Fate of Labor Law Reform Now Up to U.S. Senate

Urge Your Senators to Support S. 1883!

On October 6, the House of Representatives brought labor law reform halfway home. By a whopping 257-163 vote, it approved the first progressive changes in the National Labor Relations Act since its enactment 42 years ago.

The struggle to win it was long and hard, but we can't afford to back in our jubilation, or rest on our laurels—because another struggle lies just ahead.

That struggle will be fought in the Senate in early 1978. To win it, we must convey to each and every member of the Senate the message that this is a bill affecting the legal rights and the human rights of millions of American workers.

It is essential that every trade unionist let his or her senators know how importantly we regard the passage of S. 1883. Please urge your members to back you up with their letters, wires, phone calls and visits.

Your support has brought a labor law reform bill halfway home. Now, your renewed support can help bring labor law reform all the way home in the Senate!

Sincerely,

[Signature]

School Unit Finds Union Pays

Wisconsin Rapids Clericals Up Wages 16.9% in 18 months

Since they unionized 18 months ago, office clericals of the Mid-State Vocational, Technical and Adult Education District in Wisconsin Rapids, Wisc., through collective bargaining have improved wages by 16.9%, according to Local 95 Business Representative Larry V. Cross.

He reports that they have also obtained more liberal vacations, expanded Christmas and New Year's Eve to full holidays from half-days, won an additional day for personal business, and in future can use sick leave to cover all dental and medical appointments.

The contract provides an agency shop for the 23-member group, all of whom must pay union dues even though state law does not require union membership or initiation fees. All but one in the unit are union members.

Cross explains that health, life insurance and pension benefits are provided under state-wide plans and are not negotiable. Although there are no structural changes in these plans, nevertheless benefits will be increased proportionately at the same rate as wages, he notes.

Negotiations for an initial contract retroactive for a year, resulted in a 7.9% increase for all wage grades and red circle rates. The second round of negotiations provides gains totaling 9.1% in wage boosts, time off and fringe benefits.

The new agreement provides $3.05 an hour for those in the lowest classification, rising to $3.78 for those in the top grade. Nine unit members in red circle rates won raises ranging from 274 an hour to 346. New red circle rates range from $3.40 an hour to $4.60.

During the negotiations Cross was aided by a unit team headed by Betty Hoekstra, assisted by committee members Angeline Elsken and Nancy Boles. The new agreement runs to June 30, 1978.

Anti-Unionism Surfaces in Canada

Six B.C. Law Drafts aimed at Public Employees

In the past year six anti-union labour bills have been introduced in the British Columbia legislature, making 1977 one of the "worst years in the history of the province for anti-union legislation."

The first Senate action on Labor Law Reform (S. 1883) will come in the Subcommittee on Labor when the Senate reconvenes on January 19. After subcommittee action, it will be referred to the full committee, and then for action by the full Senate.

Hopefully, subcommittee and committee action will come soon after the Senate reconvenes. After that, it isn't yet known when the full Senate will act.

Here it faces the possibility of a filibuster. To break that clout, organized labor will need 60 votes—a difficult task. Cloture is never easy because Senators have varied positions, habits and principles on cloture which often bear no relation to the issue at hand.

Consequently, we urge all OPEIU members to read George Meany's message, and to write to both his Senators now if you haven't done so, urging them to pass S. 1883 without amendments.

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HHH Letter Brings New Support From Public

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A policy statement adopted by the B.C. Federation of Labour at its recent convention warned that "the base threat of much of the anti-labor legislation is aimed at singling out public sector workers for discriminatory treatment as second-class citizens with substantially reduced rights to what workers in the private sector have.

The Convention then adopted eight protective measures it will use to fight enactment of the anti-labour bills in the legislature with all its resources, adding the following warning:

"This Convention further states to the people of British Columbia that the labour movement has not sought confrontation with the Social Credit government and, in fact, has done everything in its power to maintain industrial peace.

"However, if the government chooses to continue escalating its attack on the trade union movement, the labour movement will not be defeated."

"We must, therefore, ensure that the entire labour movement meets its responsibility to take up the challenge posed by the government's posture."

(Continued on Page 4)
U.S. High Court Rules for Mothers

Decides They Retain Job Seniority During Childbirth

The U.S. Supreme Court, by unanimous decision, has ruled that a pregnant employee may derive a female employee of accumulated seniority because she takes an unpaid leave of absence for the purpose of childbirth. At the same time, the nine justices reaffirmed their 1976 conclusion that Federal civil rights laws do not require an employer to permit a worker to use accumulated sick leave credits he had not been paid when she leaves the job temporarily for childbirth.

Other practices by employers that might be prohibited in line with the court's latest ruling include firing a pregnant woman when they become pregnant, refusing to hire or promote them, taking away retirement benefits, or discriminating toward tenure for teachers for the period of pregnancy leave. The court, applying the decision back to the lower Federal courts for possible further examination the case involving Nora D. Satty, a clerk department manager at the Nashville Gas Company during absence due to pregnancy. They also remedied a second similar case (Richmond Union School District vs. Berg), in which a pregnant teacher was denied sick leave, to be re-examined in the light of its ruling in the Nashville case.

In both instances, the high court vacated rulings of U.S. District Courts in which women were entitled to sick leave in childbirth because Federal civil rights laws prohibit depriving employees of "employment opportunities" or otherwise affecting employment status because of sex. SEC Bows to OPEIU Joint Plea

Repeal of Rule 390 Would Endanger 1,800 Exchange Jobs

Bowing to joint protests by the OPEIU and the Wall Street securities industry the Securities and Exchange Commission has cancelled its tentative January 1 deadline for repeal of Rule 390 which currently bars employers from making markets in listed stocks away from any trading floor.

In his White Collar column in the December issue, Presidential Candidate and the OPEIU's participation in a unique joint union-management protest to the SEC and members of the congressional oversight Committees on repeal of Rule 390.

He pointed out that the SEC's plan could result in severe dislocation of industry, adversely affect the national economy, and cause lay-off of tens of thousands of workers, not only OPEIU members, but also in such other industries as accounting professions, professional employees, insurance, computer services, investment firms, and stock transfer agents.

He revealed that the OPEIU also assisted the support of the AFL-CIO and its lobbyists who contacted members of Congress about this job-destroying proposal. He said, however, that the SEC's deadline was announced, securities industry leaders said that the message of the joint union-management protest "had gotten across to the SEC.

Meanwhile, the securities industry is actively developing a national market system that will link up the New York, American, Chicago, and Boston stock exchanges which account for more than 90% of listed stock trading.

Stated for a pilot operation this spring, the system is essentially a communications network that would inform all participants of the best prevailing price in stock.

Arbiter Rules for Sea-Land Clerk

Orders Seattle Member Rehired With Lost Pay

A Sea-Land general clerk in Seattle, who was injured at work and fired because the company contended he had exhausted his sick leave in a job application, was ordered rehired with full back pay when Local 8 brought his case to arbitration.

The clerk, Kenneth H. Hohein, strained his back when lifting heavy boxes. He said the doctor told him he had "pulled a muscle." During the medical examination, the fact emerged that the man's back pain went back years. He admitted that he was aware of this because he was rejected for military service on this point.

However, he testified that he wore no braces or braces, had done heavy work for previous employers and lived with this, and had never suffered any back pain or back trouble.

The arbitrator, Ronald S. Loew, determined that when Hoheim applied for the job, he "falsified" the answers in the application form by omitting to answer questions that if this information had been disclosed he would not have been hired.

He ruled that the grievant could not have been said to have "falsified" his job application answers. Even though the employer had faith, he declared it hadn't shown "sufficient and reasonable cause.

As a result, the arbitrator ruled in favor of the company, that CUE's purpose is to provide "guidance" and "education" courses for their members, they will be able to attend these seminars efficiently, "coyly" adding that CUE's purpose is to provide "guidance" and "education" courses for their members, they will be able to attend these seminars efficiently, "coyly" adding that CUE's purpose is to provide "guidance" and "education" courses for their members, they will be able to attend these seminars efficiently, "coyly" adding that CUE's purpose is to provide "guidance" and "education" courses for their members, they will be able to attend these seminars efficiently, "coyly" adding that CUE's purpose is to provide "guidance" and "education" courses for their members, they will be able to attend these seminars efficiently, "coyly" adding that CUE's purpose is to provide "guidance" and "education" courses for their members, they will be able to attend these seminars efficiently, "coyly" 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HEW Hearings Shape Health Bill
Citizens Will Be Given Proposals to Carter

A series of grassroot hearings across the nation are helping to shape the national health insurance proposal which the Carter Administration will send to Congress early this year.

Nearly 100 meetings and hearings were held in recent months, sponsored by the Department of Health, Education & Welfare, to provide a public forum for the movement.

A one-day hearing was held at HEW headquarters in Washington, D.C., chaired by HEW Secretary John H. Chafee. Among those testifying were representatives of organized labor, National Council of Senior Citizens and church, civil rights and other citizen groups.

In opening the Washington meeting, California said the hearings are intended to give federal health planners one last chance to submit their views before the Carter Administration plan is drawn up and sent to Congress "sometime in the third quarter," the Secretary declared.

"It is inevitable, therefore, that some groups of people who will be affected—our citizens, members of health and insurance industries, and government officials at all levels—would like to adopt our recommendations to the President."

The Secretary said he is seeking advice on these questions:

- What benefits should be provided? Should patients share in the costs of the services? Should special exemptions, covering benefits, be provided to the poor? How should the plan be financed? Should the plan be operated publicly or privately, or through a combination of both systems? What should be the role of private insurance companies? What should be the role of state and local governments and consumers? How can health care costs be restrained?

During the hearing, Senior Citizen pickets carried signs which read: "Only One Mer-
cocles per Doctor," "Share the Health," "Big Medical Bills Make Me Sick," and "Health Security Now."

See Major Threat to Unions
Labor Editors Told They Must Meet Challenge

The frontline defender of the trade union movement must be the labor press in turning back the street gang of the conservative highway patrol that faces from the extreme right, delegates to the International Labor Press Association were told in Los Angeles.

"Never before in my lifetime has the labor movement faced as grave a crisis as it does today," ILPA President Albert K. Helring declared in his keynote address to the convention.

He warned that anti-union forces, along with other conservative elements, have united in a multi-million dollar campaign "reaching into the grassroots" to defeat the labor reform law and other progressive legislative proposals.

Machinists President William W. Wimpfinger said that "not since the days of the eight hour movement in 1920's has the trade union movement been faced with such a right-wing threat."

He said the threat was developed during the Nixon-Ford Administration when an "almost perfect, but insidious coa-
gang" was drawn up and "sometime in the third quarter," the Administration would send to Congress a health insurance proposal.

Wimpfinger cited a poll of the right-wing design the current announcement of the National Association of Manufac-
turers that it will help employers seeking a "union-free environment." The IAM leader called this "economics pornography" and "social engineering."

"Your mission," he charged the 200 delegates representing union publications from all parts of the United States and Canada, "is to organize, advocate and organize."

The ILPA delegates stripped the tablecloths from the meeting room when it was discov-

ered they bore J. P. Stevens labels. The hotel, the Los Angeles Hilton, managed to find "clean" tablecloths for subsequent sessions.

West Coast Health Unit Scores Big in New Contract

Across-the-board wage boosts ranging from 9% to 12% in the first year, retroactive to January 1, with additional increases running from 8.4% to 9.5% in the second, effective next January 1, were won by Ta-
coma Local 23 in a new two-year agreement covering 450 office employees with Group Health Co-op of Puget Sound, Olympia, Wash.

Business Manager Frank E. Feeney reports that in the first year starting pay for file clerks and messengers is now $575 per month, ranging to $810 per month for chief clerks. The agreement, which runs to March 29, 1979, was ratified by a two-to-one vote.

New Addressograph Pact
Ups Pay 24% at Euclid Plant

Wage gains totaling 24% over three years, with a cost-
of-living allowance paid quarterly, were won by Local 49 for its bargaining unit at Ad-
dressograph-Multigraph Corp., in Euclid, Ohio. International Representative George Porcaro, Jr., reports.

He says the new agreement calls for an across-the-board wage boost of 8% in the first year, 9.5% in the second, and 7.5% in the third. The COLA provides a he 1st hour increase for each 0.4 raise in the CPI with no maximum.

The company agreed to in-
crease its contribution to the mutual benefit fund by $2.09 per month, with the employees contributing $1.41 a month to provide a weekly AD&D benefit of $515 ($85 in the old contract).

The employer also agreed to substitute temporarily a $5,000 severance allowance maximum (was $2,500 previously), and to reduce eligibility to two years from the previous five years.

Assting Porcaro was a unit team comprising Roger Neide, Richard R. Roberts, Glynden Davis, Weldon P. Sinclair, Margaret A. Arthur and Louise Faber. The new contract runs to June 7, 1980.

Wage Reopener
At Utility Wins 6.7%;
An across-the-board wage boost of 6.5% was gained by Local 455 in a second year wage reopener agreement covering its office unit at the Sa-

vannah Electric & Power Co., in Savannah, Ga., according to Regional Director J. Oscar Bloodworth, who acted as spokesman for the unit negoti-
ing committee.

Committee members were Local 455 President Paul Feld-
man, Vice President John Lynes, Sec.-Treas. Georgia Doolittle, James Winburn and Pat Rough.

JAMAICAN VISITOR: Shown above, from left, are Vice President Robert Holmes, N. E. Clark (center), Charles Collins, Michigan administrator of I.B.T. Health-Welfare Fund, (standing) and Business Manager Arnold Shams.

Coast OPEIU Member Was Houston Delegate

Roxanna Lighthuff, Local 30 member and an officer of the Coalition of Labor Union Women (CLUW), was an ele-
cuted delegate from California to the International Women's Conference in Houston.

She was raised in a labor union home, and has been in-
cluded with the OPEIU for four years. At 37, she is married and the mother of a 15-year-old daughter. As secretary of the I.A. CLUW chapter, she does a lot of volunteer organi-
zation and says: "One day our dream is to organize every-
body."

She was one of four Califor-
nia delegates to the Houston conference. She says CLUW's priorities, other than making women aware of how impor-
tant it is to be organized, are "to push and fight" for quality child care, full employment and national health care.

However, she says that there is no assurance that Congress will act on the recommenda-
tions made by the delegates to the Houston conference.

Gilbert H. LaValley

With sincere regret we an-
nounce the sudden death of Gil-
bert H. LaValley, former Secre-
tary-Treasurer of Local 269 in Chicopee, Mass., who retired last year after 42 years of service with the Spalding Divi-
sion of Questor Corporation, sporting goods manufacturer. He was a charter member of Local 269, which he helped or-
ganize.

Besides his wife, he leaves a son, Henry F. of Chicopee; sis-
ter, Mrs. William A. Morris of Springfield; a grandson, neph-
ews and nieces, to whom we offer our deep sympathy.
School Yields First Longevity Pay
$1,350 Salary Boosts Also Gained by Minnesota Unit

Pay raises averaging approximately $1,350 per member were gained in a two-year renegotiated contract with Twin Cities Local 500, representing warehouse, clerical and technical workers at Inver Grove Heights, Minn

Business Manager H. R. Markussen reports that the secretaries gained across-the-board raises of 338 per month in the first contract year, with a similar amount in the second year

Clerical aides won $41 per month raises in the first year, and another $20 in the second, all increases becoming retroactive to July 1, 1977

Besides, all aides in progression became entitled to longevity pay for the first time

Those receiving the $41 increases became entitled to an additional $20 per month (12¢ an hour) in longevity pay, if applicable

For those who have completed 10 years, longevity pay went into effect July 1, 1977, and for those completing 15 years 10¢ an hour on July 1, 1978

The negotiating board also agreed to contribute $241.36 annually for individual coverage in its group health-hospitalization plan in the current year, and to increase this amount to $261.24 in the 1978-79 school year

It will also contribute $212.16 for family coverage in the first year, and $254.24 in the second

Moreover, the board voted to raise $15.60 annually for individual coverage under its long-term disability plan, and $26.50 for group life insurance coverage

In the event the 15¢ per hour raise to pay for health-hospitalization coverage is more than the actual cost, any money balance will be added into long-term disability for the employees

During the contract talks, Markussen was assisted by a unit team comprising Stewards Lois Reischgitz, Marlys Kreef and Darlene Schroder

Company Tactic Fails With Wisconsin Unit

When the Four-Wheel Drive Corp., in Clintonville, Wis, allowed its union contracts with office and plant employees to expire without an extension agreed on, management tried to drive a wedge between the two bargaining units, according to the Wisconsin Area Representative Mike Walker

When a mediator was called in, further divide-and-conquer efforts also failed, he says. The office employees, members of Milwaukee Local 500 whose ages average 25, stood shoulder-to-shoulder with their fellow professionals

Anti-Unionism (Continued from Page 1)

movement, using recent or new anti-union legislation, then the public should realize that we have no alternative but to respond to this provocation with all possible force

The OPEIU has two large locals in Vancouver, B.C., meatworkers and clerical aides who represent employees in the private sector, and the latter nearly 5,000 employed by the publicly-owned B.C. Hydro & Power Authority, as well as almost 2,000 at the Insurance Company of British Columbia, an other provincially operated enterprise

Women Unionists Confer

Shown discussing mutual union problems at the recent AFTRA (American Federation of Television and Radio Artists) Convention in San Francisco, from left are Rhoda Williams, Western Chairwoman of its Women's Committee; OPEIU Vice President Kathleen Kinnick, and Alice Buckes, National Chairwoman of AFTRA's Women's Committee. Rhoda Williams is known as Robert Young's daughter in "Father Knows Best," and Alice Buckes recently portrayed Hedda Hopper in "Gable & Lombard"

Kathleen Kinnick is Director of Women's Activities for the California AFL-CIO Labor Federation

As a result, the Local 500 members gained a one-year contract renewal providing a 10% package in wage boosts and fringe benefits, calling for an immediate 6% general wage increase with another 3% to take effect in March

The employer also agreed to increase ADA&D benefits to $90 a week from the previous $70, and to boost pension contributions by an additional 10c an hour

The unit negotiating team comprised Harold Hodick, Jim Born, Oliver Rassch and Jock Kaphings

If you move, send your old and new address, including zip code and social security or social insurance number or 30-cents per copy

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

Women Unionists Confer

U.S. Price Index

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Media Warps Union Image

When we talk to the uninformed, we are always amazed at the amount of misinformation possessed by such unorganized labor movement in the United States.

Recently, for example, a friend in managerial circles told me that he strongly feels that unions are responsible for the inflationary cycle in our country. When I asked him how many workers are in the United States, his answer was both vague and incorrect. I explained that there are some 90-million workers in the United States but less than 20-million. I further explained that numerous industries which have increased wholesale and retail prices considerably do not even deal with labor unions and, consequently, have no pressure from unions to increase prices.

The textile industry, for example, is hardly organized at all, yet prices are running rampant in textiles. Steel imports are putting tens of thousands of steel workers in this country out of work and, in most cases, foreign exporters have no dealings whatever with U.S. unions.

In the automobile industry, foreign cars make up more than 20 percent of the cars sold in this country and yet prices of these cars keep increasing at the same rate as those manufactured in the United States. Obviously, if less than 20-million of 90-million workers in this country are organized and prices keep increasing in our industry, it is apparent that organized labor has little impact on prices. These same arguments are true in Canada where wages of all workers are controlled. Despite this, the government of Canada has failed to control prices.

The fallacy that unions in the United States and Canada are responsible for increased prices is propaganda for the most part by management spokesmen, such as the National Association of Manufacturers, the U.S. Chamber of Commerce, the Business Roundtable and the National Right-to-Work Committee. These same people would have you believe, for example, that so-called right-to-work laws guarantee jobs to workers. When they placed the proposition in this light, too many Americans were fooled and voted by a 56-percent margin for this point of view

But when the question was asked—"Do you think it's fair for people to have a choice in organizing as a labor union without paying any of the costs of getting those benefits?"—an overwhelming 74 percent said it was not fair. Only 15 percent said it was fair and 11-percent didn't know.

The same is true of labor law reforms. In a nation-wide poll conducted by Public Interest Opinion Research, a national polling firm, it was found that the public by majorities ranging from 69 percent to 79-percent support proposals to strengthen laws protecting workers' rights to join unions of their choice.

Sixty-nine percent of those polled favor cutting off government contracts to unfair employers. Ninety percent support laws protecting workers against job threats from their employers. Ninety-seven percent support that section of the Labor Law Freedom Measure, now pending before the Senate, which would guarantee that workers be allowed to hear both the company and union arguments prior to participating in elections conducted by the National Labor Relations Board.

When Americans understand the need for labor law reform, an overwhelming majority support these proposals. Unlike some of the information gleaned from the public media, 63 percent of all Americans agreed that "corporations are opposed to their employees joining labor unions because unions would make employers pay higher wages and improved working conditions." Only 10 percent thought the anti-union lie that corporations need workers and take advantage of their members. Even professionals and high income families, when polled, agreed with the above.

Organized labor's continuing problem is to get the truth, in easy to understand terms, to the people in the United States and Canada. Because we do not have the resources to own large daily newspapers and popular television networks, we must rely on labor newspapers and union periodicals to explain our point of view. \[Continued\]