Coughlin Reports:

OPEIU Sets New All-Time Record

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 6,096 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 $8,000 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.

Coughlin further emphasized the need for OPEIU to make every possible to educate memberships as to the legal and moral responsibilities of their 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.
Rockefeller Sees: Dynamic Growth Ahead For OPEIU

Former Governor Nelson A. Rockefeller, of New York, listed many reasons why he feels the OPEIU will grow fast in the years ahead in an address to delegates at the 13th Convention in Miami Beach, Fla. The text of his address follows:

Three things stand out about this convention. First, it is another example of the working partnership between two great nations—the United States and Canada. Yours is genuinely an international brotherhood—and sizable.

Next, among the thousands of existing unions you represent one of the most sophisticated and indispensable work forces in North America. Without the specialized skills, the indispensable knowledge and the managerial abilities of your membership, the engines of finance, publishing, insurance, sales and virtually every other business sector would soon grind to a halt.

And finally there is your political potential. Howard Coughlin is first and foremost a labor leader—totally dedicated to the well-being of his membership. And, truth be told, he is a man of vision. Howard Coughlin has consistently strived for more than job rewards; he has worked for a better total society for your members in which to live and raise their families. And that is what raises labor leadership to labor statesmanship.

Notes Social Changes
In continuing the tradition of forward, progressive movement that characterizes this union, it is going to be necessary to understand the force of change which is shaping our lives as individuals and as a society. It might be instructive, for a moment, to look at some present trends in terms of what they mean for white collar workers and their employee organizations.

White collar jobs will continue to be the fastest-growing employment area. In 1972, white collar workers represented 48 percent of the labor force. By 1985 they are expected to constitute 53 percent of this force. And the fastest-growing part of this overall category will be professional and technical workers. They will grow from 14 percent of the labor force in 1972 to nearly 17 percent by 1985. Clerical workers will grow from 17.4 percent of the labor force in 1972 to 19.4 percent by 1985.

On the other hand, while white collar job opportunities grow, a growing number of aspirants—will be vying for them—as a result of the rising level of education. In 1972, persons between the ages of 21 and 30 had a median of 12.8 years of education. That includes about one year college.

Seeing Growth Automation
By 1980, the average applicant for a white collar job will have 15 years of education. And that means about three years of college. More education will therefore be vital as more routine clerical jobs are mechanized and more complex paper work systems demand skills of a higher order.

By 1985, the office environments itself may be quite different than it is today. Office machinery that we now find impressive may be surpassed by "office cores," that is central banks of equipment interacting simultaneously with other machinery under supervision of specially-trained office workers.

In a union where 70 percent of your members are women, it is also interesting to note that the proportion of women in the work force will continue to grow. In 1970, 42.8 percent of all women over 16 were employed or seeking work. By 1985 that number is expected to be 46 percent. Women as a share of the total work force were 36.7 percent in 1970. By 1985 they are expected to be 38.7 percent of all workers.

This may seem a small percentage rise, but it represents literally millions of women.

Future of Union
All of these projections have direct bearing on the future of this union. But the important point is to look not only at those factors that have an obvious impact on the office worker but on those that have a related impact.

The salary, the hours, the fringe benefits, the job opportunities and working conditions of the office worker of tomorrow will be shaped by what happens in electronics; what happens in architecture; what happens in communications technology; and what happens in mass transportation—which may decide whether tomorrow's office is in the city or suburb.

The women's movement—the rightful demand for greater opportunity and equal pay for equal work for women—is also bound to have an enormous impact on the future actions of your union.

U.S. Price Index

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Mike Goodwin Wins 5th Douglas Award

The fifth annual Douglas Award for bringing the greatest number of new members into OPEIU ranks was won by Local 153 Business Representative Mike Goodwin who was presented with a plaque at the 13th Convention at Miami Beach, Fla.

The Memorial Award which also includes a $500 prize for the winner was set up in memory of the late Henderson B. Douglas, first OPEIU Director of Organization. The winner was chosen on the basis of results of new successful organizing campaigns conducted during the 1973 year.

Experts Discuss Problems Facing Unions Today

Fred Hoehler, Executive Director of the AFL-CIO Labor Studies Center, Washington, D.C., was the featured speaker at the Joint Educational Conference for all U.S. delegates held on Sunday prior to the Convention opening.

Art Lewandowski, OPEIU Director of Organization, was chairman of the conference. Other speakers were Secretary-Treasurer Bill Joe Finley, OPEIU General Counsel, and Dick Moore, OPEIU Consultant on Public Relations.

Hoehler discussed the various short-term educational programs offered at the Center for trade union officials and members, and described in detail the four-year college course now being offered which leads to a degree in labor and industrial relations.

Lowe discussed Health Maintenance Organizations and explained how these can be utilized to improve health-welfare coverage in union contracts. He also pointed out that HMOs should be considered by Local Unions as prime targets for new organizing.

Councillor Finley analyzed in great detail the latest court decisions affecting organized labor, and recent National Labor Relations Board rulings as they affect every union member, particularly those in the white collar union movement. He expressed dismay at a recent ad-
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, North-West 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 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 an addition 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. Henceforth, 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, Oregon, Nevada, Utah, Arizona and Hawaii.
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, one Sunday preceding the opening of the Convention. All rights to Director of Organization Art Leonowenski who chaired the joint conference. Story on Page 2.

Paul J. Burnskey, (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 dais by Marilyn Abraham, of Local 455. They are preceded by Kathryn Nelson, of Local 246.

Alan Kistler, Director AFL-CIO Department of Organization and Field Services, shown with Carolyn Combs, Local 291, Chicago, being escorted to the dais.

Marie MacAtty, 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 5c in 1974, 10c in 1975, and 10c 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 5c.
- Increased per capita tax to the Strike Fund by 2c, from 23c to 25c.
- Increased the Charter fee for new Local Unions to 150 from 52c.
- Increased work-permit fees to the maximum per capita tax.
- Approved a Constitutional change allowing OPEIU Councils to adopt and administer a Contractual Fund as a means of increasing the per capita tax.
- Urged delegates to make the new per capita tax effective immediately.

Bargaining & Organizing

- Urged all Local Unions to attempt to negotiate the four-day workweek in 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 one 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 employers 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 NLRA and called upon Congress to write into the LMR-A 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 Valimoot

Bill Cox

Cynthia McCaughan

Dolla Boyer

Edith Whithington

Carolyn Comb

Alma Harring McNep

Bill Albers
Election Results:
Incumbents Win; Pick 2 New VP's

OPEIU-1974 CONVENTION

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 President Edward P. Springman, of Philadelphia, Pa., and Fred Trotter of Vancouver, B.C., 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 Corbell, John P. Cahill, John Kelly, Emil Steck, Oscar J. Bloodsworth, Frank E. Morton, John Kinnick, Gwen Newton, Walter A. Engelbert, Harvey R. Markussen 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 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 unitizing 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 1¢ in each of the following two years, with 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."