3,500-Member Independent College Union Joins OPEIU

California Clericals Vote to Affiliate; Become CASE Local 555

A 3,500-member independent union, the Clerical & Allied Services Employees (CASE), representing clerical and office employees at state colleges and universities in California, has joined the growing ranks of the Office & Professional Employees International Union.

President Coughlin reported it was given an OPEIU charter, designating it as CASE Local 555, on August 1.

Following negotiations with several other unions the action came after a year-long search by CASE to link up with an AFL-CIO union, according to OPEIU Director of Organization Arthur P. Lewandowski who made two trips to the West Coast to work out affiliation details.

He disclosed that the new affiliate has a growth potential of 25,000 to 30,000 members, depending on a bill granting full bargaining rights to state college and university employees now before the California legislature. The bill, if enacted into law, will become effective early next year. It already has been passed in the state assembly and now only awaits action by the senate.

Helen Savage, who headed the CASE Affiliation Committee, said the OPEIU was the committee’s choice as the best qualified “because of its sole commitment to unionizing white-collar employees in the U.S. and Canada, its understanding of white-collar problems, and its reputation for skilled collective bargaining.”

Another plus, she said, is that “since we will probably soon be involved in a major collective bargaining campaign in the CSUS system, its expertise can be very helpful to us in this area because the OPEIU already has many colleges and universities, both public and private, under contract.”

Other CASE speakers, supporting the affiliation action, stressed the benefits of membership in an AFL-CIO union. Margaret Butz, CASE lobbyist, declared, “We are delighted with the agreement with the Office Employees’ union, and it is the beginning of a new and exciting era of expanding CASE.”

NLRB Adopts New Plan to Speed Up Elections

A new step designed to speed procedures in collective bargaining elections is announced by the National Labor Relations Board.

These are elections in which workers vote by secret ballot to select or reject a union as their collective bargaining representative.

NLRB Chairman John H. Fanning said that it had revised its rules to establish a “vote and impound” procedure so elections could be held on the date scheduled by a regional director of the board. Previously, voting was postponed whenever the five-member board in Washington granted a request by an employer or a union to review a regional director’s rulings.

Under the new procedure, the election will be held as scheduled without regard to any challenges to the regional director’s rulings, and the ballots of employee votes will be impounded and held until after the board acts on the request for review.

NLRB Upholds OPEIU Plea in Hospital Organizing

NLRB Administrative Law Judge Russell L. Stevens ruled that St. Joseph’s Hospital in Denver, Col., had violated the labor laws when it posted a notice forbidding distribution of union literature by non-employee messengers. He held the hospital in violation of the National Labor Relations Act.

The unfair labor practice charge was filed against the hospital by Denver Local 5. The case was argued successfully for the OPEIU by International Representative Joe McGee, who says “It is my understanding that this is the first time this rule and be tested since non-profit hospitals were brought under the jurisdiction of the NLRA.”

The NLRB ruling clearly spells out the rights of hospital employees to distribute union literature and soliciting for union membership on hospital premises, “other than immediately patient care areas.”

St. Joseph’s Hospital was ordered by the NLRB, which upheld the Administrative Law Judge’s ruling, to post a notice for 60 days to this effect.

‘President’s 100 Club’ Adds Two New Members

Sec.-Treas. William A. Lowe announces that membership in the “President’s 100 Club” has now gone up to 81 with the enrollment of two new members.

They are Business Representatives Gladys Lee and Mike Thompson of New York Local 153.

Altogether, 29 OPEIU officers and staff members have joined the Club to raise funds for VOTE.
Local 23 Member Tells It All

The article below by Sister Ottile Markholt, a member of Tacoma's Local 23, recently appeared in its NEWSLETTER.

With our compliments to Sister Markholt, her reasons WHY SHOULD UNION PEOPLE STICK TOGETHER? are so down to earth we report them for the benefit of all OPEIU members. Her article follows:

On our own jobs the benefits of sticking together (which is collective bargaining) are obvious. Our union dues are returned to us many times over in wages, fringe benefits, and protection against improper management. If these were not true we would be wasting our money, and we had better chuck the union.

But besides our importance to our own employers we are equally important to other employers as consumers. If you doubt this, think of the money those employers pay for advertising to tell us how to spend our paychecks.

We belong to a Union for a purely selfish reason: to improve our economic standing. This is what it should be. What distinguishes unionism from the dog-eat-dog struggle among unorganized workers is that we can see how much we each gain by working together, that we each have an individual self-interest in a common, effective whole: A Union.

As consumers where does our self-interest lie? Suppose the grocery clerks in the supermarkets are on strike. Do you cross the picket line and shop at your accustomed store? If you do burn a few additional dollars for another store and pay a few cents more for your groceries? Leaving aside noble sentiments, which is in your own self-interest?

Collective bargaining agreements don't function in air-tight compartments. When the local chamber of commerce learned that Brockway plants are unionized, it got upset.

It passed a resolution telling Brockway that: "we would welcome you here provided you come in as a non-union company." A county official would lead "reduce proposed wages to be competitive with local market.

The self-styled business leaders, no doubt, include high-powered brokers, local pharmacists, hardware merchants, dry-goods stores, and grocery establishments—good old boys—who play golf together.

These purblind gentlemen can see nothing further than their prejudices. They ignore the fact that the town's young people, educated at great expense, must now go to bigger cities to find jobs, and brighter prospects for their futures.

Moreover, a new industry providing 250 jobs directly, would generate many indirectly, making the whole town much more prosperous and progressive. Even the businesses represented by the so-called chamber of commerce would grow and expand with this new influx of buying power, enabling decent wages for everyone.

The mentality pervading the business brains in the North Carolina community apparently is a reflection of the anti-union bias of the J. P. Stevens Company management, which operates in the area, and insistently spreads its anti-union poison through similar chambers of commerce. Prejudice ignores basic economics.

We are happy to note that some 500 county residents have banded together and asked the Brockway company to ignore the chamber of commerce resolution. As yet, the company has not decided where it will locate the proposed plant.

Myopic Anti-Union Bias

Brockway Glass Co., of Brockway, Pa., is considering building a plant in Person County, North Carolina, to employ 250 workers eventually. When the local chamber of commerce learned that Brockway plants are unionized, it got upset.

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Reports on Child Care Overseas

OPEIU Delegate Among CLUW Visitors to 3 Countries

By Sheila Baker, N.Y. Local 153 Vice President

As a member of the Coalition of Labor Union Women (CLUW), I learned on my recent trip overseas that the government of Sweden, France and Israel have strong commitments to their pre-school children, reflected in exceptionally fine day-care centers and other service programs.

Our four-week tour to study child-care overseas was financed by a grant from the German Marshall Fund in gratitude for the US's aid to Europe following World War II. Delegates selected were Presidents or Vice Presidents of trade union locals. I was also an OPEIU member.

In Sweden, we found they have leisure-time centers for young children after school hours, or until the parents return to work to pick them up. Moreover, in that country they also have recognized the importance of integrating handicapped children into social and school programs in a natural way, thus reducing any stigma attached to physical differences.

Maternity and parental leaves are also provided in Sweden; making it possible for a man to be home during critical family situations. Incidentally, quite a few European day-care programs are a prelude to school-going for youngsters, and are educational as well as creatively stimulating.

In France, we found the creches were immaculate, the care given was lovingly and obviously warm and nurturing, in atmospheres that were colorful, cheerful and creative. The child-care programs in France are a prelude to school-going for youngsters, and are educational as well as creatively stimulating.

In Israel, we visited a variety of such child centers. Typical was one in a kibbutz, and another in a settlement community where the parents worked. There were centers in which both Arab and Israeli children share in communal activities, and they provided an object lesson to adults on how well they get along with each other. In other countries we found that the programs were designed to respect the cultural and ethnic backgrounds. In each country, we were met by representatives of government child-care agencies to discuss child-care programs with them on their systems and answered all our questions vigilantly.

We also met our union counterparts in the three countries, and realized that we have the same goals, that of bettering the human condition everywhere. The overseas unions play strong roles, in conjunction with their governments, in showing deep concern for children and the family unit. Practically no child-care services were found to be operating on a profit-making basis in the countries visited.

The child-care centers I have visited in this country—both private and subsidized—also had great merit. They are staffed by dedicated people, educated in child-care and psychology, and I would have no reluctance to have a child of mine attend them. The children were happy and involved, and the centers providing an integral part of the learning process, and preliminary training for entrance into the school system.

But I do feel we have a job to do in getting QUALITY child-care for all working mothers who need it, also for the one-parent family, and for other mothers who need the services on a temporary basis during a family crisis.

Unions Back Child-Care

Unions overseas have done much to improve conditions of the American worker on the job, as well as upgrading living conditions in the home. Unions are now taking the lead in seeking child-care legislation, health security, and many other measures that will make the American way of life a model for others.

We do have the know-how and resources to accomplish much more in the child-care area. But we must view our children as a top priority, one of our prime resources, and our future. We must regard them, as they do in those countries we visited, as our "treasures."

Consequently, we must develop more concern toward these particular social goals, and get behind our own Union's efforts in such areas by participating more fully in our Legislative and Educational Committees.

A good start in this direction is to make certain that each of our OPEIU members in our current VOTE Drive, if anything is to be done—YOU are the one who must do it. Through the VOTE Drive and in the election booth we can together accomplish much.

N.Y. OPEIU Retirees Rally to Support VOTE Appeal

Within two weeks after VOTE appeal letters were sent out to members of the N.Y. Local 153 Retirees' Assn., some 62% had replied enclosing contributions of $358, according to President Ed Edom. He said this was an average of $2.60 for each reply.

He disclosed that the large contribution was $20 from one member, two others for $10, and 24 gifts of $5 each. None of the contributions was for less than a dollar.

"Because our retirees are keenly aware of what OPEIU has done for them in the past, and needs to do in the future," Edom said that he expects the VOTE contributions by retirees this year will top $600.
GC Slams RTW's False Propaganda in Canada

**Brands Tactics to Enact Such Laws up North as 'Hypocrisy and Deceit'**

The hypocrisy and deceitful tactics being used by employers in an attempt to impose so-called 'right-to-work' laws in Canada are explored in a recent article by the Canadian Labour Congress. The article is titled: "The Stifling of Collective Bargaining—Canadian Labour."

A digest of his remarks follows:

"Pointing out that the battle over 'right-to-work' laws has raged in the United States for the past 30 years since the 1947 Taft-Hartley Act was enacted, Lang notes that the Canadian Construction Association and similar U.S. employer associations have brought the issue north to Canada in the past few years. He says the CCA is a major proponent of RTW legislation in Canada, and has proposed it in British Columbia and Alberta. It has now moved the issue to the Territories in view of the proposed pipeline construction there. Thus, it is preying on the fears of NWT residents that they will be pushed aside in favour of imported union labor from the south."

"He adds that CCA also is attempting to capitalize on an explosive political situation by touting the 'right-to-work' issue as a solution to 'the job crisis problem.' He points out that 'RTW legislation doesn't guarantee work for anyone. It does guarantee the right to shop around for a job, or not to pay union dues.'"

"The title, 'right-to-work' is intentionally misleading because it implies the right to a job. It reflects only the employers' right to shift, or not to employ anyone because its only purpose is the destruction of union security,' the article continues."

"The 'county agreed' to a number of 'right-to-work' laws as a means of protecting NWT workers are, in reality, just a shift of the work force for the employers, particularly when native workers have never experienced the employee-employer work situation. There can be no doubt, in this situation, that exploitation of native residents by employers will occur because of their vulnerability in the new and unfamiliar work environment. . . . 'Right-to-work' laws have a much more insidious effect on the situation. They are the illusion of freedom for workers from the tyranny of their own organization. In other words, the costs or 'right-to-work' laws are imposed on the employer through a more stringent process than any other association. The hypocrisy of the advocates of 'right-to-work' is well demonstrated to all for all to see for, in many instances, while they themselves are a member of the 'closed shop,' they would deny workers similar protection."

"There can be no question about the opposition which the workers and their organizations will wage if 'right-to-work' laws are imported into the NWT from the south. Pointing out that Canada de-"
Group Legal Plans Move Forward

Still in Development Stage, Says Law Expert

Pioneering efforts of unions, consumer organizations and lawyers have cleared away barriers for further developments of prepaid and group legal services.

Now in its formative years, the movement for a federal legal service plan is facing a more crucial test than in its infancy period, Theodore J. St. Antoine, executive director of the American Federation of Labor and Congress of Industrial Organizations.

In his article in the AFL-CIO magazine, St. Antoine states that responsive to the needs of the general public, "the nation's consumer center for legal services, which had been formed in 1972 with labor support and has served as the legislative arm for the group legal services movement."

As a consumer advocate, the center makes information available to unions and consumer groups on the development of legal services plans. By helping to design prototype plans, the center can devise models that offer standards of comparison, St. Antoine states.

Such programs provide a "great opportunity to workers who have been denied access to the legal services system," he points out, adding, "The richest 10 percent of Americans can afford lawyers and the poorest 20 percent are at least partially served by such entities as legal aid societies and public interest law firms," he adds. "This leaves the 140-million middle-class Americans who are either unable to pay standard rates or are unable to pay the 'right' lawyer to help them with a particular legal problem."

Group legal plans also provide opportunities for thousands of young lawyers who otherwise might have trouble making a living in the practice of law, the author observes.

The group legal services program is the ideal mechanism for bringing together lawyers in need of clients and in need of clients, St. Antoine concludes.

At its recent meeting in Bal Harbor, Fla., the AFL-CIO Executive Council endorsed the center and recommended that all affiliates support it in developing effective programs of information, guidance and assistance in the area of legal services.

The council noted that the labor movement is concerned with the quality and cost of legal services for workers. It said that group legal services had been incorporated in the collective bargaining programs of a number of unions.

Wisconsin Rapids Local 95
Wins Dispute With School

Wisconsin school employees learned that it is good to have a union when their employer refused to pay 100% of increased health plan insurance premiums, and even rejected a union plea to bargain on the issue, specified in their OPEIU contract.

As a result, Wisconsin Rapids Local 95 filed an unfair labor practice charge against the Mid-State Technical Institute with the Wisconsin Employment Relations Commission, which assigned Examiner Thomas L. Yaeger to hear the case.

He ruled that the school had violated Wisconsin labor law by refusing to pay the increased health insurance premium for its employees.

St. Antoine, dean of the University of Michigan Law School, is the president of the center. It was set up last year to take over the functions of the National Consumer Center for Legal Services, which had been formed in 1972 with labor support and has served as the legislative arm for the group legal services movement.

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