



WHITE COLLAR

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

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3 New Medical Units Organized by OPEIU

Three more medical service units in California, Michigan and Pennsylvania have been successfully organized, according to latest reports from the field.

Detroit Local 417 President Henry Lyons reports that a unit of 57 business office clerical employees voted for OPEIU representation in a National Labor Relations Board election by a 2-to-1 margin at Bi-County Osteopathic Hospital. It's the third osteopathic institution to be successfully organized in the Detroit area by Local 417.

Previously, the Detroit Local had won a 120-member unit at the Detroit Osteopathic Hospital and another 50-member unit at Riverside Hospital, also in Detroit. International Representative Jerry Schmit assisted Local 417 in the latest organizing campaign.

Local 443 Business Representative Naomi Parsons reports organizing the first medical clinic in San Diego, Cal. In an election at Western Medical Group, a 30-member unit of nurses, medical technicians and receptionists voted by a 2-to-1 margin for OPEIU representation.

In Pittsburgh, Pa., International Representative Jay Porcaro reports that Local 33 won a unanimous vote among a unit of 30 clerical employees at Vision Service, Inc.

17.5% Pay Hike Won at D.C. Bank Local 2 Signs 2-Year Pact for 600 at National

A 17½% pay increase across-the-board was gained by Local 2 in a new two-year contract renegotiated for its 600-member unit of tellers, clerks and other nonsupervisory employees at the National Bank of Washington, D.C., Business Manager John P. Cahill reports.

He says it's the first multi-year contract negotiated by the two parties covering employees

at the bank's main office and 23 branches. It calls for a 9½% pay boost in the first year, ranging from \$8.55 to \$35.05 a week depending on the employee's classification. The second year increase will be 8%.

Employees returning from leave of absence shall be reinstated in the same position held when they went on leave or a

position in the same grade for which they are qualified.

Other changes in the contract include an improvement in vision care, the bank agreeing to provide full coverage of the cost of necessary lenses. Provisions in the previous contract were clarified on union activity, promotions, discipline and discharge, vacations and sick leave.

The new agreement runs to March 31, 1978.

25% Wage Gain Won at Brewery Local 9 Scores Big in 3-Year Pact With Miller

Across-the-board wage boosts totaling 25% over three years, a new dental plan, substantial increases in health insurance benefits, an improved vacation program, and other fringe benefit gains feature a new contract renegotiated by Local 9 for its office unit at Miller Brewing Company in Milwaukee, Wis.

Business Manager Edward J. Kubicki says the new pact calls for a 10% wage boost effective last March 1, another 8% scheduled for February 27, 1977, and a further 7% to become effective on February 26, 1978.

He explains that the office salary plan has seven regular steps in all grades and an eighth, or superior maximum, in all but the five lowest grades with a range of about 5% between each step. He notes that approximately 75% of the office employees are eligible for move-

ment within the salary grades.

As a result, he points out, it's possible that "some will receive a 47% increase in salary over the life of the contract when the general increases are combined with progression step raises."

Life insurance per unit member was increased by \$1,000 each year, bringing coverage to \$15,000 in the third year. Blue Cross/Blue Shield benefits were increased by 50% over the preferred plan (were 30%), and a preferred dental plan added. Both became effective in the first year. Major medical benefits were increased by \$5,000 per individual in each of the first two years, bringing total coverage to \$30,000.

A vision care plan will become available to the office employees in the third year, provided that this is also negotiated

successfully by the production workers.

The vacation program was liberalized to allow employees the option of taking a fifth week of vacation after 15 years if company business permits. Previously, employees received pay for the fifth and sixth weeks in lieu of actual vacation time.

Assisting Kubicki, who headed the negotiating team, were Local 9 Business Representative Stanton Luker, and a committee comprising Chief Steward Rory Schultz, Lee Roy Krupinski, Mary Busalacchi, Gary Adler, Arline Belter and Richard Paulin.

Unions ARE Needed

Coughlin's column on Page 4 tells why. Citing cruel exploitation of J. P. Stevens employees, he says the only solution is genuine government-enforced collective bargaining.

Coughlin In Chicago:

SETS 100,000 TARGET AS MID-1977 GOAL OPEIU Staff Urged to Step Up Organizing; Offers Blueprint for New Growth

President Howard Coughlin urged 80 International and Local full-time staff representatives meeting in Chicago to accelerate their organizing activities so that the OPEIU can meet its minimum goal of 100,000 members by early 1977.

He told staffers from the U.S., Canada and Puerto Rico to list as this year's organizing targets school boards, universities and colleges, health organizations and hospitals, and particularly nursing homes, adding: "There

are no more vulnerable people than nursing home employees; they are underpaid and overworked."

The need for creating OPEIU regional councils to strengthen Local Unions was discussed by Romeo Corbeil and Gilles Beauregard from Canada, where 62 of the '69 Locals are included in such councils. They said these were developed to provide better service and greater bargaining strength for the dispersed Canadian Locals and gained more visibility also for the OPEIU.

Director of Organization Art Lewandowski said U.S. Locals should adopt this idea, citing as examples the Tennessee Valley Authority and Chicago Councils. Thus, Local Unions would be able to hire their own representatives who would as-

sist their organizing efforts, he declared, adding:

"Our whole motivation is to organize the unorganized, and this idea will help our organizing effort. If we are to grow, we have to think about forming councils. This could be the wave of the future for us. It's nothing to be afraid of and it's not an invasion of your Local's rights, so spend your money on it."

He also urged the Representatives to try to induce independent unions to affiliate with the OPEIU because these unions "don't have the bargaining strength to deal with big companies; they're just getting what the companies feed them." He noted that it would be easier for OPEIU to bring about mergers of these independents rather
(Continued on page 3)

CLC Quits Councils Over Wage Freeze

Stepping up its campaign against wage controls in Canada, the Canadian Labour Congress has withdrawn from two major areas of cooperation with the federal government.

Its Executive Council voted to pull its representatives off two advisory bodies—the Economic Council of Canada which advises the government on economic policy, and the Canada Labour Relations Council on

which labour, business and government leaders seek long-term solutions to labour-management relations.

CLC President Joseph Morris said its participation on the Canada Labour Relations Council was no longer relevant because of limitations placed on collective bargaining by the anti-inflation program. He said participation on the Economic Council of Canada had become an "embarrassment."

Medicare Now Covers Chronic Kidney Cases

A little known 1972 amendment in the law provides Medicare protection for people under age 65 with permanent kidney failure, says a news release from the Department of Health, Education & Welfare. It notes that 23,000 individuals across the nation with this condition are now receiving life-saving services under Medicare.

Declaring that there may still be some with this condition unaware of Medicare protection, perhaps even "members of your Union or members or their families," HEW asks OPEIU "cooperation in helping us to reach them."

It has prepared a pamphlet entitled: Medicare for People Under 65 with Permanent Kidney Failure for distribution to the general public. Local Union officials can obtain 100 copies or less by contacting their nearest Social Security office.

WHITE COLLAR

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

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Trends in U.S. Bargaining

Negotiated wage adjustments in the first year of major contracts in the private sector averaged 9.8% in 1974 and 10.2% in 1975. Contracts with cost-of-living clauses netted an average 12.3% in their first year in 1975. Those without cost-of-living clauses averaged 9.1%.

These trends in collective bargaining are noted in an article in the *American Federationist*, reviewing AFL-CIO contract settlements last year. It adds that "during 1976 negotiations, unions of all sizes will continue to secure improvements on the bargaining gains reported in 1975."

Unions, said the AFL-CIO publication, also continued the long-standing battle against fixed caps or ceilings on combined pension and social security benefits, while vesting, which gives workers the right to their accumulated pension benefits even if they leave the company before retirement age, remained a factor in 1975 bargaining. Some unions obtained an even lower vesting period than 10 years.

Major medical coverage jumped in leaps and bounds over previous years' coverage, with benefit highs ranging from \$100,000 to \$1-million. There also was an increase in sickness and accident benefits (AD&D). Maternity benefits were expanded in 1975 by using sick leave to cover maternity absence.

The concern with job security and income maintenance provisions was reflected in severance pay clauses, supplemental unemployment benefits (SUB) insurance benefits being paid for laid-off workers, and retraining programs.

A shorter workweek, longer vacations for fewer years of service and additional holidays were found throughout last year's contracts. The trend also continued toward vacation bonuses, plant shutdowns between Christmas and New Year's, and "personal choice" holidays.

The Ford Administration, says the article, is currently projecting a 6.3% increase in prices in 1976; 6% in 1977, and 5.9% in 1978. But since Administration economists have been overly optimistic in past forecasts, the actual rise in living costs may be somewhat higher.

All OPEIU contract negotiators should keep these factors in mind this year.

Situation in Canada

Because of wage controls in Canada, free collective bargaining has been "placed in a deep freeze" and discussion of fringe benefits desired by employees has been made "irrelevant in many ways," according to Canadian Labour Congress Executive Vice President Shirley Carr.

Speaking in Montreal, she predicted that unions will negotiate the suspension of cost-of-living (COLA) adjustment clauses during the control period and load the front end of contracts in order to get the full benefit of negotiated increases.

The CLC officer said the Congress is advising its affiliates to bargain in excess of the guidelines on all issues and to have the negotiated terms of settlement remain a part of the collective agreement even though it is rolled back by the Anti-Inflation Board or the Administration.

"When the guidelines are ended or relaxed, then the full negotiated settlement must be honored," she pointed out.

Although fringe benefit bargaining is in a state of suspension under the Canadian controls, she outlined a number of issues to look for in future collective bargaining, the negotiation of flexible hours of work; flexible retirement; financial and income-tax preparation; prepaid personal legal service; fully-paid maternity leave; universal day care; total time-off packages where the entire "non-productive" hours would be lumped together in continuous leave.

This would include such items as vacation and statutory holidays, or *lieu* days; recreational and physical fitness clauses, educational leave—upgrading and adult education; and clauses that say that employees who have been suspended, penalized or the like, are innocent until proven guilty and that they shall remain on the job until completion of justification through the grievance procedure.

The CLC officer also emphasized that a matter of continuing importance at the bargaining table will be union participation in decision-making or questions of company policy regarding recruitment, dismissal and lay-offs.

The Canadian labour movement, obviously, is planning for far more liberal union contracts when the wage-freeze ends.

Arbiter Rules Against Blue Shield

Upholds Local 8 in Job Dispute in Seattle

Arbiter Philip K. Kienast ruled that King County Medical Blue Shield has "acted in an arbitrary and unreasonable fashion" when it turned down a Seattle Local 8 member's application for the job of press operator and hired an outsider with less experience.

He ordered that the applicant, Mrs. Carolyn Cooper, a black woman, be given the job and made whole in back salary, plus 6% interest, from November 17, 1975, to the time she filled the Grade 5 post on April 1, 1976.

After the outsider was hired, Local 8 Business Representative Don E. Olson, Jr., filed a grievance in behalf of Mrs. Cooper

charging that the employer had violated its OPEIU contract, particularly the clauses on seniority and non-discrimination.

The grievant had been employed by Blue Shield since July 1973, first as a clerk and more recently as a claims investigator, Grade 3. Prior to her Blue Shield employment, she had worked as a press operator for five years at the University of Washington and Pacific Northwest Bell.

The employer contended that the job was denied because of her "excessive absenteeism in the previous year." Mrs. Cooper explained that this was due to pregnancy complications and the fact that she had also to

take time off for dental extractions and other medical tests related to her pregnancy.

The employer also argued that there was no discrimination because of race or sex, and that the outsider was hired solely on the basis of "ability and reliability."

However, the arbiter declared in his decision that the evidence showed that the man hired as press operator had "performed unsatisfactorily" in his first job with another company in 1975, other than that he had "less than one year's experience of presumably satisfactory part-time employment as a press operator while working for an Associate of Arts degree."

Russell Stover Candies Boycotted by Unions

A nationwide boycott against Russell Stover Candies, Inc., endorsed by the AFL-CIO Executive Council, has been launched by the Bakery & Confectionery Workers' International Union because of this company's 10-year pattern of anti-union activities at its Lincoln, Neb. and Montrose, Col., plants.

In a letter to President Coughlin requesting support of OPEIU members in the boycott, President Daniel E. Conway of the Bakery Workers, adds:

"If any of your Local affiliates can assist us with the picketing, we would be very appreciative of this kind of help since we have thousands of outlets that sell Russell Stover candies."

The company's products are sold in stores franchised by it, as well as in retail outlets owned directly by the company. In addition, it also sells its products through thousands of drug stores and in many department stores throughout the continental United States, exclusive of Alaska.



Union officials at the Union Industries Show in Houston, Texas, leaflet passers-by in front of a Stover candy store.

Church Office Unit Wins \$3,000 Pay Hike

Pay gains totaling more than \$3,000 per individual over three years, plus a cost-of-living allowance in addition to a new major medical plan and pension benefit improvements, were gained by Portland Local 11 for its bargaining unit of office employees at the Roman Catholic Archdiocese of Portland in Oregon.

Local 11 Sec.-Treas. Stuart Crosby reports that the new agreement calls for across-the-board pay boosts of 28¢ an hour in the first year; 21¢ in

the second and 22¢ in the third. Any increase in the CPI for all cities will be reflected by a pay increase equal to the amount above 6.5% in each of the three years.

The employer agreed to add to the current medical coverage a major medical supplement in the amount of at least \$25,000, and to increase contributions to the pension plan to 20¢ an hour per individual. Business Representative Johnnie Ruth Storer negotiated the agreement which runs to January, 1979.

CLUW Leader Dies in Detroit

CLUW members across the nation are mourning the death of Myra Wolfgang, a founder of the Coalition of Labor Union Women, who declared to 3,000 union women at its founding conference in Chicago, March 1974, that: "We didn't come here to swap recipes."

A delegate to the AFL-CIO's San Francisco convention last October, she addressed the huge gathering of union officials to urge amendments to the organization's constitution which resulted in increased staff to coordinate women's activities.

A Vice President of the Hotel & Restaurant Employees & Bartenders International Union, she was also Secretary-Treasurer of its Detroit Local 24. She was keenly aware that opportunities for women in the labor movement have to be expanded and that they must assume more responsible roles.

Women Draft Bill of Rights

The establishment of a Women's Department within the Canadian Labour Congress was among the recommendations of the first Conference of Women Trade Unionists held in Ottawa.

The two-day conference urged that unions give priority to the elimination of wage differentials and discrimination against women in seniority, fringe benefits and job evaluation, as well as negotiating for 24-hour childcare services.

The 400 women unionists who attended also recommended that the CLC-sponsored meeting become an annual event.

These recommendations, along with a draft statement of equality of opportunity for women workers, will be presented to the CLC's Executive Council at the Congress's upcoming biennial Convention this month.

OPEIU Staff Members in Chicago Pose for Picture



Sets 100,000 Target As Mid-1977 Goal

(Continued from page 1)

than to compete with them, because such mergers would be mutually advantageous.

Discussing organizing techniques, International Representative Jay Porcaro said leafletting is highly important when properly handled. He said every leaflet should be timely, contain only one major issue, should not only indicate the problem, but also present a solution as well.

He said organizers should use leaflets "to stay on the offensive," should avoid responding to employer charges, and should be "succinct, clear and timely," adding: "The best way to deal with resistance is to anticipate

it, and proper leafletting can benefit a campaign immeasurably."

Coughlin said future OPEIU organizing literature should be geared to employees who have been victims of sex and age "discrimination," particularly those denied benefits under the new Employee Retirement Income Security Act.

He indicated that 5,000 employers terminated their pension plans because "they didn't want to participate in ERISA." He said OPEIU plans to make them "targets" of future organizing drives, stressing that the companies have exploited their employees by denying them pension benefits.

Urges Closer Contact With Membership

The need for greater communication between OPEIU leadership and membership was discussed by President Coughlin, noting that several Locals have difficulty getting members to attend meetings because of fear of crime. He suggested that Locals change their constitutions to provide for more shop meetings and fewer membership meetings.

He also suggested that full-time representatives make more visits to union shops than in the past, pointing out that the trade union movement was founded on the basis of more contact with the members.

He indicated that shop stewards very often are the only union representatives employees see, and union leaders depend on shop stewards more than on using their own ideas. As a result, he said, the International often is forced to move in and save a Local Union because "the Local leaders have not been doing their job properly."

He urged Locals to develop better internal structures, saying that a better structure would eliminate most of OPEIU's problems. "We must have a close liaison between leadership and membership," he asserted.

Changing Labor Law Puts Onus on Unions

OPEIU General Counsel Joe Finley reviewed new trends in labor law. He said that in the past, most of his time was spent in appearances before the NLRB but the emphasis now in labor law is on arbitration, Board policy stating that disputes involving labor contracts with arbitration clauses be resolved by arbitration and not by the Board.

Discussing the "duty of fair representation," he cited several

recent NLRB and federal court decisions holding that the union, as well as the employer, may be held liable for damages to a grievant if the union does not thoroughly investigate the grievant's case, or does not adequately defend him.

He pointed out that this doctrine has become "an overpowering force in union matters," and every union must now be aware of the issues involved in

Flexitime Hailed at Senate Hearing Solons Told "Nobody Loses, Everybody Wins"

this doctrine to avoid liability.

He referred to this as another example of "consumerism in the law," and said unions can avoid liability under this doctrine by providing closer contact between union representatives and employees. What is important, he stressed, is that the union "must act reasonably and in good faith at all times; must not process grievances in a perfunctory fashion" or it will leave itself open to liability.

The representatives saw a film entitled: "The Truth of the Matter," distributed by The Bureau of National Affairs, Inc., dealing with the preparation of witnesses for testifying credibly at arbitration hearings. It was announced that the Interna-

tional plans to purchase the film and distribute it for showing to Local Unions free of charge, except for postage.

International Representative Justin F. Manning then discussed the manner of testifying at arbitration hearings. He said a witness should be prepared at least 60 minutes for every ten minutes of cross examination on the witness stand. He added that preparing for arbitration is very much like preparing for a speech or organizing employees.

"If we can persuade people to sign a union designation card, we can persuade an arbitrator to decide in our favor," he declared.

Flexible work hours get an enthusiastic review from three companies in hearings by a Senate committee studying changing patterns of work.

Northwestern Mutual Life Insurance of Milwaukee, whose employees are represented by OPEIU Local 500, claims "nobody loses, everybody wins," in its 2½-year experiment with variable working hours agreed on in its last contract negotiations which specified that employees can show up between 7 a.m. and 9 a.m. and must work 7½ hours.

"Half of our people are at work before 7:30 a.m.," a Northwestern official told the committee, adding that the plan makes recruiting easier, reduces traffic congestion and improves service.

A Control Data official said 77% of its 25,000 employees are taking advantage of flexible hours. He said the plan "positively influences the employee's quality of life without any loss in productivity."

A Nestle Company official said there has been a "significant decrease in absenteeism in the past two years under its flexible hours program."

But a General Accounting Office study reports that federal overtime laws, tied to the eight-hour day, keep some companies from further innovation in work scheduling.

Fund to Fight Foes of Unions

The United Labor Committee of Missouri (ULC) is asking every Local Union to assess itself 1¢ per member per month toward a fund to combat "the growing number of anti-union, anti-working people" in that state.

Discuss New Ways to Cut Long Strikes

Coughlin reported that OPEIU's Strike Benefit Fund provided \$1 million in benefits in 1975-76 because of several major strikes. He said the fund now is somewhat depleted and some benefits to striking members had to be curtailed but "will resume when the fund reaches \$200,000."

He urged Local Unions to develop alternatives to prolonged strikes. He suggested "hit-and-run" strikes, in which employees strike one day and work the next. He said this "is possible in organizations dealing with the public, such as banks," adding that picketing before and after work and during lunch, while working office hours "may be a good substitute for the strike." He noted this would be embarrassing to employers.

He also suggested that Local

Unions should use the American Arbitration Association's expedited procedure wherever possible, or else "the company can arbitrate you out of business." This procedure is less expensive, where the employer agrees, because it dispenses with transcripts and briefs, and the arbiter can decide the dispute without writing an opinion, he said.

Strike preparation and strategy were discussed by Regional Director Bill Adams who urged staff representatives to get "more involved in strikes to ensure their success," by stopping people from crossing the picket line.

Adams noted that a strike requires much strategy and planning, and "you have to make sure it's the way to bring the employer to terms."

Low Stresses Need to Push VOTE Drive

OPEIU Sec.-Treas. William A. Lowe described the VOTE program in 1975 as "anything but a success," disclosing that funds collected by the Voice of the Electorate were disap-

pointing and not up to expectations.

Noting that 1976 is an important election year, Lowe stressed the importance of raising funds through VOTE this

year to help elect pro-labor candidates to Congress. This could insure passage of several key labor-endorsed programs, such as the jobs bill, and abolition of Sec. 14(b) of the Taft-Hartley Act which allows states to outlaw closed shops.

During this year's drive, all OPEIU members in the U.S. are being urged to contribute at least \$2 each to the VOTE fund-raising drive.



from the desk
of the
PRESIDENT

Why Unions Are Needed!

Those who feel that unions are not needed because companies no longer exploit workers would be jolted out of their complacency after reading employee protests to stockholders of the J. P. Stevens Company at their recent annual meeting in midtown New York.

The company, which has flagrantly violated the law time and time again, has been found guilty of unfair labor practices in 15 separate cases in the past 13 years. National Labor Relations Board rulings against the company have been upheld 11 times in the higher courts, including three times in the U.S. Supreme Court.

Just a few days before the annual stockholders' meeting the NLRB urged the U.S. Court of Appeals to find Stevens in contempt for ignoring previous court orders to stop intimidating and coercing its workers. These cases arose from the organizing efforts of the Textile Workers of America at the Stevens plants in Wallace, North Carolina.

Amazing Stories of Discrimination

Those who think that Stevens only discriminated against union workers would be amazed at some of the stories brought to the attention of the stockholders. One plant worker who spoke was Mildred Whitely. She worked for the company for 26 years and had opposed the union. She was fired last year after undergoing major surgery which left her unable to perform her former heavy work. The company claimed it had no lighter work for her and fired her when she was a few hours late in filing a request for an extension of sick leave. She received a lump-sum retirement benefit of \$1,360 and nothing else after 26 years on the job.

Among other former workers who spoke at the stockholders' meeting was Thomas Malone employed by Stevens for 37 years, with the exception of the time he spent in World War II. Hampered by breathing difficulties which were probably caused by long service in inadequately ventilated fabric mills, Malone was forced to retire in 1973. He received as his total retirement benefit one lump-sum payment of \$1,310 and a plaque thanking him for dedicated service. The Textile Workers' Union has moved to get Malone additional compensation because his brown lung disease was probably company service-connected.

Managements Tactics Exposed

Two formal proposals presented to the stockholders called for a study of the costs of Stevens' long dispute with the union and a separate study of inequities suffered by plant employees. Prior to the meeting, the company had mailed a notice to all stockholders condemning these proposals as, "inflammatory" and requested a "no" vote. Despite management's request, holders of more than 800,000 shares of stock in the Stevens Company supported the proposals. For the first time in the history of the company, its labor relations was on the agenda of a stockholders' meeting and it was possible to get some enlightened discussion of management tactics.

We have always held that the penalties of the National Labor Relations Act are inadequate. Here we have a case of obvious exploitation of workers and numerous illegal acts on the part of J. P. Stevens management. Still this company, which has been forced to pay awards to workers of more than \$1.3 million for unjust firings and other abuses, is allowed to continue its anti-union campaign. Only last year, Stevens made a \$50,000 out-of-court settlement to avoid a court trial on union charges of wire-tapping and other spying activities against the union and company employees.

Government Must Solve Problem

Collective bargaining with this type of management can never be achieved in the face of such illegal acts. While the AFL-CIO is preparing to launch an economic boycott against the J. P. Stevens Company, such action should not be necessary because of its obvious law-breaking record. If the government cannot find ways of sufficiently penalizing a company which has had numerous contempt citations handed down against it for ignoring court orders and continued violations of federal labor laws, how can solutions be found for the complex labor-management problems of our economy?

It's obvious, therefore, that workers still need unions to bargain collectively with employers like the J. P. Stevens Company and others which show little or no concern whatsoever with the lives or well-being of their workers.

**Labor Offers Remedies for NLRB
Asks Congress for More Teeth in Labor Law**

The National Labor Relations Act is being frustrated by procedural delays that serve employer interests, union witnesses testified at a House hearing in Washington, D.C., on proposals by organized labor for Congressional action to remedy shortcomings in the law and its administration.

Other union leaders are scheduled to testify later in the hearings being held by a House Subcommittee on Labor-Management Relations, headed by Rep. Frank Thompson, Jr., (D-N.J.).

Among remedies urged on Congress are amendments to the NLRA which would:

- Impose severe penalties on employers for violations, including heavy fines and jail to make it no longer profitable for them to thumb their noses at the law.
- Disqualify employers who deliberately violate the act from receiving business orders from the federal government.
- Require the NLRB to seek injunctions against unfair labor tactics by employers who persistently violate the law.
- Empower the NLRB to require a company to bargain with a union that has been prevented from gaining a majority by persistent unfair labor practices.

Union witnesses pointed out examples of how employers can drag out for more than a year certification of a bargaining unit, after an election has been won, by filing objections, calling for repeated hearings, and then asking for more time to file exceptions.

"No union or group of employees can afford to participate in such a lengthy process," one witness declared. "It becomes too expensive in terms of fore-

**Arbitration Board
Reelects Coughlin**

At the annual meeting of the American Arbitration Association, its board of directors reelected Howard Coughlin, OPEIU's International President, as chairman of the Executive Committee. Robert Coulson was reelected AAA President.

gone wages and benefits. For every day that representation is postponed, the worker is financially penalized. On the other hand, the employer benefits

from the delay because his labor costs are frozen and he can, through delaying tactics, make the cost of organizing prohibitive."

Fighting Canada's Wage Controls



CLC WHY-ME? SHIRTS are selling like hotcakes as union members ask what happened to price controls. The ones shown above are modelled by OPEIU members June Cassey (left) and Julie Gorman, both active as CLC campaign workers. The shirts are available from the Canadian Labour Congress, 2841 Riverside Dr., Ottawa, Ont., at cost \$3.00 single; \$2.75, ten or more.

**Women Study
Job Problems**

Solutions to problems faced by working women were explored at a recent one-day seminar at the AFL-CIO Labor Studies Center in Silver Spring, Md., sponsored by the Committee of Salaried and Professional Women of the Council of AFL-CIO for Professional Employees (CPE), and the Federation of Organizations for Professional Women (FOPW).

Conference theme was "Barriers Facing Women Today," which focused on four occupational areas—media, educational, clerical and services—and on the technical professions. What resulted from the meeting was the recognition of certain problems common to all working women.

The conferees prescribed action in six areas; equal pay, career advancement, the stereotyped image of the working woman, involvement in policy making, unemployment, and more information on women in the labor force.

If you move, send your old and new address, including zip code and social security or social insurance number to:

William A. Lowe, Sec-Treas.
815 16th Street, N.W., Suite 606
Washington, D.C. 20006

U.S. Price Index

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

1975	
March	157.8
April	158.6
May	159.3
June	160.6
July	162.3
August	162.8
September	163.6
October	164.6
November	165.6
December	166.3
1976	
January	166.7
February	167.1
March	167.5

**Canadian
Price Index**

Statistics Canada
Base 1961=100

1975	
March	178.9
April	179.8
May	181.3
June	184.0
July	186.5
August	188.4
* New Base 1971 = 100	
August	141.2
September	141.5
October	142.8
November	144.1
December	144.3
1976	
January	145.1
February	145.6
March	146.2

Give a New \$2 Bill to VOTE!



The \$2 bill is back in circulation after a lapse of 10 years. U.S. Treasurer Francine I. Neff has asked the cooperation of labor newspapers in publicizing the fact, and suggesting to readers ways they can utilize the \$2 bill. Why not contribute the first \$2 bill you get to VOTE (Voice of the Electorate), to help elect friends of labor to public office in November?