



WHITE COLLAR

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

No. 367

JULY-AUGUST, 1977

17

Convention Hails OPEIU's 3-year Record Gains

U.S. Senator Cranston and Governor Brown Rap NLRB; Urge Major Labor Law Reforms

The Office & Professional Employees International Union gained more than 12,000 new members in the three years since its last convention, President Howard Coughlin told more than 500 delegates from the U.S., Canada and Puerto Rico attending its 14th Convention in Los Angeles, Calif.

When he announced in his keynote address that membership had now passed the 100,000 mark for the first time in its history, delegates stood up and applauded enthusiastically. The membership increase of 6,163 in Canada is higher than any ever achieved between con-

ventions in OPEIU's 32-year history—a gain of 45.7 percent, he said. He emphasized that this increase took place despite cutbacks in business activity, high joblessness, and an anti-inflation program enacted by the Trudeau Administration over the objections of the Canadian Labour Congress.

Referring to obstacles to new organizing in the U.S., Coughlin declared that because of the Taft-Hartley Act, employers, under the guise of "free speech," had been given the right to interfere in the desires of workers to seek unionism and collective bargaining. As a

result, employers can now "violate the law consistently, with little or nothing in the way of penalties," he said.

Coughlin called for "quick and drastic reforms" of the National Labor Relations Act. Another speaker, U.S. Sen. Alan Cranston (D-Calif.), also stressed the need for a major overhaul of the 42-year old statute. He declared:

"We have lived too long with the imperfections, the delays, and the contradictions of the NLRA and its failure to quickly and fairly resolve disputes arising in the organizing and collective bargaining processes."

He said the prime need is to speed up all the processes involved in the Board's decision-making.

"In case after case, we see how anti-union employers take advantage of loopholes in the law to delay, delay and delay actions which the original intent of the law prescribes and expects to happen within a reasonable framework of time," he said. "The actions of the J. P. Stevens company is the most glaring case in point."

Also addressing delegates were John F. Henning, executive secretary-treasurer of the California State AFL-CIO; Wil-

liam R. Robertson, executive secretary of the Los Angeles County AFL-CIO; OPEIU Secretary-Treasurer William A. Lowe; Robert A. Georgine, president of the AFL-CIO Building & Construction Trades Dept., and California Governor Edmund G. Brown, Jr.

Pointing out that California now has a law that provides pregnancy benefits for women workers under the disability insurance system, Brown told the Convention: "I think we ought to have that nationwide."

He also suggested that the state's agricultural labor law, (Continued on Page 8)

Coughlin Reelected to 10th Term

Also All Incumbents; 2 Women Named to Board

The 14th OPEIU Convention unanimously elected Howard Coughlin to his tenth consecutive term as International President, and William A. Lowe to his second term as Secretary-Treasurer. There were no opposition candidates for either office.

By unanimous vote of delegates in the all-Canadian conference, meeting separately, Romeo Corbeil was elected Canadian Director. Bill Wittal, president of Local 397 in Regina, Sask., was elected a Vice President to give Canada three seats on the Executive Board which now has a membership of 14.

The new Canadian office was created by the Executive Board in its pre-convention meeting because of the growth of the OPEIU in Canada since the last Convention was held in Miami Beach, Fla. Wittal is employed by the Saskatchewan Govern-

ment Insurance Office in Regina and has long been active in white-collar unionism in the province.

Two women were among three new Vice Presidents

elected by the Convention. They are Kathleen Kinnick, a former member of Oakland Local 29 and present president of Local 3, who was elected to represent (Continued on Page 3)

Carter Sends Telegram Greeting L.A. Delegates

The following telegram was received from President Carter in the White House greeting delegates to the 14th OPEIU Convention in Los Angeles on the opening day:

"I send warm greetings to those who attend the Fourteenth Triennial Convention of the Office and Professional Employees International Union.

"As we act on a broad front to improve the nation's economic climate, we are fortunate that we can count on the continuing contributions of the great American Labor Movement. Our common goal—one long shared by your Union and all of organized labor—is to take positive steps to reduce unemployment and to press on toward full opportunity to lead a productive life under decent conditions.

"I hope that your deliberations will be productive for the white-collar workers you represent and for the nation you serve."
(signed) Jimmy Carter

International Given O.K. to Design Longevity Pins

A resolution submitted by Local 56 of Phoenix, Ariz., and approved by the Convention, empowers the International to design and make available to its Locals longevity pins to be awarded to OPEIU members with long service in the union.

The pins are to be awarded to those with 15-year membership, and at five-year intervals, to 30-year pins. The highest longevity pin would be awarded after 50 years of OPEIU membership.

The Convention also authorized the International to design and make available service award pins for past Presidents of Local Unions.

Coughlin Tells Convention OPEIU Seeks Young Leaders

The OPEIU is seeking young people, both male and female, to assume positions of leadership in the white collar union movement, according to President Coughlin's report to the Convention. He called upon Local Unions to encourage young members to prepare for these leadership roles as a future career.

"The work forces in the United States and Canada are younger than ever before in our history," he remarked. "We need young Representatives with experience and training in representing white collar workers for leadership roles."

For several years the OPEIU has sought to hire women in organizational positions without success, and has encouraged them to take a more active part in Local Union activities to prepare themselves to assume leadership positions.

1,400 Blue Cross Unit Joins OPEIU; Tally Soars to 2,100

In the short interval since the Convention, more than 2,100 new members have been added to OPEIU rolls in a long string of NLRB election victories.

Newest and largest victory involved a 1,400-member unit at Blue Cross in Oakland, Calif., which voted 747 for OPEIU representation by Local 29 to 431 against. It was the fourth attempt to organize this group, making a total of 11 Blue Cross or Blue Shield units organized to date.

Local 29 also reports win-

ning a 36-member office unit at Mills College in another NLRB election victory by a 5-to-4 margin. Meanwhile, the June tally shows an additional 600 members were gained in various elections across the nation.

Among them is a unit of 175 office employees at Wesleyan University in Middletown, Conn., which voted OPEIU affiliation by a margin of 2-to-1 in an NLRB election. It has been chartered as Local 498. Formerly an independent union, it was unable to negotiate a

contract with the university.

International Representative John Fitzmaurice concluded this campaign initiated by retired "Bud" Manning. In the final stages he was assisted by Local 153 Business Representatives, and letters from Fordham and Long Island Universities' members who described the benefits they had derived from unionism and collective bargaining.

Local 153 Business Manager John Kelly announces winning a new 120-member office unit at Public Service of New Jer-

sey's tri-county Distribution Center in Hackensack, N.J. The victory brings this utility unit to a new strength of some 400.

The campaign was initiated and carried to a successful conclusion by Local 153 Sec.-Treas. Mike Goodwin. An intervening union gathered only three votes, giving OPEIU an overwhelming victory.

Regional Director Oscar Bloodworth reports NLRB recognition of a disputed technical unit of approximately 100 employees at the Computer

Sciences Corp. in Huntsville, Ala., marking a third attempt to organize the group in five years.

The company protested the recent election, and filed a number of challenges which had left the result in doubt. However, after a hearing the NLRB threw out the challenges and certified the OPEIU as bargaining agent for the group. Bloodworth was assisted by a very active in-office committee comprising Leon Smith, Ollie Osmer and Bobby Neely.

(Continued on Page 8)

WHITE COLLAR

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

HOWARD COUGHLIN
President

WILLIAM A. LOWE
Secretary-Treasurer

POSTMASTERS, ATTENTION—Change of address Form 3579 should be addressed to: Office and Professional Employees International Union, 815 16th St., N.W., Washington, D.C. 20006.



Published monthly by Office and Professional Employees International Union, 815 16th St., N.W., Washington, D.C. 20006. Second class postage paid at Washington, D.C.

Reproduction by the Labor Press of any or all material herein contained is not only permitted, but wholly desirable in the interest of workers' education.

Subscription Price \$1 a Year

Reasons for Dues Increase

The 14th OPEIU Convention in Los Angeles overwhelmingly decreed a monthly per capita increase in contributions to the International over the next three years for very sound reasons.

After careful study of all the factors involved, its action was wise and prudent. For example, since the last Convention the AFL-CIO increased its per capita from 10¢ to 13¢ and assessed all International Unions an additional one cent for a period of six months, effective May 1977, to defray costs of its campaign for labor law reform.

The Canadian Labour Congress also raised its per capita to 20¢ a month, an increase of five cents per member.

As the cost-of-living rises, the International has had to meet necessary increases in salaries and fringe benefits for its office and field staffs, and must continue to do so for the foreseeable future. On top of this, there have been dramatic increases in Social Security taxes, printing, mailing, office supplies and other miscellaneous expenses. And there is no relief in sight.

In fact, Social Security taxes are expected to rise again considerably when Congress moves to put the Social Security Program on a sounder financial basis. Moreover, travel costs for International Representatives by air or auto have gone up drastically in the past three years and will continue to do so.

While away from home, staff members have to meet higher hotel charges for rooms and meals. Gasoline costs for the rented cars used by the field staff have soared, and will increase even further as the energy crunch grows.

Besides, with the advent of the fair representation doctrine and Title VII, the International has been faced with more lawsuits than ever before in its history. While there is no way of ascertaining the outcome of these actions, nevertheless they must be defended at great costs even though some, if not all, of these lawsuits have no validity insofar as the OPEIU is concerned.

Altogether, the delegates acted responsibly to insure the financial stability of the International into the foreseeable future for the welfare of all our members.

14th Convention Best Ever

A spot check of delegates to the 14th OPEIU Convention last month in Los Angeles shows a consensus that it was "the most enthusiastic and productive" of any held to date.

Undoubtedly, the news that the OPEIU had passed the 100,000 membership mark for the first time in its history was a tremendous psychological boost. Delegates shared President Coughlin's view that the OPEIU is "now destined to be the largest Union in Canada and the United States." White-collar employees in the near future will outnumber all other workers in both countries.

The delegates worked with a will. As a result of their discussions and deliberations, scores of resolutions were drafted and passed setting OPEIU policy for the next three years. Some dealt with Constitutional and OPEIU financial affairs; others with political and social changes needed in both countries to benefit all who work for a living, particularly women.

During the deliberations there was a strong emphasis on the need for stepped-up organizing activities, reflected in many resolutions urging as immediate targets the unionization of Blue Cross/Blue Shield employees; those in all types of banks; social service agencies such as United Way and similar non-profit organizations, as well as hospitals, colleges and universities.

To accomplish this aim, the Convention went on record as favoring a new approach through the formation of Councils. It quickly approved a joint resolution submitted by nine growing OPEIU Locals on the Pacific Coast which plan to form a Council covering two regions in that area. Delegates from the Erie Conference also held an informal caucus to discuss setting up another Council in their region.

Altogether, the actions taken by the Convention were far-sighted and highly constructive for the future of our Union and the benefit of all our members.

As host, Local 30 went all-out to extend its hospitality which was deeply appreciated by the visitors. Business Manager Gwen Newton, its officers and a dedicated committee, worked hard for months in advance to make it possible. We feel we speak for all the delegates in saying: "Thanks, and well done!"

West Coast Locals Plan Council

Erie Conference Delegates Also Caucus on Idea

The concept of OPEIU Locals cooperatively forming regional Councils to boost their individual strength for more successful attainment of mutual interests and goals, particularly in the field of new organizing, gained added momentum at the Los Angeles Convention.

This became evident when nine large Pacific Coast Locals in Regions 5 and 6 submitted a joint resolution, readily endorsed by Convention delegates, that they form a Western Conference embracing all Locals in both regions.

The Region 5 group comprised San Francisco's Local 3, Denver's Local 5, Los Angeles Local 30, Salt Lake City's Local 31, and San Diego's Local 443. The Region 6 group included Seattle's Local 8, Portland's Local 11, Tacoma's Lo-

cal 23, and Local 100 in Pasco, Washington.

During the Convention, delegates representing many Locals in the Erie Conference also met informally to discuss the idea of forming another Council that would coordinate all Local activities in that region.

For some time, President Coughlin and the Executive Board have been urging Locals in the United States to adopt the Council concept because it has been tested and proved an outstanding success by OPEIU Locals in Canada, particularly in new organizing activities.

Delegates were quick to grasp the significance of this new approach when Coughlin in his keynote address revealed that in the past three years Canadian membership had grown by

a spectacular 45.7 percent, the greatest growth ever achieved between conventions in the 32-years history of the OPEIU.

Last year's Educational Conference laid the groundwork for this new concept when speakers advocated and encouraged the formation of such councils, particularly for initiating new organizing, and providing greater service to members in collective bargaining.

The North Central Region was the first to respond when delegates from seven Locals in three states met in Milwaukee last February and agreed to set up the Midwest Council. By April 1, a Constitution for the new Council had been drawn up, officers elected, a new Business Representative hired, and it began functioning.

Coughlin Reelected to 10th Term

(Continued from Page 1)

Region 5. She is now a staff member of the California State Federation of Labor in charge of women's activities.

Mrs. Lyda Ronches, President of Newark, N.J., Local 32 who helped organize and has served as chief negotiator at Blue Shield/Blue Cross in New Jersey, was the second new Vice President elected to fill the seat vacated by Marie Metcalf, who did not seek reelection for Region 2.

Business Representative Gerry Iushewitz, of Philadelphia Local 14, was also elected a Vice President for Region 2. Although only 34, he served for many years as an organizer and Business Representative for New York Local 153 before taking up his present OPEIU post in Philadelphia.

All incumbent Vice-Presidents were reelected unanimously.

The Convention unanimously conferred the title of Vice Pres-



Elections Committee and Chairman Frank Fennerty, Jr.

ident Emeritus on John Kinnick, of Berkeley, Calif.; Frank Morton, of Fort Worth, Tex., and Sarah Keenan, Chicago. All had served as OPEIU Vice Presidents and members of the Executive Board until their retirement. Sarah Keenan for many years had been Business Manager of Chicago Local 28.

The Convention also passed a unanimous resolution com-

mending Justin F. Manning, of West Haven, Conn., who recently retired as an International Representative, for his long and devoted service to the labor movement, particularly the OPEIU. It thanked him for his valuable organizing efforts and services to OPEIU members in Region 2, and wished him many happy years in his well-earned retirement.

Board Picks 3 Douglas Award Winners

At its semi-annual meeting prior to the Convention, the Executive Board reviewed new organizing results during the previous year and decided that the 1976 winner of the Henderson B. Douglas Memorial Award was Local 417 in Detroit for organizing the largest units at two hospitals in that city.

The award winners are Local 417 Business Manager Henry Lyons and International Representatives Arthur Bivins and Gerry Schmit, who assisted in the two successful campaigns. One involved more than 550 office employees, technicians and other personnel at Martin Place East Hospital, and the other a unit of more than a hundred employees at Riverside Hospital, also in Detroit.

Each winner is entitled to a plaque and will share equally the \$500 prize money given



President Coughlin congratulates International Representative Arthur Bivins and Local 417 Business Manager Henry Lyons (center) on winning Douglas Memorial Award for 1976 organizing.

with the award. Starting in 1977, the Executive Board decided that the prize money for

the 1977 Douglas Award will be increased from the previous \$500 to \$1,000.



Picture Story of 14th Convention Meeting in Los Angeles



Registration of Delegates Arriving for Convention.



Local 30 Business Manager Gwen Newton Welcomes Delegates.



Ben Parrish Singing of U.S. and Canadian national anthems.



Invocation by Most Rev. Thaddeus Shubsda.



Mayor Tom Bradley Greets OPEIU Delegates.



Escort Committee with U.S. Sen. Alan Cranston,



U.S. Senator Alan Cranston Addressing Convention.

Other Highlights of Events in Convention Proceedings



Gwen Newton introducing speaker Jack Henning.



President Howard Coughlin presents his report.



Sec.-Treas. William A. Lowe giving his report.



Bill Wittal presenting gifts.



Cynthia McCaughan speaking to women's group.



Escort Committee for Governor Brown.

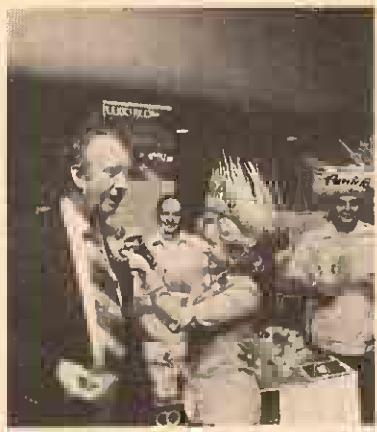


Gov. Brown addressing Convention Delegates.



Local 30 Committee which worked on Convention.

Candid Camera Shots of Delegates During Discussions



Nominators of Candidates for OPEIU Elective Offices



Closing Scenes as 1977 Triennial Convention Elects Officers and Ends Sessions



Band strikes up after Howard Coughlin and Romeo Corbeil are nominated as candidates for re-election.



New and re-elected OPEIU Officers during swearing-in ceremony.



Arden Webb, Local 286, Latter Day Saints minister, gives closing prayer.

1,400 Blue Cross Unit Joins OPEIU; Tally Soars to 2,100

(Continued from Page 1)

Business Manager Gwcn Newton reports that Local 30's bargaining unit at American Benefit Plan Administrators in Los Angeles, the world's largest administrator of joint management-labor trust funds, has grown to more than 200 with

the addition of 65 new employees absorbed by ABPA in a recent acquisition of another trust fund office. Their previous employer had paid them \$40 a week below the union scale, with little or no fringe benefits.

Pittsburgh Local 33 Business Manager Tom Brown re-

ports winning a 160-member hospitals unit at Monongahela Valley Assn. of Health Centers which operates three clinics at Fairmont, Shinnston and Farmington in Pennsylvania. The vote was 98-to-12 among the non-professionals, and 17-to-11 among the professionals.

Brown was assisted by a very active in-hospitals committee comprising Doris Ulrich, Roberta Harris, Kip Estel and Pam McElroy.

Local 33 also won a small unit of office and warehouse employees at Corey Coffee Co., by a four-to-one margin, in

Corey, Pitts.

Philadelphia Local 14 won a unit of 50 office and other employees by a 10-to-1 margin at Budget Rent-a-Car in that city. International Representative Mark Reader and Business Manager Gerry Iushewitz conducted the campaign.

Boston Local 6 won its third ambulance unit in that city at Garber ambulance service by a 5-to-3 margin, Business Manager Jim Mahoney reports.

Local 32 President Lyda Ronches from Newark, N.J., reports winning an office unit of 12 employees at Capitol Wine & Spirits Company in Trenton, N.J., by a 3-to-1 margin.

President June Harrah of Local 67, reports winning the first bank to be unionized in West Virginia. It's the Wirt County Bank in Huntington, whose employees voted by a 60% margin for union representation.

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

Canadian OPEIU Growth Expands Constitution

Acting on recommendations by the Executive Board, the Convention approved several changes in the International's Constitution in connection with Canadian autonomy. The changes are:

1. That the number of Vice Presidents be increased to 14, from the previous 13, and that a new Region IX be created in Western Canada to include the Provinces of Saskatchewan, Manitoba and Ontario and entitling its election of one Vice President to the Executive Board.

2. That Canadian Locals may elect to hold Canadian Conventions for the purpose of establishing policy on matters affecting the Canadian membership.

3. That the Canadian Director shall be one of the three Canadian Vice Presidents, elected by the Canadian delegates to the International Convention

voting their representation.

4. That the Canadian Director shall act as spokesman for all Canadian members and be responsible for organizing, education and servicing these members.

5. In consultation with the International President, and in accordance with existing Constitutional provisions, the Canadian Director shall authorize strike action in Canada.

6. That the International's Secretary-Treasurer shall make an annual financial statement indicating the balance sheet of Canadian revenues and expenditures (including the overhead costs), and shall submit a copy to all Executive Board members and to all OPEIU Locals in Canada.

7. Made it mandatory for all Canadian Locals to belong to a Council unless exempted specifically by the International Executive Board.

Delegates Back Hypnotists' Fight on Punitive Laws

Delegates to the OPEIU Convention passed a resolution opposing existing laws in eight states that impose criminal sanctions, including fines and imprisonment, against qualified hypnotists which bar them from practicing their profession in those states. It also declared its opposition to state or local licensing of professional hypnotists.

The states are Colorado, Oregon, Kansas, Nebraska, South Dakota, Virginia and Wyoming. Tennessee was also listed for levying special privilege taxes against hypnotists, thereby "inhibiting their freedom to practice their profession, or to un-

ionize" in that state.

The resolution called on all OPEIU members to consult only Unionized hypnotists, to include this provision in negotiated health-care clauses in union contracts, and to seek similar action by all other AFL-CIO affiliated unions.

The OPEIU has four chartered all-professional locals of hypnotists in Pennsylvania, New Jersey and California, the pioneer group in Pittsburgh receiving its charter in 1972.

Hypnotism is an art employed in hypnotherapy, general hypnosis, entertainment, instruction in hypnosis and lecture fields.

Inflation Forces Convention to Raise Dues for Members

After studying the impact of inflationary pressure on Local Unions and the International, involving adjustments made in salaries of their staffs to meet the higher living costs as well as increased fringe benefits such as pensions and other expenses including escalating Social Security taxes, the Convention voted to increase local union minimum dues to \$5 per month from the previous \$4.

The dues increase takes effect on October 1, 1977, and

becomes payable on November 1.

The Convention also voted to increase per capita contributions to the International by 10¢ per month per member in each of the next three years. In the first year, five cents of the increase will go to the Strike Benefit Fund and the other five cents to the General Fund. In the two following years, the 10¢ per capita increases will go into the General Fund.

Convention Hails OPEIU

(Continued from Page 1) adopted in 1975, might also serve as a model for a national statute covering all farm workers. The law provides for secret-ballot elections for California farm workers seeking to organize into unions.

"It only takes seven days in which to trigger an election, an election that could be triggered by a majority vote of the workers," Brown said. "Now something like or something close to it would cut the redtape and speed up the way the NLRB operates."

"We've proved that if you can have an election in seven days on the farm, you certainly can have it in a big office building."

Los Angeles Local 30 was host to the delegates attending the Convention, held for the first time in the Southern California city where they were welcomed by Mayor Tom Bradley.

As a souvenir which was presented to each delegate, Local 30 produced a beautifully illustrated brochure in which ad-



Julian Major, C.L.C. Executive Vice President and Montreal Local 57 member (above), and Pres. Robert A. Georgine, AFL-CIO Bldg. & Constr. Dept., (below) addressing delegates.



Advertising was sold to help defray costs of entertaining the delegates.



Los Angeles city official presenting to President Coughlin scroll welcoming OPEIU delegates to city.



HONORED BY CONVENTION: John Kinnick, Frank Morton and Sarah Keenan, retired Vice Presidents, had the title Vice Presidents Emeritus conferred on them by unanimous vote. Sister Keenan did not attend. Vice President Emeritus Ed Springer poses with them.

U.S. Price Index

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

1976	
May	169.2
June	170.1
July	171.1
August	171.9
September	172.6
October	173.3
November	173.8
December	174.3
1977	
January	175.3
February	177.1
March	178.2
April	179.6
May	180.6

Canadian Price Index

Statistics Canada
New Base 1971=100

1976	
May	148.0
June	148.7
July	149.8
August	150.0
September	150.7
October	151.7
November	152.2
December	152.7
1977	
January	154.0
February	155.4
March	157.0
April	157.9
May	159.2