Approximately 500 elected delegates representing hundreds of OPEIU Local Unions throughout the United States and Canada, are in attendance at the 14th Triennial Convention being held June 6-10 at the Hyatt Regency Hotel in Los Angeles, California. It's the first time an OPEIU convention has been held in this city.

While our membership average for the fiscal year ending February 28, 1977 was 98,288, the average monthly membership for the six months immediately preceding February 28, 1977 is 100,214. There are 80,351 members in the United States and 19,883 in Canada. These figures represent consistent growth for the OPEIU and its Professional Employees International Union, one of the youngest Unions in the AFL-CIO. OPEIU was chartered by the American Federation of Labor in 1945 and, at that time, represented approximately 20,000 members.

This convention, like all previous conventions, is the supreme governing body of our organization. Its decisions, expressed through resolutions, will formulate policies that will guide the Union's direction over the next three years. International President Howard Coughlin, who was first elected in 1973, will preside.

While the Convention will officially open on Monday morning, June 6, many delegates arrived during the previous week in order to attend meetings of numerous committees assigned to complete reports for submission to all the delegates assembled for the Convention.

The Executive Board of the OPEIU will hold its semi-annual meeting starting on Tuesday, May 31. It will remain in session through Friday, June 3 and will be subject to call through the remainder of that week and the following Convention week.

Additional pre-Convention meetings are scheduled for Sunday, June 5, the day before the formal opening, as follows:

(1) Delegates from Canada will hold their All-Canadian Conference at 2:00 p.m. in order to discuss matters directly related to the OPEIU in Canada.

(2) At 2:30 p.m. on Sunday, a joint Educational Conference of delegates attending the OPEIU Educational Conferences held annually each year with the exception of Convention years, will be presided over by Director of Organization Arthur Lewandowski.

The featured speaker at this meeting will be General Counsel Joseph Finley who will review and explain the latest court rulings affecting the OPEIU and the function of its Local Unions, in addition to a dissertation on the latest National Labor Relations Board decisions.

General Counsel Finley will direct attention to the Fair Representation Doctrine and EEOC decisions which affect our Local Unions. He will also inform the delegates of the fact that our Local Unions and the International Union have

(Continued on Page 3)

New Organizing Adds 900 to Rolls

Milwaukee Blue Shield Tops List With 530-Unit

A unit of 530 office employees at Milwaukee's Blue Shield chose Local 9 in an NLRB election as their bargaining agent by a substantial margin, climaxing a 18-month campaign. Due to a cutoff date set by the NLRB at a hearing in November, only 420 were eligible to vote.

The outstanding Milwaukee victory is expected to influence favorably another 550-member unit in a 366-Union campaign underway at Blue Cross/Blue Shield in Little Rock, Ark.

A significant factor in the Milwaukee election was the planned 2-month strike between Blue Cross and Blue Shield in that city, where Local 9 now represents the 600 employees at both health insurance agencies.

The B.S. drive was initiated by OPEIU Vice President Billie D. Adams and International Representative Mike Walker who, together with Local 9 Business Manager Ed Kubicki and new Business Representative Judy Barnick, set up the organizing machinery.

This consisted of Blue Cross stewards and a hard-working in-office B.S. Organizing Committee. They published a newsletter periodically, set up teams to make housecalls, as well as arranging small group meetings which proved highly effective.

In the closing days, the OPEIU leaders set up a headquarter area from the B.S. office with a "hotline" that employees could call 24 hours a day, its recorded messages being changed daily to deal with issues as they arose. Departmental employee meetings were held daily to answer all questions.

Management fought back hard in the final weeks but the alert in-office committee blunted its efforts with prompt replies and strong, open support for OPEIU representation.

Business Manager John Kelly reports that New York Local 153 has organized a new unit at Seton Hall University, run by the Jesuit Order in Newark, N.J., which numbers close to 200 and was previously represented by an independent union, known as Seton Hall Staff Employees Assn. Some months ago, its president, Kay Dughi, got in touch with Fordham University's unit, another Jesuit institution, for advice when a veteran employee was fired without explanation. She said many employees had decided that the association

(Continued on Page 2)
Manning Testimonial Draws 400

Work for OPEIU Laundered at New Haven Dinner

More than 400 coworkers and friends attended a testimonial dinner in New Haven, Conn., in honor of Justin F. (Bud) Manning who recently retired as International Representative for the area.

The dinner was sponsored by Local 329, representing office employees, who had a large part in this well-organized program for the future. President Manning and introduced 14 speakers who included Mayor Robert Johnson.

The speakers and telegrams paying tribute to Manning were received from AFL-CIO President George Meany, U.S. Senator Abraham Ribicoff and Congressman Robert Giaimo, as well as from numerous well-wishers. The heart-warming highlight of the occasion was that some 45 K. of C. employees, retired over the last 10 to 20 years, insisted on sending modest contributions to the dinner fund from their pension incomes. They were among the original group who unionized 22 years ago.

OPEIU Vice President Marie Metcalf of Groton, Conn., whose paintings have been exhibited at various places in the state, presented Manning with his portrait in oils.

The guest of honor was also presented with numerous gifts and plaques including one from Groton's Local 106, and another from Boston Local 453 in the form of a framed resolution lauding his many accomplishments as an International Representative.

He received other tangible gifts from Locals 123, 329 and 466 in Connecticut; Locals 6 and 247 in Massachusetts, and Locals 180 and 281 in New York State. All together, members at the dinner represented 14 out-of-town and out-of-state OPEIU Locals.

Other speakers were OPEIU Sec.-Treas. Bill Lowe, New Haven Central Labor Council President Thomas Bivins, Waco, and Boston attorney Robert Manning (no relation), as well as Local 329 officers, union members and social friends.

Unique Checkoff Pact Signed

Company Agrees to Make Deductions for VOTE Donations

The OPEIU and American Income Life Insurance Co., headquartered in Waco, Texas, have signed a unique nationwide agreement to enable the company's 300 fully-unionized office staff and its 1,000 state and general agents to contribute voluntarily through the checkoff system to VOTE (Voice of the Electorate)

Believed to be the first union-management agreement of this kind, it was signed by President Howard Coughlin and Bernard Rapaport, AILICO's Chairman and Chief Executive Officer.

"We regard this unique agreement as a major step forward in educating our union members on the importance of personally participating in the political process," Coughlin said. "As a rule, few recognize the damage that can be done by unfriendly legislators to the aims and objectives of workers—whether organized or unorganized."

By signing the voluntary checkoff form, approved by the AFL-CIO and OPEIU's General Council, the company authorize the company to deduct from their pay a designated sum monthly that they wish to contribute to VOTE.

Coughlin said that while some of the funds raised are given directly to political candidates in the state and in national races, the white-collar union movement, more than 90% of VOTE's money, go to the AFL-CIO's COPE (Committee on Political Education)

He said the OPEIU will seek similar check-off agreements with other companies whose actions under contract with the union.

Reminder:

Please, don't buy any textile products made by J. P. Stevens Co.

Unique Checkoff Pact Signed

Company Agrees to Make Deductions for VOTE Donations

The OPEIU and American Income Life Insurance Co., headquartered in Waco, Texas, have signed a unique nationwide agreement to enable the company's 300 fully-unionized office staff and its 1,000 state and general agents to contribute voluntarily through the checkoff system to VOTE (Voice of the Electorate).

Believed to be the first union-management agreement of this kind, it was signed by President Howard Coughlin and Bernard Rapaport, AILICO's Chairman and Chief Executive Officer.

"We regard this unique agreement as a major step forward in educating our union members on the importance of personally participating in the political process," Coughlin said. "As a rule, few recognize the damage that can be done by unfriendly legislators to the aims and objectives of workers—whether organized or unorganized."

By signing the voluntary checkoff form, approved by the AFL-CIO and OPEIU's General Council, the company authorize the company to deduct from their pay a designated sum monthly that they wish to contribute to VOTE.

Coughlin said that while some of the funds raised are given directly to political candidates in the state and in national races, the white-collar union movement, more than 90% of VOTE's money, go to the AFL-CIO's COPE (Committee on Political Education).

He said the OPEIU will seek similar check-off agreements with other companies whose actions under contract with the union.

Reminder:

Please, don't buy any textile products made by J. P. Stevens Co.

Unique Checkoff Pact Signed

Company Agrees to Make Deductions for VOTE Donations

The OPEIU and American Income Life Insurance Co., headquartered in Waco, Texas, have signed a unique nationwide agreement to enable the company's 300 fully-unionized office staff and its 1,000 state and general agents to contribute voluntarily through the checkoff system to VOTE (Voice of the Electorate).

Believed to be the first union-management agreement of this kind, it was signed by President Howard Coughlin and Bernard Rapaport, AILICO's Chairman and Chief Executive Officer.

"We regard this unique agreement as a major step forward in educating our union members on the importance of personally participating in the political process," Coughlin said. "As a rule, few recognize the damage that can be done by unfriendly legislators to the aims and objectives of workers—whether organized or unorganized."

By signing the voluntary checkoff form, approved by the AFL-CIO and OPEIU's General Council, the company authorize the company to deduct from their pay a designated sum monthly that they wish to contribute to VOTE.

Coughlin said that while some of the funds raised are given directly to political candidates in the state and in national races, the white-collar union movement, more than 90% of VOTE's money, go to the AFL-CIO's COPE (Committee on Political Education).

He said the OPEIU will seek similar check-off agreements with other companies whose actions under contract with the union.

Reminder:

Please, don't buy any textile products made by J. P. Stevens Co.

Unique Checkoff Pact Signed

Company Agrees to Make Deductions for VOTE Donations

The OPEIU and American Income Life Insurance Co., headquartered in Waco, Texas, have signed a unique nationwide agreement to enable the company's 300 fully-unionized office staff and its 1,000 state and general agents to contribute voluntarily through the checkoff system to VOTE (Voice of the Electorate).

Believed to be the first union-management agreement of this kind, it was signed by President Howard Coughlin and Bernard Rapaport, AILICO's Chairman and Chief Executive Officer.

"We regard this unique agreement as a major step forward in educating our union members on the importance of personally participating in the political process," Coughlin said. "As a rule, few recognize the damage that can be done by unfriendly legislators to the aims and objectives of workers—whether organized or unorganized."

By signing the voluntary checkoff form, approved by the AFL-CIO and OPEIU's General Council, the company authorize the company to deduct from their pay a designated sum monthly that they wish to contribute to VOTE.

Coughlin said that while some of the funds raised are given directly to political candidates in the state and in national races, the white-collar union movement, more than 90% of VOTE's money, go to the AFL-CIO's COPE (Committee on Political Education).

He said the OPEIU will seek similar check-off agreements with other companies whose actions under contract with the union.

Reminder:

Please, don't buy any textile products made by J. P. Stevens Co.

Unique Checkoff Pact Signed

Company Agrees to Make Deductions for VOTE Donations

The OPEIU and American Income Life Insurance Co., headquartered in Waco, Texas, have signed a unique nationwide agreement to enable the company's 300 fully-unionized office staff and its 1,000 state and general agents to contribute voluntarily through the checkoff system to VOTE (Voice of the Electorate).

Believed to be the first union-management agreement of this kind, it was signed by President Howard Coughlin and Bernard Rapaport, AILICO's Chairman and Chief Executive Officer.

"We regard this unique agreement as a major step forward in educating our union members on the importance of personally participating in the political process," Coughlin said. "As a rule, few recognize the damage that can be done by unfriendly legislators to the aims and objectives of workers—whether organized or unorganized."

By signing the voluntary checkoff form, approved by the AFL-CIO and OPEIU's General Council, the company authorize the company to deduct from their pay a designated sum monthly that they wish to contribute to VOTE.

Coughlin said that while some of the funds raised are given directly to political candidates in the state and in national races, the white-collar union movement, more than 90% of VOTE's money, go to the AFL-CIO's COPE (Committee on Political Education).

He said the OPEIU will seek similar check-off agreements with other companies whose actions under contract with the union.

Reminder:

Please, don't buy any textile products made by J. P. Stevens Co.
Signs Point to Banks Opening 7 Days a Week

Will bank employees in the United States and Canada now be required to work on Saturdays and Sundays? That seems to be the growing trend in New York City, which generally sets the pace for others throughout the nation. Observers agree that because bank employees in the United States and Canada are 99% non-unionized this trend toward seven-day banking could soon become nationwide.

The trend was started a year or so ago when New York savings banks opened their Saturday banking from 10 a.m. to 3 p.m. It became highly popular with the working public who now form long queues at these banks on Saturday to transact business they found inconvenient from Monday through Friday.

Citibank, second largest in the nation and considered the prime innovator among commercial banks, recently started opening its branches on Saturdays during the same hours as on other days. Other commercial banks are likely to follow in the near future.

The National Bank of North America, a subsidiary of the C.I.T. Financial Corp., reveals that it is "considering opening its 142 branches in New York City for business on Sundays. Should this develop and other banks take in their Saturday banking from 10 a.m. to 3 p.m.

Addition to this insecurity, is the fact that banks in the Big Apple are gradually cutting back on other more profitable ones, and discharging the employees thus made redundant.

Many are hiring more and more part-time employees, mostly women who live in the neighborhood of profitable branches. These are paid the minimum legal wage on an hourly basis, with no sick leave, vacations or other fringe benefits.

Director of Organization Art Lewandowski notes that lately there has been a "very noticeable" increase in the number of bank employees on how they can unionize, especially in smaller communities. He adds that disturbing trends are becoming evident to the bank employees themselves, as they are coming aware that automation and technological changes are now making what they once thought were secure jobs, very insecure.

"Moreover, because of continuing inflation their pay and working conditions are deteriorating rapidly, induced by the competition of part-time employees and the added pressures to which they are being subjected through intense competition in the industry. To add to this, banks also are attempting to phase-out profit-sharing plans which they previously had used as an anti-union weapon."

The introduction of Saturdays and, possibly, Sunday banking will reduce their working conditions to such drudgery, with split-shifts destroying their family and leisure life. All these forces are now causing a ferment among bank employees which is likely to result in an industry-wide move by these employees into the ranks of unionism. And the OPEIU is the most widely experienced in this field in the U.S. and Canada.

Law Firms Come Under NLRB

Board Now Rules Employees Can Join Unions

The so-called National Right to Work (for less) Committee has ended up with two new stunning defeats in its efforts to pressure the Idaho and New Mexico state legislatures into enacting its RTW bills, despite spending more than $200,000 on a media and advertising blitz.

The committee declared in newspaper advertisements that passage of the bills in either state was a key factor in its fight to prevent repeal Section 14(b) of the Taft-Hartley Act, a reform of the labor law long advocated by the OPEIU and now being pushed in Congress by the AFL-CIO.

Although organized labor was unable to match the huge fund spent by the committee, it responded in both states by having hundreds of trade unionists travel to the state capitols to lobby against the measures.

The defeats condemned the committee's nearly unprecedented record of failure. It has added three states to the work-for-less rolls to the 17 that had the law when it was organized in 1955—despite more than 70 tries.

Visiting St. Louis Union Label Show

FROM LEFT, MRS. MARGARET LOWE; OPEIU Secretary-Treasurer Bill Lowe; Bernard Rapoport, Chairman of the Board, American Income Life Insurance Company; Hank Brown, Vice President-Public Relations, American Income Life Insurance Company; Secretary of Labor Ray Marshall; AFL-CIO President George Meany; OPEIU President Howard Coughlin.

OPEIU Convention Opens in L.A.

(Continued from Page 1)

Social Security

Ups Benefits 5.9%
Sen. Humphrey Cites Labor
For Help to All Workers

Most members of labor organizations are unfamiliar with the
untold work accomplished by organized labor on behalf of all
workers. Historically, we have done a very poor job in letting young people in particular know of the fight waged by our leaders to gain numerous social attainments. These include the public school system, workmen’s compensation, unemployment insurance, social security, the eight-hour day, and minimum wages. Few know that William Green, the second President of the AFL, while a Senator from the State of Ohio, introduced the first Workmen’s Compensation Bill in that State’s Legislature.

It was, therefore, heartwarming to read a speech by Senator Hubert H. Humphrey made during a debate on the U.S. Senate confirmation of Dr. Ray Marshall as U.S. Secretary of Labor. Senator Humphrey was moved to present a stirring and eloquent appraisal of the role of organized labor in American life. Excerpts from Senator Humphrey’s moving tribute are presented below:

“Organized labor in this country has stood for defense of this nation, a strong defense. Organized labor has stood for the health care of the American people. It stood for workers’ compensation; it stood for unemployment benefits. It fought for social security when the political party of the Senator from Texas voted against it unanimously when it was first initiated under Franklin D. Roosevelt.

“A fight fought for rural electrification for our farmers. It has supported our farm legislation. Organized labor has fought for better working conditions and against child labor.

“All I am simply saying is that organized labor basically has been good for this country. This country has the best of labor management relations. This country has high productivity. The standard of living in this country for the organized worker is due in large measure because of the efforts of organized labor. The minimum wage law and the Fair Labor Standards Act do not help organized labor. It helps the unorganized worker. And a good paycheck is what this country needs, and when workers get a good paycheck they spend it and they get it into the mainstrean of America’s commerce.

“As a matter of fact, organized labor has stood in the forefront of this country’s efforts in war and peace. And it has fought for things that mean a great deal to the children. From the earliest days, organized labor fought for public education. That is 70 years ago the Knights of Labor to this very day. From the earliest days, it has fought for public health, child care, school lunches, programs of nutrition, and all the things that mean something to millions and millions of people who never gave organized labor union halls.

“Medicare does not go just to the elderly of organized labor. As a matter of fact, organized labor has its own benefit programs and its own pension programs. It has worked them out with its members. But who are some of the leaders in the fight for Medicare for the fathers, grandfathers, and grandmothers of the unorganized? Our friends in organized labor.

“I have found organized labor to be on the side of the weak, on the side of the poor, on the side of the sick, and on the side of the handicapped. Who has come in here and testified day after day and year after year for programs to aid the physically and mentally disabled in this country? Who has put their political muscle behind those programs? Organized labor, as one of the groups in America, thank God.

“I am very proud to have had a long association as a friend of the labor people in America. I believe they have done much for this country.”

I wonder how many Americans have read this speech of Senator Humphrey in the press or heard it through the television and radio media of the United States. I dare say that you will find very few who have.

The indications at the moment are that organized labor will fail to get common situs picketing, the repeal of Section 14(b) of the Taft-Hartley Act and numerous changes in the National Labor Relations Act which would help the organized labor movement.

The chances are, however, that organized labor will achieve an increase in minimum wages which will not help one single member of organized labor. It will only help those unorganized workers who are exploited because they are unorganized and are receiving wages below adequate living standards.

As Senator Humphrey indicated, organized labor will be in the forefront to establish a national health program. While most members of organized labor are covered by health and welfare programs, the aim of the AFL-CIO is to assist those who are not so protected.

The organized labor movement of the United States has been completely unsellish in its goals since its inception. It’s time, however, that the public press, television and radio made a point to inform the public of the great work accomplished by the AFL-CIO on behalf of all Americans, whether organized or unorganized.

AFL-CIO Sets Boycott Against Coors Beer

Because of union-busting tactics which caused a strike by 1,500 workers at the Adolph Coors Beer Company at Golden, Colo., the AFL-CIO Executive Council has unanimously called for a national boycott of Coors beer.

In negotiations for a new contract, the company adamantly refuses to reconsider its demand to rescind the union shop previously in effect, and seeks language and conditions of those spells on their demands that production workers submit to lie detector tests or physical examinations—a gross violation of human dignity.

Frank O. Coughlin, AFL-CIO President, in a letter to President Ford calls upon the public to support all OPEU members, describing the boycott as “clearly the struggle of all workers and all union members.” He lists some of the things that need to be done as:

1. Notifying all members immediately through meetings, shop bulletins, and personal contact.
2. Grocers, package stores, restaurants, taverns, bars, clubs and other beverage outlets should be contacted, informed about the boycott and urged to stop promoting and selling Coors beer.
3. The leaders of political, civic and community organizations should be contacted and urged not to use Coors beer at any functions they conduct or participate in.
4. Give prominent play in White Collar to the Coors story.

Meany says the boycott will remain in effect “until a fair and decent contract is achieved,” after "the company abandons its assault on the dignity and civil liberties of its employees.”

(See Editorial on Page 2)

130 Bank Employees Gain $3,600 Each in New Pact

Across-the-board salary gains of $3,600 for each employee over three years were won by Local 13 for its two bargaining units at the Landmark Northwest Plaza Bank and the Landmark North County Bank of St. Louis, Mo., in renegotiated contracts covering 130 employees.

The two banks, owned and operated by the Landmark Northwest Holding Company, were formerly known as the North County Bank & Trust Company and the First North County Bank.

Local 13 Business Manager George O'Brien reports that the new agreements call for a 30-hour week (roughly 9.4%) in the first year, another 30% (or 9.1%) in the second, and 25% (or 8.1%) in the third year. The average pay at the banks in the old agreement was $3.25 an hour.

In addition, three weeks’ vacation is now provided after eight years of service instead of nine and a new provision allows employees to select their vacations for the entire year at one time on the basis of seniority.

Other changes include three days’ bereavement leave for the death of a grandchild, one day for a step-grandchild, and creation of a stock-purchasing plan. Part-time employees will now be entitled to prorated vacation leave and health-welfare benefits based on the amount of time they work each week.

U.S. Price Index

<table>
<thead>
<tr>
<th>Month</th>
<th>Price Index</th>
</tr>
</thead>
<tbody>
<tr>
<td>January</td>
<td>162.2</td>
</tr>
<tr>
<td>February</td>
<td>162.8</td>
</tr>
<tr>
<td>March</td>
<td>167.0</td>
</tr>
<tr>
<td>April</td>
<td>164.0</td>
</tr>
<tr>
<td>May</td>
<td>157.2</td>
</tr>
<tr>
<td>June</td>
<td>154.0</td>
</tr>
<tr>
<td>July</td>
<td>152.2</td>
</tr>
<tr>
<td>August</td>
<td>149.3</td>
</tr>
<tr>
<td>September</td>
<td>149.3</td>
</tr>
<tr>
<td>October</td>
<td>150.0</td>
</tr>
<tr>
<td>November</td>
<td>150.0</td>
</tr>
<tr>
<td>December</td>
<td>150.0</td>
</tr>
</tbody>
</table>

Canadian Price Index

<table>
<thead>
<tr>
<th>Month</th>
<th>Price Index</th>
</tr>
</thead>
<tbody>
<tr>
<td>September</td>
<td>134.0</td>
</tr>
<tr>
<td>October</td>
<td>134.0</td>
</tr>
<tr>
<td>November</td>
<td>134.0</td>
</tr>
<tr>
<td>December</td>
<td>134.0</td>
</tr>
</tbody>
</table>

From the desk of the
PRESIDENT

Tacoma Health Unit Forges Ahead

Pay Boosts Range From 13% to 27% in New Agreement

A 5% across-the-board wage increase in the first year, renewed active to February 1, plus cost-of-living allowances ranging from a 4% minimum to an 11% maximum in the second year, and from 4% to a 12% maximum in the third year, were gained in a new contract renegotiated by Local 23 for its professional, technical and clerical unit at Western Clinic, which provides health and medical services in the greater Tacoma area.

Business Representative Frank E. Fennerty, Jr., says that new base scales in the first year range from $11.36 to $14.62 a week minimum in the lowest office grade, to a $140.8 minimum. In the top technical classification, business, it's $231.2 to $264.8 weekly maximum.

After Feb. 1, 1979, an additional floating holiday will be provided bringing the annual total to ten. The schedule now includes eight statutory holidays, plus one for an employee's birthday after completing one year of service.

The vacation schedule calls for two weeks after one year, three after five, one additional day for each year after 11, and four weeks after 20 years.

The employer agreed to pay full cost coverage for medical, AD&D, and life insurance for all full-time employees, and to provide in-house medical care for all part-time employees. Benefits under the present pension plan were continued.

The unit negotiating team assisting Fennerty included Sally G. Moore, Robert Morgan, and Rose Matlock. The agreement runs to February 1, 1980.