Western Canada, entitled to elect its own Vice President and raising the total Regions in the U.S. and Canada from seven to eight, was approved by the Convention on the recommendation of the Executive Board which adopted seven proposals submitted to it in a report by the Canadian Special Committee on Structures.

The Convention ordered that the necessary changes be made in the OPEIU's International Constitution to implement the recommendations contained in the committee's report.

The new Western Canada Region VIII will comprise British Columbia, Alberta, Saskatchewan, Manitoba, Northwest Territories and the Yukon. The makeup of Region I, Eastern Canada remains as before.

Vice Presidents for the Canadian Regions will be elected by Canadian Convention delegates only, with Vice Presidents representing Regions in the United States elected by American Convention delegates only. Delegates from both countries



CANADIAN COMMITTEE: President Howard Coughlin meets with members of Canadian Committee on Structures. Next to him from left are: Canadian Vice President Romeo Corbeil, Fred Trotter, Local 378; Marc Boulard, Local 57; Marjorie Whitten, Local 131, and Emil Stencer, Local 81.

will elect the International President and International Secretary-Treasurer.

The Constitutional amendments provide for a Canadian Director to be appointed by the two Canadian Vice Presidents. As they direct, he shall be responsible for the coordination of OPEIU organizing, educational and servicing activities in Canada. He also shall have the authority to speak in behalf of all members of the International

Union in Canada on matters affecting the Canadian membership.

In addition, after consultation with the International President and in accordance with existing Constitutional provisions, he shall authorize strike action in Canada.

Another Constitutional change provides that a financial statement and balance sheet covering Canadian expenditures and revenues be made annually

which will include on a percentage basis OPEIU overhead costs. It also formalizes the present practice of banking Canadian OPEIU funds in Canada.

A new Article was adopted in the Constitution which fully "recognizes the right of the Local Unions within Canada to establish their own autonomous national union, if such is the desire of a majority of OPEIU members and a majority of Local Unions within Canada."

Leaders of the Canadian delegation said the new clause in the Constitution would be helpful in new organizing efforts, but assured the Convention there is no anti-U.S. sentiment in its position and no attempt would be made to separate from the International.

The Convention also approved two other recommendations of the Canadian committee which did not require Constitutional amendments. One was a proposal that the *White Collar*, presently published by the Eastern Canada Council, be furnished to all OPEIU Local Unions in Canada and mailed

to them in bulk, and that the International's *White Collar* continue to be mailed to Canadian members individually. This question will be reviewed later to decide a course of action for the future.

The Convention approved another recommendation that the International's officers "should make every effort to meet the language needs of Canadian French-speaking OPEIU members."

The makeup of OPEIU Regional Educational Conferences on the West Coast will undergo a change as a result of the Convention action which voted the New Western Canada Region.

Heretofore, the Canadian provinces of British Columbia, Saskatchewan, Alberta, and Manitoba were grouped with the states of Washington, Idaho, Montana, Wyoming and Alaska in the Northwestern Educational Conferences.

In future, the latter five states will be regrouped in the Western Educational Conference now comprising California, Colorado, Nevada, Utah, Arizona and Hawaii.

Candid Camera Lens Catches Delegate Moods





Delegates Registering at Hotel Deauville.



LABOR COLLEGE HEAD: Fred Hoehler, Executive Director of the AFL-CIO Labor Studies Center in Washington, D.C., addresses joint conference of American delegates only, on Sunday preceding the opening of the Convention. At right is Director of Organization Art Lewandowski who chaired the joint conference. Story on Page 2.



Howard Coughlin Addressing Canadian Conference.



Photos show delegates during working sessions at Convention



MOMENT OF SILENCE: Delegates in above photos are shown observing moment of silence with bowed heads in memory of our late Secretary-Treasurer, J. Howard Hicks and other OPEIU members who have passed away since the last Convention.



PAUL J. BURNSKY, (wearing glasses) President of the Metal Trades AFL-CIO Department, being escorted to the speaker's dais.



WILLIAM P. KELLY, assistant Deputy Minister of Industrial Relations of the Canada Department of Labour, (holding briefcase) is escorted to the dais.



THOMAS R. DONAHUE, Executive Assistant to AFL-CIO President George Meany being escorted to speaker's stand by Marilyn Abraham, of Local 459. They are preceded by Kathryn Nelson, of Local 268.



ALAN KISTLER, Director AFL-CIO Department of Organization and Field Services, shown with Carolyn Combs, Local 391, Chicago, being escorted to the dais.



WORKING STAFF: Members of Sec.-Treas. Bill Lowe's staff from Washington, D.C., ably assisted by members from Local 128, handled registration of delegates and other office chores connected with the convention.



MARIE McGRATH, secretary to President Howard Coughlin, stands beneath podium from which he is speaking.

Convention Resolutions:

Map Out Wide Program For Action

Acting on the recommendations submitted by the Executive Board, the Convention adopted the following resolutions related to finances, per capita taxes and contributions to the Convention and Strike Funds:

- Increased per capita tax to the International by 5¢ in 1974; 10¢ in 1975, and 10¢ in 1976, each annual increase effective on October 1 of the respective year.
- Increased payments to the Convention Fund by Local Unions to \$10 from \$5.
- Increased per capita tax to the Strike Fund by 2¢, from 23¢ to 25¢.
- Increased the Charter fee for new Local Unions to \$50 from \$25.
- Increased work-permit fees to the maximum per capita tax.
- Approved a Constitutional change allowing OPEIU Councils by a majority—instead of the previous two-thirds vote—to raise dues, per capita payments and assessments, thus bringing them into conformity with the rules now applying to Local Unions.
- Deleted any reference to the word "fine" from the International Constitution.
- Authorized the Executive Board in a Convention year to convene a general Educational Conference just prior to the Triennial Convention in lieu of Regional Educational Conferences in that year.
- Ordered new Constitutional language to provide for continuity of office in the event the position of International Secretary-Treasurer becomes vacant due to death, resignation or incapacity.

Bargaining & Organizing

- Urged all Local Unions to attempt to negotiate the four-day workweek into their present contracts and to take full OPEIU credit in all new organizing campaigns as pioneering this idea, emphasizing this Union has been in the forefront of the shorter workweek movement in the United States and Canada where more than 1,300 companies have since adopted a four-day workweek in some form.
- Endorsed also the concept of flexitime, or the flexible workweek, a system which permits employees to choose the times they start and finish work, provided they complete the total number of required hours in a given period—usually a month—as a major negotiating item, if the safeguards of overtime pay are preserved; flexitime also to be used as an effective organizing tool.
- Urged all Local Unions and bargaining units to negotiate employer contributions to provide legal aid services for members, now permitted under a recently

enacted amendment to the Taft-Hartley Act, as a fringe benefit to be gained in collective bargaining.

- Urged Local Unions to introduce programs for child-care centers controlled by the parents, through employer and community sponsorship, as an aid for members who are working mothers and fathers and require child-care assistance.
- Called upon all Local Unions to examine their contracts and negotiate maternity leave language to eliminate discrimination against women who become pregnant, and provide for them under state laws where applicable the same treatment as for any other disability with all the rights provided for job security and benefit continuity.
- Offered its full support and endorsement for the Coalition of Labor Union Women, the first national organization of union women established in Chicago in March, 1974, when more than 3,300 delegates met and founded the organization.
- Urged the International to encourage Local Unions to set up Affirmative Action Committees to prod employers working on government contracts to hire women for jobs not traditionally held by them, also upgrading and compensating them on a comparable basis with men, as well as providing ladders of achievement in what have been traditionally dead-end jobs.
- Called on International Union officers, Councils and Local Unions to seek banking services only from banks where employees are unionized to the exclusion of all others; to seek the support of State and city AFL-CIO Councils to the same end, and instructed "the International President to communicate the sense of this action to the AFL-CIO for dissemination to all its affiliates."

Targets for Political Action

- Urged Congress to enact legislation to strengthen the remedial powers of the National Labor Relations Board by (1) removing from the Act the so-called "free speech" provision permitting employers to pressure and intimidate their employees; (2) changing the "agency" rule so that anti-union ad hoc committees set up by employers can be held responsible for their acts; (3) that employees fired for union activity be reinstated immediately, and (4) that employees be made whole for losses sustained because of an employer's refusal to bargain in good faith.
- Called on all OPEIU delegates to contact their legislative representatives immediately to enlist their support for quick passage of House Bill 13678 which would bring hundreds of thousands of employees in non-profit hospitals under NLRA protection because

presently there are no state laws which grant them the right to bargain collectively.

- Expressed "deep concern" over the politicizing of the NLRB and called upon Congress to write into the LMRA greater restraints on the President to name anybody but a "labor neutral" to the Board. It demanded that Congress "refuse approval of the appointment of any future Board members who have served in management positions within the past five years."
- Urged Congress to consider as soon as possible remedial and more equitable legislation on postal rates for non-profit publications so they can continue servicing members with information not generally available through other media, thus "helping to promote the free flow of information, ideas and opinion."
- Urged delegates from states that have not yet ratified the Equal Rights Amendment, which "has become a symbol of commitment to equal opportunities and status for women," to pressure their state legislatures to act favorably on this Constitutional measure forthwith.
- Called upon Congress to enact meaningful changes in the Social Security Act.
- Called upon the OPEIU to seek to introduce, or support AFL-CIO sponsored legislation that will provide portability of pension benefits on a national level.
- Favored an independent Consumer Agency headed by a respected consumer advocate, and that Congress enact "class action" bills that will facilitate suits by consumer groups for recovery of overcharges.
- Called on Local Unions to participate actively in the struggle against anti-union legislation at State and local levels, and urged Congress to repeal Section 14(b) of the Taft-Hartley Act, requesting also the AFL-CIO to increase its efforts in opposition to "this unfair and anti-union Section of the Act."
- Urged that all OPEIU members contact their Senators and Representatives to enlist their support for passage of a National Health Insurance Bill this year that will be "fair and equitable to all concerned."
- Called upon Congress to enact tax reform legislation which will close loopholes for the wealthy, discontinue special privileges for corporations, eliminate tax exemption for interest income from state and local bonds, and end depletion allowances for corporations in the oil, gas and other mineral industries.
- Urged all Local Unions in the U.S. to support the OPEIU's Voice of the Electorate (VOTE) by raising contributions and working on the VOTE program with their respective memberships "to the end that our full-scale support of VOTE will lead to victory at the polls in 1974."

Delegates at 'Mikes' Give their Views to Convention



George Firth



John Hazel



Dena Valimont



Bill Cox



Cynthia McCaughan



Delila Boyer



Edith Whittington



Carolyn Combs



Alma Herring McNaspy



Bill Albers

Convention Committees Pose For Camera



RESOLUTIONS COMMITTEE: (Clockwise from head table at left): Charley Harris, Local 179; Lester Burns, Local 437; Jeanne Farmer, Local 119; Kathryn Nelson, Local 268; Barbara Nardella, Local 30; G. E. Pesbeau, Local 236; John Hazel, Local 2; Carolyn Stegall, Local 209; Sheila Baker, Local 153; John Kinnick, Chairman, Local 29; Frank Morton, Local 277; Joseph Fraone, Local 20; Carl Meisnest, Local 95; Alma H. McNaspy, Local 129; Phyllis Mitchell, Local 3; John Waldron, Local 205, and Robert Gordon, Local 4.



RULES COMMITTEE: (from left): Chairperson Gwen Newton, Local 30; William Wittal, Local 347; Jerrell Minyard, Local 330; Don Oksen, Local 8; John McCusker, Local 14; James Mahoney, Local 6; Lee Brasted, Local 500; Carrie Brown, Local 391; Jean Maddox, Local 29; Irene Christie, Local 42; Ralph Limmer, Local 210; Colleen Cole, Local 11; Ray Winklebleck, Local 106; Norman Sprague, Local 295; Robert Tra-week, Local 420; Gary C. Long, Local 430; Naomi Parsons, Local 443; Gil LaValley, Local 269; Carroll Formby, Local 411; Marilyn Abraham, Local 459; Martin Blumstein, Local 205, and Raymond Paoletti, Local 192.



LEGISLATIVE COMMITTEE: (Clockwise from center of table): John Kelly, Chairman, Local 153; Harold Bosarge, Local 66; Bill Adams, Local 311; Mary Gail Shaffer, Local 3; Patricia Kelly, Local 142; John Richards, Local 19; Reeder Carson, Local 52; Edith Withington, Local 29; Esther Clarke, Local 8; Ed Kubicki, Local 9; Marion Sachtjen, Local 39; Emmett Etheredge, Local 2. (Standing) Harry Van Eyck, Local 397; Catherine Lewis, Local 333; William Swanson, Local 15; Sandra Kanas, Local 336, and Lucille Davenport, Local 27.



OFFICIAL PUBLICATIONS COMMITTEE: (from left): Nancy Costleberry, Local 381; Emogene Walker, Local 153; Betty Bucy, Local 56; Thelma B. Everett, Local 383; Nancy Barela, Local 251; H. R. Markusen, Chairman, Local 12; Florence Sottolano, Local 142; John Liebe, Local 422; Edward Match, Local 17; Elenore Palyu, Local 10, and Edwin Staples, Local 61.



OFFICERS REPORTS COMMITTEE: (Clockwise from head table): Chairperson Carolyn Combs, Local 391; Edith Enstrom, Local 454; Carl Orsini, Local 106; Justin Manning, Local 329; Gerald Kalmas, Local 423; Ruth Miller, Local 20; Gaston Durand, Local 463; Sharon Kuba, Local 460; David Rennie, Local 151; Edward Fuhreck, Local 500; Phyllis Lackey, Local 182; Dean Betenss, Local 31; Jacques Lebouef, Local 57; Robert Junk, Local 375; Stan Luker, Local 221, and George Sheffield, Local 467.



PUBLICITY COMMITTEE: (left to right, front): Charles F. McNeel, Local 445; Barbara Wright, Local 393; Rena Puffenbarger, Local 334; Thomas O'Brien, Local 13; Edward Springman, Chairman, Local 14; Dick Moore, Public Relations Counsel; Jane Clement, Local 18; Allen Pulchinski, Local 263; Harry Keishian, Local 500; Marilyn MacDonald, Local 435; Margaret Crampton, Local 2, and William Roberts, Local 30.



ORGANIZATION COMMITTEE: (from left): Maxine Stephenson, Local 251; Thelma O'Dell, Local 10; John Brady, Local 205; Odie Stratton, Local 382; John McIntosh, Local 418; Emil Steck, Chairman, Local 212; Jay Porcaro Local 9; Robert Pierce, Local 388; Ronna Jones, Local 21; Peter Homitz, Local 33, and Jerry McCool, Local 3.



CONSTITUTION & LAWS COMMITTEE: (Clockwise from head table): Harry Lyons, Local 417; Joseph Finley, OPEIU Counsel; J. Oscar Bloodworth, co-Chairman, Local 46; Alec Bookman, Local 141; Arthur Lewandowski, Director of Organization; Cynthia McCaughan, Local 30; Ken Thaden, Local 12; Walter Engelbert, co-Chairman, Local 11; James Adams, Local 66; William Albers, Local 153; Marie Metcalf, Local 106; Ronald Tardo, Local 403; J. B. Moss, Local 277; Ronnie Jones, Local 277; Leo Bourgeois, Jr., Local 87; Marjorie Whitten, Local 131; Joyce Angel, Local 52; Mabel Holleran, Local 42; Wilbert Jansen, Local 385; William Cox, Local 28; Irene Summerfield, Local 17, and Manuel Paya, Local 413.

Election Results:

Incumbents Win; Pick 2 New VP's



TAKING OATHS OF OFFICE: Headed by Howard Coughlin as President, entire slate of outgoing officers was reelected for new three-year terms. Two new Vice Presidents were elected to fill vacancies on Executive Board.

Howard Coughlin was elected to his 10th consecutive term as President of the Office & Professional Employees International Union at the 13th Convention in Miami Beach, Fla.

Canadian-born William A. Lowe, who was appointed by

the Executive Board last year to fill the unexpired term of the late J. Howard Hicks as Secretary-Treasurer, was elected to his first full term in that post.

The convention elected two new Vice Presidents: Marie Metcalf, of New London, Conn., to succeed retiring Vice Presi-

dent Edward P. Springman, of Philadelphia, Pa., and Fred Trotter of Vancouver, B.C., Local 378, to fill the vacancy left by Canadian Vice President Ron Bone who resigned from the OPEIU earlier this year to accept a government post in British Columbia.

Vice Presidents Romeo Corbeil, John P. Cahill, John Kelly, Emil Steck, Oscar J. Bloodworth, Frank E. Morton, John Kinnick, Gwen Newton, Walter A. Engelbert, Harvey R. Markusen and Billy Adams were all reelected.

President Howard Coughlin

was opposed by Detroit Local 10 President Thelma O'Dell. He was reelected by a 727¹/₂ to 105¹/₂ vote. In Canada's new Region VIII Fred Trotter won by a vote of 98¹/₂ to 32¹/₂ over his opponent William Swanson, President-Business Mgr. of Local 15, also in Vancouver.

Coughlin Rooters Stage Pep Demonstration in Aisles



Coughlin Reports Record Growth

(Continued from page 1)

he noted. Mimeograph paper, used for organizing handbills, rose by 6.7% in one month and expenses for International Representatives away from home, as well as travel and hotel rates, have also soared while restaurant charges have more than doubled in the past year.

He cited the proposed legislation now before the Congress, designed to bring voluntary hospitals under the jurisdiction of the NLRB, as a golden opportunity for the OPEIU.

Chief Organizing Targets

"When this bill becomes law," he pointed out, "it will be imperative that we widen our organizational sights to include voluntary (non-profit) hospitals, as well as private hospitals, as organizational targets.

These hospitals employ tens of thousands of white collar workers who are properly the jurisdiction of the OPEIU."

Coughlin urged that organizational efforts should be intensified in the banking field, where the acceleration of technological change, as well as the traditionally low wage structures in banks make them solid organizational targets. However, he disclosed that as a result of OPEIU's initial organizing successes in this area other unions are now competing in the unionizing of bank employees.

He said health organizations and health insurance companies are also a rapidly growing industry where the need for organization and collective bargaining is most apparent, as well as educational institutions such as

colleges and universities. He continued: "Our Local Unions, working closely with the International Union, should do everything possible to take advantage of the organizational climate in these institutions and thereby increase our membership both locally and internationally."

To meet spiraling inflationary costs and at the same time to provide the means to accelerate OPEIU organizing at all levels, Coughlin appealed to the Convention to increase the per capita tax to the International. After all the pros and cons were duly debated, the delegates authorized an increase of 5¢ in the per capita tax this year, and 10¢ in each of the following two years, with a 2¢ per capita additional tax for the Strike Fund.

Ed Springman Named Vice President Emeritus

Edward P. Springman, of Philadelphia, Pa., who announced his retirement as an International Vice President, was honored at the Convention which adopted a resolution bestowing on him the title of Vice President Emeritus of the OPEIU.

The resolution cited his long association with the white-collar union movement as Local 12 President, Business Representative and International Vice President which has "brought great credit and esteem to our organization, uplifting the living standards and lifestyle of thousands of OPEIU members in the

Greater Philadelphia area."

Expressing deep appreciation for his lifetime of service "to our cause," the resolution declared that he has served "the labor movement, the world of music, and his community with honor, dedication, intelligence and bright good humor for all his adult life," adding:

"We view his retirement with a sense of personal loss that is lessened by the knowledge that he has earned a respite from life's daily tribulation and, knowing further, that he is only retiring from work—not from an involvement with life's challenges."

If you move, send your old and new address, including zip code to:

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